

# MAPing FOR FACILITATORS MADE EASY...

## PRE-STAGE:

It is important that this stage is not skimmed over too quickly... it is vital that *before we start* the Strategy is part of the praying fabric of the church itself ... that the congregation are au-fait with the Strategy and the strands... that the congregation realise that this Strategy will involve and impact upon all of them and is not a process which will be done by the incumbent.... so during this Pre-Stage time consider:

## INITIAL MEETING WITH INCUMBENT/PREPARATION

- How much does the **incumbent** understand of the process? Of the strands?
- How much has the Strategy been communicated to the **congregation**?
- Has the Strategy begun to be supported by **prayer** – as a congregation – as individuals?
- How can as many **people** as possible be made aware of the process?
- When can the facilitator attend the church's main service to be **introduced to the congregation**?
- How can the **desire** for mission, and the exciting changes that it will bring, be fostered in the church?

## POSSIBILITIES...

- ❖ Say the prayer for the Strategy in place of the Collect every Sunday
- ❖ Pray for the Strategy in the intercessions every Sunday
- ❖ Ask individuals/ prayer group to pray for the process in relation to the church itself
- ❖ Hold sermon series on the six strands and ask for opinions
- ❖ Hold a series of talks about the Strategy
- ❖ Discuss the six strands at meetings which already exist in the life of the church
- ❖ Have a presentation given to the congregation on the Strategy – instead of a sermon/evening
- ❖ Place the Strategy onto Vestry Agenda
- ❖ Place series of articles in magazine on Strategy
- ❖ LISTEN to the congregation – give out questionnaire?
- ❖ Put logo on weekly notice sheets/magazine/prayer lists etc
- ❖ Make bookmarks out of the Growth Strategy Prayer – perhaps personalising the prayer to the particular church with which you are working

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## IMPORTANT: PREPARING THE GLASGOW AND GALLOWAY MISSION ACTION PLAN

- Go to Diocese of Glasgow and Galloway website...  
go to Ministry Development site....  
go to Diocesan Growth Strategy.....  
Go to MAP pro forma. There you will find the form which has to be filled in by each charge...
- At each stage fill in the appropriate box – I suspect it will be easier to fill in as you go rather than at the end!!!

**THROUGHOUT ALL THE STAGES PRAYER AND LISTENING TO GOD TO DISCERN HIS WILL IS OF PARAMOUNT IMPORTANCE FOR YOU, YOUR CHURCH, YOUR CONGREGATION.**

## STAGE 1: REVIEW **LISTEN...ASSESS...VALUES** (CONGREGATIONAL DAY?)

- In the REVIEW stage the church aims to discern God's mission plan for the community served, by understanding the cultural and situation the church finds itself – location/people/activities already engaged in/ activities which could be started. SHOULD REVIEW PHASE BE DONE IN DAY WITH CONGREGATION/ SERIES OF MEETINGS?
  - LISTEN: The incumbent must listen to church members and local community while listening to God. How are current mission actions going/progressing/contributing to mission priorities? What are the needs of local community/social and pastoral needs? How is church involved in life of community? What points of contact already exist between church and community? Interview key community leaders been interviewed to find out about community needs? Interview non- church members to see what they think about the church? How can prayer be at the heart of this process? Conduct a community audit.  
Fill in first box on the Mission Action Plan.
  - ASSESS STRENGTHS, CHALLENGES, AND OPPORTUNITIES:  
Assess strengths and weaknesses in relation to **the six strands** of the Strategy  
Use SWOC analysis to find out the church's:  
Strengths in relation to each of the strands  
Weaknesses in relation to each of the strands  
Opportunities in relation to each of the strands  
Challenges in relation to each of the strands  
  
Gather the findings from the analysis.  
Fill in third, fourth, and fifth box on Mission Action Plan
  - COMMUNICATE:  
Ensure that all that has been achieved and explored is communicated to the congregation in the most effective ways for the congregation. Remember people learn differently so the communication must be in a variety of ways.... vocal, in magazines, on displays, etc Fill in last box on the MAP as to how the information has been communicated.

## STAGE 2: CHOOSE **VISION...PRIORITIES...GOALS** (CONG/VESTRY MEETING?)

- In this phase the church discerns how God wants to shape the church's future. Consider where the church wants to be in the next five years, what is your vision for the church, and the values that will enable this growth to occur. Fill in the first box of Stage Two.
  - PRIORITIES: Decide on what strands (perhaps one or two) the church's energies and resources will be concentrated on. And think of what the church wants to work upon within these strands – these may be new things... may be existing things which need building up or expanding....Priorities can be short or long term.  
First: what are the priorities which help you reach your vision/direction for the church  
Second: Consider what is the priority for the next twelve months (two or three things?) This may include the stopping of existing activity in order to free up human resources.
  - GOALS: Write a **TWO OR THREE GOAL STATEMENTS** which bring the priorities to life. Use the SMART method ; Specific (be clear about what the goal is and who it is aimed at); Measurable (what is overall target and how progress will be measured and assessed); Achievable (Ensuring that congregation believe goal is significant and possible; Resourced (Ensure there are resources are there – human and financial); Timed (Make clear the timing for completing goals)

Appoint one person who will take overall responsibility for co-ordinating the work.

Fill in Stage 2 of the Mission Action Plan.

### **STAGE 3: PLAN HOW...ACTIONS...COMMUNICATE (VESTRY/INCUMBENT)**

- In this phase each goal has to be taken and plan how it is going to be achieved. For each of the goals a person should be named as 'owner'. They will be responsible for gathering a team around them (if needed) and be responsible for ensuring that the goal is achieved.
- For EACH goal fill in a Stage 3 sheet so that the required actions are listed, the person responsible is named and the target date is specified.
  - List all resources, training, purchases etc which needs to be in place before goal can be achieved. Think ... 'We can achieve this WHEN...'
  - ACTIONS: Identify main actions :  
WHAT: defining the precise action to be taken  
WHEN: the target date for completion  
WHO: identifying who is responsible for the action  
CHECK that all the actions are integrated, fairly distributed, achievable

### **STAGE 4: ACT ACTION...CHECK...CELEBRATE**

- ACTION: The 'owners' organise teams and 'action' can ensue!!... The pressure must be kept on and things must not be allowed to slip. Essential plan must be kept alive with updates and reviews.
- CHECK: Stand back regularly and review how things are going on MONTHLY basis. (For magazine?) MAP process should be communicated to congregation regularly. Use display boards for news?
- CELEBRATE: Give thanks to God when goals have been achieved, to thank contribution of people involved....

### **STAGE 5:**

- Submit your church's MAP to the Dean and Bishop