

Glasgow and Galloway Mission Action Plan



Name of Charge/s Holy Trinity Motherwell and St Andrew's Wishaw

Name of Facilitator Rev Kenny Macaulay

MAP Completed 19 December 2013

Strategic intent is growth

Stage 1: Why are we going for Growth?

Review

- *your Church as God would see it*
- *where God has been, and is, at work in the community and in church*
- *what needs to be retained or relinquished*

Holy Trinity:

We consider ourselves to be a friendly and welcoming congregation, with 61 Communicant Members and an average attendance of 35 on a Sunday. We have a building which is central to the town which is easily accessible, with adequate free parking available.

Our worship is Eucharistic, meaningful, fairly formal, yet relaxed, and people feel they belong and are valued, with a positive feeling of unity. There is an adult choir who practice regularly with the organist, and liturgy booklets with pew sheets are provided on Sundays. There is a peaceful ambience around the building, which gives off a feeling of deep spirituality, and a very definite feeling that God is with us.

There is a midweek Eucharist on Wednesday, and there is a votive candle stand in church where people can light candles and pray quietly. The church is locked, however, outwith service times.

Tea and coffee are served after the services, and the problem of cliques within the congregation has been overcome. We have an attractive welcome leaflet for newcomers, and we have posters, advertising services, in the local library and in hotels.

There are occasional Quiz Nights and Bingo Nights, a 50-50 Club which raises money for the parish, together with annual fetes and fairs. We hold a free children's part at Christmas, which is attended by children and grandchildren of congregational members only. We operate a book exchange.

We have participated in Back to Church Sunday, and this produced an 8% growth in worshipping numbers.

Parish Outings have included trips to Peebles, St Andrews, the Edinburgh Tattoo, and the Royal Yacht.

There are positive links with the Community Council, and the Rector is Chairperson of that body. We also enjoy a good relationship with the local press. Our link with St. Andrew's Wishaw is long-standing, and we worship together when there is a fifth Sunday in the month.

There exists a Mothers' Union Branch in the Charge with eight members, supporting the newly-baptised, the newlywed, and takes responsibility for the parish response to Mothering Sunday celebrations.

We have an openness to ecumenism and inter-faith dialogue, and have visited

the local mosque recently. Holy Week, and other ecumenical activity, is loosely shared with an ecumenical body called the Pilgrim Group, but this is fairly weak and suffers from a lack of communication.

Old Hall/Vestry Rooms have been upgraded, and with the big hall coming down soon, negotiations having been finalised, a modest injection of cash is expected to come into our accounts. The renewed Vestry Rooms are being used by a Senior Forum, a Tai-chi Group, and a Railway Group. The congregation uses the premises for meetings, social events, and Sunday/Wednesday coffee.

St Andrew's:

We are a small parish with 32 members and an average of 15 communicants on a Sunday. The building is beautiful and well maintained, and the halls are adequate and used by various community groups. We maintain a friendly environment and a feeling of togetherness which is attractive to 'outsiders'. Our welcome is good and we are very supportive to each other.

There is a feeling that we are a part of something bigger, and don't feel isolated. Apart from feeling a part of the Diocesan structure, ecumenical relationships are active and other Christians are welcomed at St Andrew's. We participate actively in Wishaw Churches Together, including the Annual Day of Prayer, concerts, and we have a shop in the town, opened for special occasions, which helps raise funds for local charities. There is also a Food Bank in the town which, ecumenically, we are attached to.

The standard of preaching is excellent, with relevant, down-to-earth sermons, and the Rector is diligent and faithful in his care for the sick and housebound. The music is of a good standard, provided by CDs through a sound system, and the congregation has the ability to adapt to changing circumstances.

We feel that we are very much a part of a family, and one of our strengths is our good sense of humour.

The service time on Sunday, 11.30am, is a popular choice, and worship time is Eucharistic but informal. The Secretary to the Vestry has been known to perform cartwheels down the aisle! There is a committed core group who would be happy to explore ways to grow and develop what we have to offer. We have begun a Community Audit, but several groups already use our halls, including a Dancing Club, AA, Dog Training Classes, Zumba, and a Girls' Brigade Group of fifteen members.

Both congregations have a strong link as they share our Rector and have regular joint services and activities.

Check: *understanding of each strand*

Discussion Groups led by our facilitator took place in July and September 2013. Each strand of the areas for growth was explored in the context of our congregations. Following the July meeting, small action groups were set up in each congregation to further explore the strands and to engage with our wider congregation. The September meeting brought all the findings together to focus our attention and actions on those stands most appropriate for our community.

Appraise, affirm and celebrate: *with regard to each strand of the strategy, we exhibit the following strengths ...*

Prayer & Spirituality

We are a welcoming, open family, solid in our prayer and worship. We support each other and are aware of each other's needs, responding appropriately. There is a genuine feeling of togetherness in our congregation. We provide a space for personal spiritual development and our Eucharistic

pattern is important to us.

Learning & Discipleship

We enjoy various ecumenical links.

Missional leadership

There are people who are seen as “leaders” within the congregation in an informal way.

Through our Rector, there is a profound care of the elderly and housebound. Our music is good on Sundays, and the worship is attractive, holy, and meaningful.

We have, as a congregation, a good sense of humour, and an ability to laugh at the absurd.

The Rector presents as a hard-working, prayerful priest.

Numerical growth, welcome and integration

Back to Church Sunday efforts have been successful in the past, and we are proud of our welcome to visitors.

Children and young people

We have a children’s play area at the back of both churches for use during services.

Outreach to local communities

We have carried out a community audit, drawing up a map of the area, and assessing social needs in the area, which has given a clearer vision of community needs.

We have a website.

Our halls are used by various groups and we have links with community groups which use our hall.

In St Andrew’s, Caitlyn, our young girl, is probably our greatest ‘missionary’ and she brings friends to services and events.

There is a Girls’ Brigade Group

Assess:

With regard to each strand of the strategy, we suffer from the following weaknesses...

Prayer & Spirituality

There is no prayer group or cycle of prayer available at the moment. There seems to be no opportunity for people to meet and grow in their spirituality either in discussion groups or prayer groups in midweek, or in Advent or Lent. There are no extra services apart from the midweek Eucharist, and apart from the Christmas Carol Service, there is no vehicle for non-members to join in Non-Eucharistic worship.

Learning & Discipleship

There are no Bible Study groups or opportunities for sharing of faith, even in Advent or Lent. Teaching is restricted to Sunday sermons, and there seems to be no other vehicle, such as study and prayer groups, for teaching or studying the core beliefs of the Christian Faith.

Missional leadership

The leadership is heavily dependent on the Rector, and the Vestry, although there are individuals in the congregation who are more than able to share in

leadership and take more responsibility for further outreach and information sharing. The Rector is already fully committed to a solid visiting programme and the care of the sick and housebound over two parishes, and new initiatives or events should not have to fall on his shoulders.

There is no provision for alternative services at other times to which hall users could be invited.

Communication outlets are limited, and there is no magazine or effective way to share news, joys and sorrows apart from word of mouth.

Numerical growth, welcome and integration

The congregation has seen years of slow decline, and there is a feeling that we suffer from the “English Church” tag within the town, which is not always positive.

We are short of people.

Children and young people

There are few young people or children attached to the congregation, and they are mostly grandchildren. There seems to be a reluctance to go through the disclosure process, and that inhibits what might be done.

Outreach to local communities

Our website desperately needs upgraded, and communication between the linked charges, and to the outside world, could be improved. There is no Parish magazine or other means of sharing joys and sorrows.

Communication between the two Charges and with hall users could be improved.

The Girls Brigade Group seems to have little contact with the congregation.

Investigate: *with regard to each strand of the strategy, we detect the following opportunities...*

Prayer & Spirituality

There is a willingness to rediscover the power of prayer. This is something which older, less able members could be encouraged in, and owned, as their particular ministry. Perhaps the depth of prayer and spirituality experienced on a Sunday needs to be consolidated at other times.

Learning & Discipleship

There is a togetherness that needs new ways of meeting up with each other, and because there is no coffee time at the end of the service in St Andrew’s, another vehicle for fellowship may be sought

Missional leadership

Perhaps leadership and new initiatives could be launched by existing members, taking responsibility for further outreach. The Rector already has enough on his plate and new endeavours may have to be led by lay members.

Numerical growth, welcome and integration

This is fairly stagnant at the moment. How can we begin to attract new members? We are marketable, so how do we pursue some aggressive marketing? We maybe need to update our website, use the local press more, and find ways of bringing our hall users more into the life of the congregation. Experience has shown that we should never give up on people.

Children and young people

Apart from Caitlyn and grandchildren, there are none, although opportunities could be sought to involve the Girls' Brigade more.

Outreach to local communities

The community audit has given a very clear view of local needs, which gives us the opportunity to assess how we could respond to them.

Our website is currently very basic and an upgrade to style and content will help the local community find us and therefore engage with us.

Ways might be found to integrate hall user groups into the worshipping life of our church community.

Communicate:

How has everything so far been communicated?

There have been regular updates to the congregation prior to Sunday services, and to the Vestry at routine meetings. Congregations were actively involved in the community audit.

Stage 2: What will our Growth Strategy involve?

God's call to growth.

Having thought about the challenges for each strand, discern your overall strategic response.

(I.) what is your vision of the way of life God is calling you to?

(II.) what values do you need to have for this growth to happen?

The joint charge of Holy Trinity and St Andrew's has a solid foundation of welcome and strong faith.

We aim to build on that foundation :

- to assist our current members to explore and further develop their faith and fellowship,
- And to provide opportunities for our local communities to find and engage in the life and the body of our churches.

Our prioritised response

To work towards responding to that call, and expressing our values, we will focus upon the following strand (or strands) of the strategy because...

Our core strands are:

- Prayer & spirituality / Learning & discipleship (Merged as one strand)
- Outreach to local communities

Goals

We will address the following by means of...

1. Provide opportunities for spiritual growth and development and understanding of faith.
2. Become more widely known in the local communities
3. Link to organisations and groups that address the areas of the needy in our locality.
4. Open up fellowship opportunities in our congregation.
5. Reach out to our community.

Stage 3: How will we encourage Growth? Plans, processes, people and resources

*Remember: SMART – plans must be **S**pecific and documented, You must be able to **M**easure the difference you are making; so change or re-visit the Goals if necessary.*

*Your proposals must be **A**chievable; do not try to meet impossible goals. Actions must be able to be **R**esourced, by people, buildings, and funding. To enable proper review, your actions must be **T**ime bounded.*

Actions: small achievable steps which gradually build into something bigger		Who	When
1	Create a Discussion and Prayer Group: This concept is to have a group which will help individuals explore and develop their own faith journey, and to provide an open forum where all can discuss the matters of the day that affect and impact Christians and Faith.	Alan Wylie (lead) Florence	Set up meeting Q1 2014 Group start Q2 2014
2	Start a Men's Group jointly between St Andrew's and Holy Trinity	Jim Graham (Alan Wylie to inform Jim)	Intro and exploratory meeting Q1 2014 Set up group by end 2014
3	Hold a Songs of Praise between both Churches and the wider community	Charlie (Lead) Christine Anne Florence	Q3 2014
4	Hold a "Pre Owned" Sale	May	26/10/13
5	Update Website of both churches to give a much more informative, useful and welcoming online presence.	Alan Wilson	By March 2014
6	Include Search engine Optimisation in Website set up and design to make the sites easier to find.	Alan Wilson	By March 2014
7	Explore opportunities to use the church halls in the wider community to assist with the local problems identified in the Community Audit. Approach NHS/ North Lanarkshire/ Social Services to explore the possibility of local help groups using the halls.	Alan Wilson (Lead) John	By end 2014
8	Hold a raffle for St Andrews to help make the communities aware of the church	Christine (Lead) Florence	Nov 2013 Draw at AGM 1 Dec 13

Stage 4 Outputs: keeping the MAP alive

*We will endeavour to **address these plans in action, ongoing consultation and prayer**, and will regularly **affirm and celebrate God's gifts and blessings and our responses**, culminating in our annual MAP review. We will communicate widely what we have attempted, so that others may learn from our experience.*

We have already identified the "resilience" required to keep the MAP alive. The following factors will not discourage us in our task:

Failure at first attempt

Negative reactions

Constraints and commitment of congregation

Date of MAP Review with Bishop/Dean Jan 2014

MAP signed by

Rector/clergyperson Alan Wylie Date 29/12/13

Secretary of the Vestry (Holy Trinity) Hazel O'Hara Date 29/12/13

Secretary of the Vestry (St Andrew's) Lyndsay Hamilton Date 29/12/13

(6 copies are signed, being for the cleric, both Vestries, Bishop Gregor, the Convenor of the Regional Council and the Facilitator. One is posted on the Growth Strategy web site for public viewing.)

I will keep in contact with the charge throughout this coming year as they work for growth

Facilitator Kenneth Macaulay Date 17/1/14

Agreed frequency of ongoing Facilitator contact

*Spirit of our Loving God,
in your mercy and
compassion inspire,
encourage and empower us
to live and work together
as a Diocese,
to allow your mission
for us to take
flesh
through Jesus Christ
our Living and Eternal Lord. Amen*