

Moving on in Mission Action Planning: rejoicing, review and renewal (revised after Ayr meeting May 2013)

The Mission Action Planning process is an iterative one; every year your MAP is **reviewed** and **renewed** – for up to five years. (After that, the cycle begins again from scratch!) In this short document we outline the process as it pertains to the Diocese of Glasgow and Galloway.

The aim of this second MAP is to help **people build upon the God-given growth signs of the previous year**, but also to discern new challenges and avenues, either within the same strands or new ones; there has to be some ‘stretch’ to this process so that people do not settle into complacency. There will have been changes in the make-up of the congregation itself and in the surrounding community.



1. MAP Reviewed

The Review is what happens when the Bishop or Dean visit, one year on from the date of the signing of the MAP. This Review should occur with as many members of the congregation as possible in attendance and be as celebratory as possible – ideally set within the context of a Eucharist and with the sharing of refreshments afterwards.

The purpose of this gathering is to **rejoice** over the signs of growth that have emerged over the past year and give thanks to God for those – as well as noting the goals that have not been achieved for whatever reason. This is an opportunity for congregations to reflect with their Bishop/Dean on what has been fruitful and why, as well as on what has not developed as was hoped, and why. This **review** will help shape the next stage; ‘where is God at work *now*?’ (‘See, I am doing a new thing! Now it springs up; do you not perceive it?’) ‘What is God calling the congregation to do *now*?’ ‘What new gifts have appeared in the community (in both senses - internal and external)?’

The Review meeting is led by the Bishop/Dean; the MAP Facilitator is not present on this occasion. This is about the congregation telling its stories to the Bishop/Dean and hearing his affirmation and responses. However a good record of what is discussed at this meeting is required for the next stage (Renewal), **so someone needs to be appointed beforehand to act as scribe** and note down the issues raised. These notes are then handed to the MAP Facilitator before the renewal stage meeting, plus any documentation of progress that has been drafted before the meeting.

At the Review meeting, the Bishop/Dean will work through the questions listed below; a variety of people - perhaps initially those whose names/initials were included on the form at Stage 3, but not exclusively those people - should be ready to respond. The process of listening and responding ought to take around 90 minutes; you may wish to show photographs or bring other documentary evidence to bear, or even interview people. Be as creative as you like.

- Looking at the goals you set yourself, which avenues of work have proved most fruitful and why?
- How might growth in these areas be further effected?
- Which areas have not developed as had been hoped? Why?
- What have you learned as you progressed: about yourselves? the local community? God? What surprised you?
- What did it cost you in terms of money and other resources: time, energy, people?
- What support and resources did you discover along the way to help you?
- What support and resources did you lack? What/who else might have been helpful?

The Bishop/Dean will draw the listening exercise to a close with some reflections on what they have heard, and the meeting should conclude with an act of worship. This reinforces the centrality of prayer to the process.

The scribe then puts the notes from the meeting into an intelligible form and sends them to the MAP Facilitator in advance of the **renewal** of the MAP meeting.....

2: MAP Renewed

The aim of this second MAP is to help **people build upon the God-given growth signs of the previous year**, but also to discern new challenges and avenues, either within the same strands or new ones; there has to be some 'stretch' to this process so that people do not settle into complacency. This meeting will be led by the MAP Facilitator and should only include the MAP Working Party as in Year 1 - whether that is the Vestry, a dedicated working group or, in the case of small charges, the entire congregation. Unlike Year 1, there will generally only be one meeting – or at most two - to do this work of renewing the MAP.

The process is almost identical to the first year's process except that Stage 1 will ask questions about the *immediate* context (rather than the history) and may not involve such a thorough community audit as previously - unless there have been significant changes in the area or the outcome of the first year's MAP was that the congregation had discovered that they did not know the surrounding community as well as they thought. The Facilitator will be responsible for gauging whether it is necessary to slow the process down at stage 1 and have two meetings - or whether to proceed in completing the MAP in one go. However it is important to keep as open a mind as in the previous year/s about what God is saying to the charge and to help those assembled to be as thorough in their consideration of all the aspects of the strategic intention for growth (strands) and their possibilities before moving on to choose *particular* strands and goals.

One further extra aspect is a reconsideration of the *resourcing* of the next MAP; the realisation (perhaps discovered in Year 1) that mission needs an intentional investment of personnel and money. Congregations as a whole, not just their Trustees, need to be helped to put the resourcing of mission – financial and otherwise - centre stage in their corporate life. We have thus added a section addressing this issue in Stage 1; *'Reflect upon the resourcing of the first year's MAP and what that means for the second'*.

The Facilitator will have filled in the first three boxes from the scribe's notes of the Review meeting and any other documentation s/he has received. S/he will have been keeping a watching brief over progress in the preceding year so will have notes of her/his own as well which will inform that section.

The MAP process will be as before; completing the stages with the aim of keeping the MAP alive, and continuing the good growth. It is crucial to remember that this process is there to help the charge live its missional life to the best of its ability; the process *works for* the congregation rather than the congregation working for the process. It is life-giving, not draining; a set of tools that are there to be a help not a hindrance or encumbrance.

Glasgow and Galloway Mission Action Plan



Name of Charge/s

Name of Facilitator

MAP Completed

YEAR 2

Stage 1: Why are we going for Growth?

From the scribe's notes of the Review meeting, list the <i>last MAP actions completed</i>	
<i>last MAP actions not completed</i>	
<i>learnings from the first year's MAP</i>	
Reflect upon the resourcing of the first year's MAP and what that means for the second	
Review - <i>your Church as God would see it now</i> - <i>where God is at work in the community and in the church now?</i> - <i>what growth signs need to be built upon</i> - <i>what avenues can be set aside for now?</i>	
Re-appraise, re-affirm and celebrate: <i>with regard to each strand of the strategy, we realise that we now exhibit the following strengths ...</i>	
Re-assess: <i>with regard to each strand of the strategy, we realise that we are suffering from the following weaknesses now....</i>	
Investigate: <i>with regard to each strand of the strategy, we now detect the following opportunities...</i>	

Stage 2: What will our Growth Strategy involve?

<p>God's call to growth.</p> <p><i>Having thought about the challenges for each strand, discern your overall strategic response.</i></p> <p><i>(i) what is your vision of the way of life God is calling you to now?</i></p> <p><i>(ii) list the values that underpinned last year's MAP; are there any new values which you need to adopt for further growth to happen?</i></p>	
<p>Our prioritised response</p> <p><i>To work towards responding to that call, and expressing our values, we will focus upon the following strand (or strands) of the strategy because...</i></p>	
<p>Goals</p> <p><i>We will address the following by means of...</i></p>	<p>1.</p> <p>2.</p> <p>3.</p> <p>4.</p> <p>5.</p>

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: <i>small achievable steps which gradually build into something bigger</i>	Who	When

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:

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Date of MAP Review with Bishop/Dean

MAP signed by

Rector/clergypersonDate.....

Secretary of the VestryDate.....

(5 copies are signed, being for the cleric, the Vestry, 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

FacilitatorDate.....

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*