

Glasgow and Galloway Mission Action Plan



Name of Charge: St Augustine's Dumbarton

Name of Facilitator: Rev Liz O'Ryan

MAP Completed: 17. 02 .15

Year 3

Strategic intent is growth

Stage 1: Why are we going for Growth?

<p>From the scribe's notes of the review meeting, list the last MAP completed</p>	<p>Completed Actions include: Parish weekend (held after the Bishop's review – October 3-5 2014); film night – pilot evening held; first meeting of the book group – planned for end of October; increased links with Hall users; living on £2 a day venture; ongoing sensitive mentoring of younger volunteers by older established members; membership of MAP group widened; special services held – joint URC services, healing services, memorial services for those who have died from addiction; leaflet designed re baptism for children;</p> <p>Actions completed which were not on 2013 MAP: Ladies retreat; successful continuation of 'Get Connected' Girls group; taking part in West Dunbartonshire Community Food Share and the development of St Augustine's 'Food for Thought'; quilt made reflecting journeys to recovery; a growing trust between members of St Augustine's and St Mungo's</p>
<p>Last MAP actions not completed</p>	<p>Uncompleted Actions include: Homeless sleep out; extend provision for youngest members.</p>
<p>Reflections from the second year's MAP</p>	<ul style="list-style-type: none"> • Despite a challenging year our congregation remains keen to grow together in faith and actively show compassion and generosity to others in practical ways • Change, particularly in attitudes, sometimes takes time and tact to achieve • It is good to go away and spend quality time together as it builds positive relationships, brings people closer and refreshes participants for the work of the Kingdom • The commitment to the church and its activities by many members of the faith community remains very high – making possible things hitherto undreamed of • The youngsters in our midst are valued and contribute much to the life of our community • There is huge poverty, hunger and need in our local community – which we, by working together and with other agencies, can begin to alleviate in a meaningful and significant way • Spiritual growth of the church is important and needs to be nurtured • Prayer and faith must underpin all we do • It is good to allow space for things to grow and happen according to the Spirit's nudging



<p>Reflect upon the resourcing of the second year's MAP and what that means for the third</p>	<ul style="list-style-type: none"> • Personnel resourcing: Although we have achieved a great deal this year, we have done so within the context of a difficult twelve months. Circumstances related to changing clergy provision and lay leaders have created challenges and uncertainty. It is hoped that next year, with the ministry of a new Associate Priest, will be one of greater stability. • The ongoing issue of burnout of clergy and lay people is still a reality and must be guarded against as much as possible. • Monetary resourcing from the Diocese made the Ladies Retreat and Parish weekend possible
<p>Review -your Church as God would see it now -where God is at work in the community and in the church now -what growth signs need to be built upon -what avenues can be set aside for now</p>	<p>We are a community where many give generously of their time and gifts for the benefit of others. We are seen as a centre of activity and care for the wider community; we are well known and have a high profile in the town. Our 'Food for Thought' programme is going from strength to strength and has been the catalyst for addressing wider social concerns. Our provision for those in need over Christmas has triggered further opportunities for supporting other local agencies such as Women's Aid. We have other campaigns, such as the knitting of woolly hats for seafarers, which, although not high profile, continue quietly and help to answer the needs of others. This is all positive and should be affirmed in our faith community as it allows us to help many in need who live alongside us.</p> <p>We have to acknowledge and be mindful of the demands our present commitments make on people and be careful not to overstretch ourselves by taking on too much extra.</p> <p>Our relationship with St Mungo's is very much in its infancy and it will take time for trust to build and closer ties be established.</p>
<p>Re-appraise, re-affirm and celebrate; With regard to each strand of the strategy, we realise we now exhibit the following strengths....</p>	<p>Children and young people: 'Get Connected' have gone from strength to strength and are making valuable contributions to the life of St Augustine's and the wider community of need, as well as growing in fellowship between themselves.</p> <p>Worship, prayer and spirituality: These remain central to all that we do at St Augustine's and there are many ways in which activities are infused with prayer and lead to a deepening of spirituality.</p> <p>Learning and Discipleship: The opportunities to learn and grow in discipleship this year have been taken up and enjoyed by many in the two congregations and have brought members together across the churches. Initiatives such as the Book Club have encouraged a wider variety of people to become involved in the life of the church.</p> <p>Numerical growth, welcome and integration: Whilst never complacent, we regard ourselves as a welcoming community, and continually strive to improve in openness and inclusivity. We continue to build up personal links between church members and hall users. This will rightfully take time.</p>



	<p>Missional Leadership: Many in our congregation are good at showing their faith in word and action; the use of talents and gifts is encouraged and people are given the freedom to use their initiative.</p> <p>Imaginative outreach into local communities: The work of the ‘Food for thought’ has been tremendous this past year. As we become known by the agencies, more and more people are being referred and we are able to reach and support those in need in our community. At Christmas in particular we were able to feed and give presents to the homeless, lonely and needy. Also this year we are delighted to have been invited into the residential homes in the area to take services. This again raises our profile and answers need.</p>
<p>Re-assess; With regard to each strand of the strategy, we realise that we are suffering from the following weaknesses now...</p>	<p>Children and young people: This ministry would benefit from extra input and focus.</p> <p>Worship, prayer and spirituality: There is a reluctance among some in our church to get involved with activities which are seen to be ‘holy’ and therefore not for them. Numbers at worship on a Sunday are beginning to suffer as the busy-ness of life and secular priorities take precedence. This trend needs to be addressed.</p> <p>Learning and Discipleship: We need to continue to encourage as wide a spectrum as possible of members of the church to attend groups and activities which help us all to learn of our faith and allow us to deepen our spirituality.</p> <p>Numerical growth, welcome and integration: Despite working hard on our welcome there is still concern that maybe not everyone receives the same welcome, or that, having attended church once, we could do more to encourage the tentative seeker to return.</p> <p>Missional Leadership: We need to actively recognise each other’s gifts and encourage people to engage in the different ministries of the church.</p> <p>Imaginative outreach into local communities: Overloading individuals and being overstretched as a community could be a problem unless we are mindful of our commitments.</p>
<p>Investigate; with regard to each strand of the strategy, we now detect the following opportunities...</p>	<p>Children and young people: There are plenty of opportunities for this ministry to grow in the next year. The girls group are ready to move onto the next stage, as the present girls get older and we encourage younger girls to join. The clergy conference is focussing on this aspect of ministry in January and hopefully will encourage new initiatives.</p> <p>Worship, prayer and spirituality: There are always opportunities for encouraging more people to join in with the wider variety of services and prayers that our church offers and to deepen their spirituality. Our side chapel is a wonderful resource for our community to use.</p> <p>Learning and Discipleship: Hopefully the running of joint groups across the two churches will encourage the further coming together of the two congregations.</p>



	<p>Numerical growth, welcome and integration: Inbuilt into our 2015 MAP there will be opportunities to internally audit and make improvements to our welcome and integration of new-comers to our church. Numerical growth is important not only because it is what Christ calls us to in the Great Commission but because the kingdom needs a worshipping community to ensure its growth.</p> <p>Missional Leadership: There are opportunities in our community for people to utilise their gifts, and opportunities in our Diocese to learn more of Missional Leadership.</p> <p>Imaginative outreach into local communities: Although we recognise and celebrate the work which our community is accomplishing, we are never complacent and are always looking for more ways to build links and bridges with our wider community. Recently we have found ways to support Women's Aid and hope to consolidate this during the following year. We have also begun to support the Lomond Foodbank and the Dunoon Foodbank as they establish themselves. The Film night will provide the opportunity to have a social evening with reflective discussion which may attract a different group of people to attend.</p>
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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?</i></p> <p><i>(ii) what values underpinned last year's MAP; are there any new values which you need to adopt for further growth to happen?</i></p>	<p>We feel God is continuing to call us to be:</p> <ul style="list-style-type: none"> • an open, inclusive church which welcomes everyone • a church in which everyone, whatever their age, can play a role which utilises their gifts • a church which continues to be there for the lost and broken in our community • a church which operates as a growing family caring for each other, looking out for the welfare of each other and encouraging each other • a church which underpins all its activities with prayer, open to the promptings of the Spirit and recognising in each other Christ's presence amongst us <p>Values:</p> <ul style="list-style-type: none"> • to reflect Christ, be Christ and serve Christ in all whom we meet, worship and work • to be confident of our own faith so that we can share it by word and deed with others • we are all Christ's children despite differences in our styles of worship • it is important to attend church regularly and become an active part of the worshipping community • we love because God loved us first and we are called to show his love to all
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<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>We will focus on the following strands:</p> <ul style="list-style-type: none"> • Welcome, Integration and Numerical Growth • Creative Outreach into the Community • Spirituality and Worship <p>We will focus on these strands because:</p> <ul style="list-style-type: none"> • we recognise a need to look at the numbers of our worshipping community to ensure that growth is steady, any decline is stemmed and the future is secured. • we wish to become an ‘inviting’ church where established members are confident to share their faith and actively encourage others to ‘come and see’ and give them the support needed to step over the threshold. • we have established in the last few years good relationships with the community at large and also the members of the many organisations who use our Hall. We wish to maximise these links and work upon a genuine and positive welcome and invitation to all whatever their background or age. • we wish to ensure that we continue to build upon the care and concern for each other which already exists and extend it to those who visit us occasionally and those who are housebound. • following our link with St Mungo’s, we wish to continue to get to know our brothers and sisters in Alexandria, to share resources, to enjoy each other’s company and foster good, genuine relationships and friendships.
<p>Goals</p> <p><i>We will address the following by means of...</i></p>	<ol style="list-style-type: none"> 1. To audit ourselves our existing aspects of Welcome and Integration in the church and improve and build on what we currently do. 2. To consolidate our links with St Mungo’s church and congregation 3. To expand our Pastoral ministry through the creation of a Pastoral Team 4. To continue to build bridges between the community who use our Hall and facilities 5. To explore the possibility of a Stewardship Campaign



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
1.	<p>To audit ourselves our existing aspects of Welcome and Integration in the church and improve and build on where we currently are.</p> <ul style="list-style-type: none"> • Continue to explore how we integrate the Girls Group into the Church community eg helping with Sunday School • Look at our Noticeboards and update them • Evaluate how we advertise our events • Explore and evaluate how we welcome people into the church • Evaluate and improve how we integrate people into the life of the church • Explore how we can ensure that we, as a community, keep tabs on those who attend irregularly ‘keeping the front door open, but also closing the back door’! • Build up an ethos of invitation in the church • Hold two ‘Invitational’ services during the year • Hold a series of non-Eucharistic services and ensure that an invitation to attend is extended to churched and non-churched alike • Design and make welcome cards/booklets 	<p>Anne Dyer</p> <p>Fran Walker</p>	
2.	<p>To expand our Pastoral ministry through the creation of a Pastoral Team</p> <ul style="list-style-type: none"> • Identify members of the congregation who would be suitable to pastoral ministry • Provide training for the new members of the Pastoral Team • Identify those to be visited: the housebound, sick, families of children who have been baptised, the newly married, newcomers to the church • Organise regular visits and regular reviews of 		



		<p>the ongoing care</p> <ul style="list-style-type: none"> • Update and redistribute the Prayer Diary 		
	3.	<p>To consolidate our links with St Mungo's church and congregation</p> <ul style="list-style-type: none"> • Continue to hold joint events eg Epiphany meal, Lent Group, • Continue to keep a balance in the magazine of what is happening in both churches • Use the Rectory more for joint meetings • Organise Day Retreats open to specific groups or the two congregations – perhaps using the St Mungo's space 		
	4.	<p>To continue to build bridges between the community and those who use our Hall and facilities</p> <ul style="list-style-type: none"> • Consolidate and continue our outreach to the hungry and needy through our 'Food for thought' initiative • Continue to grow our relationships with outside agencies and other food banks so that the support we receive from the community can benefit even more people in need • Actively invite our Hall Users to our events • Hold special services that reflect the needs of our Hall users eg Service for Carers; Service for those with Dementia – 'sing with the Allsorts'? • To provide and keep updated a year's calendar so that Hall users and church attendees can look and plan ahead, and know with confidence what is happening in the church community. • To establish the Film Night initiative and ensure that invitation is extended to the Hall users as appropriate 	<p>Caroline Marsland</p> <p>.Caroline Marsland</p> <p>Fran Walker</p> <p>Anne Dyer</p>	
	5.	<p>To explore the possibility of a Stewardship Campaign</p> <ul style="list-style-type: none"> • To inform the congregation the facts about how much it costs to run the church • Run a stewardship campaign to increase giving and to ensure that the gifts of all members of the congregation are being recognised and encouraged to grow. 		



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.)

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*

