

Glasgow and Galloway Mission Action Plan



Name of Charge/s St Augustine's Dumbarton

Name of Facilitator Revd Anne Tomlinson

MAP Completed

Strategic intent is growth

Stage 1: Why are we going for Growth?

<p>Review</p> <p><i>- those aspects of our external and internal settings that are changing and which we need to respond to</i></p> <ul style="list-style-type: none"> - society - stakeholders 	<p>In the past 10 years St Augustine's has been through a period of physical change with a major restoration project for the church and then the building of a new Community Hall. Since the completion of the hall, we as a congregation, aided by a facilitator, have already been working on a Mission Action Plan. In-depth consultation has been undertaken at two Parish Days (December 2009 and March 2011), each attended by at least 50% of the Sunday congregation. Study groups have helped enhance our understanding, and it has always been on the Vestry Agenda. There has been extensive planning and consultation, and this document has become one that is owned by the congregation as a whole</p> <p>The Hall was built two years ago in response to a discerned desire to increase our community ministry in the town; to respond to the many human needs the congregation saw around them. Now, two years on, it is being very well used. It is used to raise revenue, yes, but also to accommodate the poor and the marginalised, groups who cannot afford a commercial rate. In fact, so many of those groups use the place that it is hard to find a slot for the congregation to meet and engage in missional thinking! This could be a big commercial project that supports full-time ministry, but has become a massive undertaking, subsidised by the congregation. Therefore the congregation struggles financially, and is not helped by the burden of Diocesan Quota. Our reserves are quickly depleting because our community ministry is costly, especially among groups who cannot contribute, and £800 per month quota is debilitating.</p> <p>The ethos is one of trusting, and supporting, user-groups and handing over keys, thereby making them feel valued and valuable; user-groups respond by taking care of the place and re-painting it whenever necessary. Painting was done this year by recovering folk from Alternatives, one of our user groups.</p> <p>St Augustine's aims particularly to serve the recovery community; those with mental health issues; the homeless; carers experiencing stress; Circle; and the lost and lonely. They and their priest are well known to Social Work professionals, and addiction workers in the town, who are happy to refer people to the congregation's care. The congregation is wearing the 'right goggles' for the times.</p> <p>The congregation is aware that in this time of recession and worsening unemployment, poverty is only going to increase and its effects deepen; the poverty indices for West Dunbartonshire already make very dismal reading, and are set to worsen. It has the second highest addiction rates for Scotland, for instance. But "we have a structure ready to respond", and indeed a structure which is responding.</p>
--	---



	<p>We work in harmony with Dumbarton Churches Together, and ecumenical services and events often are conducted in St Augustine's. The Rock Community, (an evangelical Christian congregation in the town), share our building once a month, at present, and it's wonderful to have another worshipping community connecting with St Augustine's.</p>
<p>Check: <i>understanding of each strand</i></p>	<p>The Outreach Group has worked through each of the six strands and has full comprehension of each of them. It is a costly ministry, but one that the vast majority of us are totally committed to, in an area where there is crippling poverty standing alongside the comfortable.</p>
<p>Appraise, affirm and celebrate: <i>with regard to each strand of the strategy, we exhibit the following strengths ...</i></p>	<p>Prayer and Spirituality: church open during day - prayer ministry with 'the least, last and lost' as they trickle into the building; good music group; retreat planned; Cursillo group meets regularly; Prayer Group, and an annual service for those who have lost their lives through addiction. Lots of ad-hoc services like healing services and Ecumenical Services of Praise are also part of our life.</p> <p>Learning and Discipleship: Christ-centred and relevant preaching. Study Groups are not regular, but are attended by the "Old Faithful" when they occur.</p> <p>Missional Leadership: have been journeying with the MDO these past two years trying to help <i>all</i> members see themselves as co-responsible for the mission of the church; Kenny's own leadership is missional and strategic.</p> <p>Numerical Growth: Lots of new members have come recently, but the problem is in holding them and integrating them into parish life. Looking at those confirmed, and married in the last 10 years, most are still active parish members.</p> <p>Imaginative Outreach into the Community: the Friends of St Augustine's and their imaginative monthly events cannot be praised highly enough. Apart from bringing money into parish funds, we bring folk on the edge of our worshipping community into a warm, caring and fun-filled atmosphere; the Hall use; Outreach Group formed. Saturday Coffee Morning and lunches for the community on Fridays. The Magazine is an effective means of communication and outreach, and website is really decent and up-to-date. Sermons sometimes posted there together with thoughts and prayers. Outreach Group is working on connecting with those who have been baptised, married or Confirmed in recent years, and with lapsed congregational members. It has to be said that we have lost touch with very few. Outreach to Dumbarton East new build is being thought of. Our publicity is very good. We regularly have news articles in The Lennox Herald, The Dumbarton Reporter, and in the Community Advertiser.</p> <p>Children and Young People: Sunday School; Confirmations are held bi-annually; participation in Glen '10 and Glen '11.</p>



<p>Assess:</p> <p><i>with regard to each strand of the strategy, we suffer from the following weaknesses....</i></p>	<p>Prayer and Spirituality: a lot of Martha-esque activism but not much Mary. Tried daily prayer at 12.30pm but that didn't work, although it tends still to exist on Mondays. Not good at making explicit what the core of our service is about, or Who lies at that core. What is needed is a bit of <i>In-reach</i> to deepen members' own understanding of why they do what they do, and to help incarnate/make more explicit the values that motivate the congregation's actions. The charge is providing the basis for an explosion of growth, but could improve at helping folk move upwards, connecting them with spiritual development.</p> <p>Learning and Discipleship: as above; the two are intimately linked</p> <p>Missional Leadership: Priestly leadership has been largely about doing the diaconal, (servant) role; discerned need now to concentrate on the priestly aspect of deepening the members' spirituality. Would like to see more members opting in to Diocesan Training Days and other Diocesan events to counteract the slight tendency to parochialism.</p> <p>Numerical Growth: Lots of new members have come. Some have come from neighbouring denominations, but many have no past church background. "How do we move from "meeting-greeting-eating, to <i>belonging</i> as part of the Body of Christ?" It has to be said that recently the average attendance at the 11am has gone more towards the 50+ rather than the 40+. The average age of the congregation has dropped dramatically.</p> <p>Imaginative Outreach into the Community: We Have to be aware of over-reaching and burn-out from the resources we have. We need more help with this and a new Curate will certainly help, however the load, which can almost reflect a mini Social Work Dept has to be shared and somehow made more manageable. A new project with Bethany is proposed.</p> <p>Children and Young People: have put this on the back-burner for now, although we have a brilliant Sunday School and committed teachers who do their best with a multi-age group with differing needs.</p>
<p>Investigate:</p> <p><i>with regard to each strand of the strategy, we detect the following opportunities...</i></p>	<p>Prayer and Spirituality: could pray for the groups that use the Hall; make connections that way. A Prayer Diary is to be created naming these groups and these, as well as immediate local concerns, could be remembered and listed in weekly intercessions/pew notes. Congregation could say prayers at a certain fixed time of the day wherever they are – ie a 'dispersed community' prayer time. Alternative worship opportunities such as Taizé services will continue to be developed in the coming year; non-Eucharistic services are often a good way of lowering the threshold.</p> <p>Learning and Discipleship: helping members to see why praying is essential to everyone's discipleship; teaching <i>about</i> prayer.</p> <p>Missional Leadership: increased staffing opens up possibilities for portfolio-type approach to ministry tasks: Henriett and Pat 2012.</p>



	<p>Numerical Growth: fringe members and seekers pop in and out of all 3 congregations from time to time and some stay, some come back and others move on to other churches; so need to work on integration, especially between the two Sunday congregations.</p> <p>Imaginative Outreach into the Community: It is the Rector's wish that if we are to be given more priestly resources, we could twin with Drumchapel and support that ministry, sacramentally, musically, and otherwise. This is already happening to a small extent but can be built on</p> <p>Children and Young People: 'tweenagers' group and young persons' service</p> <p>It feels as though St Augustine's is about to enter a new stage of Kenny's ministry; the foundations have been firmly established and now things are set to move to another level. The charge is moving from Pastoral mode to Programme mode, with Kenny co-ordinating other people's ministries The job is changing. Nanny McPhee principle: "<i>When you need me but do not want me, then I must stay. When you want me but no longer need me, then I have to go.</i>"; not that this is about Kenny going – far from it! – but rather about him as the Incumbent working in a new and different way. And the congregation moving from dependency into <i>shared</i> leadership.</p>
<p>Communicate: <i>everything learned so far as widely as possible</i></p>	<p>Summaries of the Parish Day consultations have been included in the Magazine and 'art work' displayed on display boards in the church. Following the latest meeting with our facilitator, Kenny included some of the discussion in his sermon the following day and much positive discussion ensued. We are endeavouring to create a booklet to be distributed among the congregation, communicating where the Vestry, along with the congregation, wants to move, and how we are to support this ministry. It is essential that we feel good about achievements, underline them, and map out for folk where we want to go and why, including them at every step! It may be called "Exploding Into Life" or maybe not, but it's to communicate with people who are not so involved that they are part of something bigger, and encourage their participation.</p>



Stage 2: What will our Growth Strategy involve?

<p>God's call to growth. <i>Having thought about the challenges for each strand, discern your overall strategic response.</i> <i>(i) what is your vision of the way of life God is calling you to?</i> <i>(ii) what values do you need to have for this growth to happen?</i></p>	<p>(i) To reflect Christ, be Christ and serve Christ. To worship and love God, and serve God's people in the community in love and humility, being as inclusive and non-judgemental as we possibly can.</p> <p>(ii) We base our congregational life in an Incarnational Theology, which means engagement, risk, and getting our hands dirty. We base our mission in the form of service, mostly, although our worship is a brilliant vehicle for mission. We therefore invest in people, and things like copiers, computers etc if they aid communication and help us get closer to the people who pass by our doors and use our premises. Often this means no growth but it doesn't matter, inasmuch as we are serving Jesus. The congregation may want to adopt (ii) as our new Mission Statement.</p>
<p>Our prioritised response <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 upon the following strands this coming year</p> <p>Prayer and Spirituality: deepening the spiritual lives of each of us <i>so that</i> the fruits do not wither on the vine through failure to 'abide in Me'</p> <p>Learning and Discipleship: growing ourselves as life-long learners and disciples <i>so that</i> our actions do not get separated from the core of our beings; inviting Hall-users in to these opportunities for study and growth so that we become learners/disciples together, not 'those who are sorted/ the holy ones' and 'the others'.</p> <p>Numerical growth, welcome and integration: continuing the work that the Outreach Group has set in motion <i>because</i> it is proving valuable.</p>
<p>Goals <i>We will address the following by means of...</i></p>	<ol style="list-style-type: none"> 1. Basically to progress with our Community Ministry and expand it, realising our need to become Marys as well as Marthas! 2. Organise more prayer/healing/ community minded services, providing more non-Eucharistic Services midweek and on Sunday Evenings, inviting hall users to join us more often. 3. Look to share our resources with a congregation which needs them, in our Regional Council. (Drumchapel being an initial response if needed) 4. Setting up more Study Groups, not necessarily clergy led. (See "Actions" (below) 5. Helping everyone in St Augustine's to "own" our MAP and become enthusiastic and committed to it.



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
	Special Services: (Non-Eucharistic) designed to encourage those on the edge of or outwith 'conventional' church worship life, both midweek and Sunday evenings.	Kenny, Ghislaine & Ricky and the music group.	Now
	Study Groups – perhaps with sharing food together: which can provide 'theological' development for congregational members and others that are interested, where lack of basic knowledge is accepted and respected, commencing with Lent Group 2012.	Volunteers eg Peter and Henriett.	Lent 2012
	Prayer Diary: that will include not only the names of individuals but also the groups that are part of the St Augustine's community and local organisations etc who are supporting those in need in our locality	Kenny and Morag	March 2012
	Addition to Ministry Team, looking to share our riches	Bishop	ASAP then Sept 2012
	Reviewing our initial welcome: not only to those attending services but to those who enter our wider church community	All	Now
	Creating a booklet for all to see progress and vision	Ministry Development Team	ASAP
	To support , uphold and add to Ministry Development Team/ Outreach Group.	Vestry	ASAP
	Connect with Bethany and launch a pilot programme with individuals going into a new tenancy, and providing personal support	Kenny	Jan 2012



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:

***Negative reactions,
We're tired, or we can't afford it.
Failure at our first, second or third attempt!***

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 ...Quarterly.....

*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*

