

Glasgow and Galloway Mission Action Plan



Name of Charge/s St Augustine's Dumbarton 2013 -2014 YEAR 2

Name of Facilitator Anne Tomlinson

MAP Completed 16.10.13

Stage 1: Why are we going for Growth?

<p>From the scribe's notes of the Review meeting, list the <i>last MAP actions completed</i></p>	<p>Special Services; Study Groups; Prayer Diary; addition to Ministry Team; Welcome; Bethany – all these had been addressed and achieved (the account of the actions completed are given in the attached memo of the Bishop's Review on 6.02.13) - plus the additional fruit of the Girls' Group which had not been specified on last year's MAP but which had grown as a result of the missional outlook engendered and encouraged by the MAP process.</p>
<p><i>last MAP actions not completed</i></p>	<p>All the actions listed on MAP Year 1 had been addressed and completed, other than that about creating a booklet to describe the vision and check progress. It had been agreed with the Facilitator to shelve this during the year; see attached memo of 10.10.12.</p>
<p><i>learnings from the first year's MAP</i></p>	<p>The main learnings were as follows:</p> <ul style="list-style-type: none"> • Be flexible and allow room for the movement of God's surprising Spirit. Don't overplan. Seeds sprout in surprising places • MAP-ping effects an attitudinal shift • The centrality of listening, not assuming we already know • There is a hard core of people who want to grow through spiritually through prayer and study. • The year went so fast! • Affirmed how highly regarded St Augustine's is in the town – that was heard afresh and was affirming. • How do we do missional leadership? How do we enable those who are not active to play a role? • Middle-aged generation should be watching and learning from older congregational members' experience; they are role models. • What is 'the spiritual life'? How do we help people realise that they are <i>all</i> equally worthy and holy; that 'spirituality' is for all, and is a whole-life issue, not an esoteric pastime for an elite. • We need to build missional capacity: self → others → community
<p>Reflect upon the resourcing of the first year's MAP and what that means for the second</p>	<ul style="list-style-type: none"> • The personnel resource for engagement in MAP-ping is largely the same as before. The group of people involved in frontline MAP-ping has not really grown; we can identify some of the Girls' Group mothers who are tentatively putting their feet in the water and are showing interest in being more involved, and will endeavour to grow their participation this year, but for now the onus remains with us, the MAP Group. • Not only are active lay people experiencing burn-out, but there is the likelihood that the clergy will too, especially when the Rector will have responsibility from July as Interim Rector for St Mungo's • There is a financial burden in heating the hall for groups that can't pay and heating the church for special services and meetings; having a high profile in the community costs money. As Bishop Gregor commented, this year we must think about these costs; the Vestry needs to address this issue.

<p>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></p>	<p>We are seen as a welcoming and helping fellowship in and for the local community. We want to continue to be that. God seems to be calling us to continue to be that. Sometimes it is left to us to act. (e.g. Food Bank story)</p> <p>‘The world has become more broken in the past year’. The needs around us have not diminished but rather increased exponentially (Bedroom tax, inflation etc.). But trying to respond to that is becoming ever more problematical. We are seen as a beacon in the area and there are high expectations of us as a result – but have we the energy or the number of folk needed?</p> <p>If we are going to keep the existing things going, then we cannot take on too much new stuff this year. We have to focus on what is needful and of God.</p>
<p>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></p>	<ul style="list-style-type: none"> ▪ Children and young people: now have the added wealth of the Girls’ Group talents to draw upon, and that of their parents and relatives, the wider number of those traditionally referred to as “attached”. ▪ Worship, prayer and spirituality: people appreciate the alternative services and the midweek services and keep coming, even if (in the case of the latter) in small numbers. For some, Sunday is not the ‘main event’ and we need to accommodate that. Midweek and multiple is a crucial post-modern trait. ▪ Learning and discipleship: there is within the congregation a hard core of people who want to grow through study and grow spiritually ▪ Numerical growth, welcome and integration: we have attracted a few new people in the year and they have been made welcome and stayed; we are quite sensitive about how we integrate them, not rushing or scaring them. We ‘help them over the hurdles’. We have seen parents of girls in the Girls’ Group receive the sacraments of Baptism and Marriage. ▪ Missional leadership: the MAP Group has grown in fellowship and understanding, although this needs to be explored further. ▪ Imaginative outreach into local communities: examples galore! We are good at this.

<p>Re-assess: <i>with regard to each strand of the strategy, we realise that we are suffering from the following weaknesses now...</i></p>	<ul style="list-style-type: none"> ▪ Children and young people: we have not focussed on <i>children's</i> ministry, although the Sunday School soldiers on. ▪ Worship, prayer and spirituality: spirituality is still seen as a marginal exercise by many, or something for 'the holy few'. ▪ Learning and discipleship: these are still seen as marginal activities by the majority; how to encourage everyone to see that these are for them, and for all? ▪ Numerical growth, welcome and integration: there are still those within the congregation who do not welcome those people 'whose faces do not fit'. We need to name and address – and stop - some of the unwelcoming practices that go in in the hall. We need to be more affirming of people on the edges. ▪ Missional leadership: this is not something that the majority of the congregation understand or feel is for them. ▪ Imaginative outreach into local communities: there will always be more need than we can address. How do we prioritise and not just react?
<p>Investigate: <i>with regard to each strand of the strategy, we now detect the following opportunities...</i></p>	<ul style="list-style-type: none"> ▪ Children and young people: with the closer working with St Mungo's there may be opportunities for the growth of something different, use of the hall/grounds there for sporting activities, new avenues for work in this field of ministry. ▪ Worship, prayer and spirituality: we have the opportunity of using the existing worship events and prayer groups to help people grow in their own sense of being loved and accepted by God, so that this attitude to life is spread outwards and becomes 'how we are to others'. We need to build on what we already have in place and encompass the <i>whole</i> congregation in this pathway of deepening discipleship. ▪ Learning and discipleship: with the closer working with St Mungo's there may be opportunities to enlarge the study groups. We have the opportunity to use the existing study groups to help people grow in their sense of active discipleship. We need to encompass the <i>whole</i> congregation in this pathway of deepening discipleship. ▪ Numerical growth, welcome and integration: we have the opportunity to work with the mums who are dipping their toes in the water and grow a whole new generation of involved participants ▪ Missional leadership: we need to build succession planning into our MAP-ing and think ahead. We will encourage more people in taking an active part in church life by mentoring them and supporting them. ▪ Imaginative outreach into local communities: We are doing OK!

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>(i) We feel God is calling us to be</p> <ul style="list-style-type: none"> • An open church for anyone, with a role for all who wish to play a part • A church which continues to grow young people, especially the very young ones. • A church which makes a space for all and helps all find out what they would like to be involved in • A church which continues to be there for the lost and the broken, and a church which recognises that people today are tired and which makes space for them, creates quiet for them; but which also grows new energy, new stuff, a new team underpinning it all. • A church which carries on carrying on, strengthening what we are already doing; a church which has an open attitude to the Spirit and recognises God's gifts and works with Him <p>Values: 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. This means engagement, risk, getting our hands dirty, service and investing in people. Additional values:</p> <ul style="list-style-type: none"> • Self-acceptance; acceptance of others. We have to help everyone in the congregation realise that they are beloved daughters and sons of God, each equally valued and valuable. Recognise what is at the core of <i>our</i> being and at the core of our brothers' and sisters' beings. • Christ's own. We have to be more explicit about Whose we are, not in an off-puttingly proselyting way nor pandering to aggressive secularism and being shy of declaring our faith, but finding instead a (good Anglican) middle way. • Walking sacraments. We maybe don't need to have Christian symbols in the hall or prayers at the Friends' meetings; as long as all members of the congregation realise that they <i>are</i> the symbols, showing that in word and deed. We need to grow everyone's understanding of that responsibility and their capacity to articulate their calling, as disciples of Christ, to mission and ministry in the world. To make the connections between faith and life. To be explicit about what lies at the core of their being
<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>(i) Learning and discipleship</p> <p>(ii) Prayer and spirituality</p> <p>This year we need to create space for all to grow in their personal discipleship, so that in time the missional vision is understood and shared by all members of the congregation.</p> <p>We will set up a strapline for the year and match everything we plan against it. The strapline is something like Deepening discipleship on the part of all, for all. All ages have something to learn. And then share/teach others. The congregation as a learning community so that others still may learn about Christ. self→others→community</p>

<p>Goals</p> <p>We will address the following by means of...</p>	<p>1. Consolidating the work commenced last year. We will keep the things we have embarked upon this past year ticking over and not embark upon a whole host of new endeavours at this juncture, but instead discern the overall goal for the year and then plan events in the light of that goal, leaving gaps for surprises to emerge as the year unfolds. However, we will still endeavour to widen the membership of the MAP group.</p> <p>2. Working within the new configuring of charges, liaising whenever possible with St Mungo's in preparation for the linking of the charges, and welcoming/integrating any new half-time member of the staff team into the life of the cluster and the outworking of the MAP.</p> <p>3. Offering ongoing learning for all, including our Curate about to be made Priest, for whose ongoing formation and training we continue to be responsible. The intention is that <i>everyone</i> is encouraged to see themselves as being on a lifelong journey of learning about Christ so that they might be disciples and apostles in and to the world.</p>
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Stage 3: How will we encourage Growth?
Plans, processes, people and resources

Actions: <i>small achievable steps which gradually build into something bigger</i>		Who	When
1	<p>Learning and discipleship</p> <p>a Parish weekend away to explore topics such as:</p> <ul style="list-style-type: none"> • What does it mean to be a Christian? • How do you talk to others about your faith? • What do non-Christians think Christians are? <p>probably/possibly in the context of the Diocesan Development Team's material on Missional Leadership.</p>	David McCarthy keen to do a Weekend Away with us.	Morag exploring dates
1	<p>b Explore alternative forms of study, e.g.</p> <ul style="list-style-type: none"> • Film night + discussion/reflection • Book Group? <p>(also links with Prayer and Spirituality) Help people learn how to make the connections between life and faith; theological reflection. Grow the study and prayer groups through extending them to cover St Mungo's folk</p>	Peter	After beginning of term
1	<p>c Understand better the needs of marginal groups, especially those who use the community hall</p> <ul style="list-style-type: none"> • Set up Social Responsibility Team within the parish, probably extending our MAP Team, involving newer members of the congregation, to provide a named link with each group to sensitively liaise to <ul style="list-style-type: none"> ○ Show concern ○ Pass on information about forthcoming 	Kenny	August, mooted with Hall Committee

		<p>services and events</p> <ul style="list-style-type: none"> ○ Disseminate information to the rest of the congregation to improve understanding ● Help congregation learn viscerally about social deprivation/poverty by <ul style="list-style-type: none"> ○ Having a homeless sleep out ○ Living on £2 a day during Lent 2014, tying in with <i>Get Connected</i> 	Gavin Anne	Spring 2014 Lent
1	d	<p>Progress beyond welcome to integration</p> <ul style="list-style-type: none"> ● Meet with Diocesan Welcome/Integration Team 		tba
1	e	Help people mentor new volunteers: older people teaching, younger learning from them	Existing post-holders	Advent
1	f	Train the next generation of girls to be peers and help in leadership.	Anne	asap
1	g	Think about the youngest age group's learning needs	Pat with Sunday School teachers.	asap
1	h	Widen membership of MAP Group.	Kenny to enquire if Liam would agree to join the group	September
2		Prayer and spirituality		
	a	<p>Continue Taize and other special services, but necessarily on a Sunday. Explore how these can link with St Mungo's</p> <p>Already arranged:</p> <ul style="list-style-type: none"> ● Choral evensong for 140th Anniversary ● Memorial service for those who have died from addiction 	Kenny Kenny and Anne	Aug 25 th November 13 th
2	b	Cursillo group to explore how its deliberations can support the mission of the church e.g. spend a session reflecting on baptism and produce an easy read pamphlet for all the children who attend baptisms but don't really know why they are there	Cursillo group	August initial discussion Being done in November
2	c	Include more Friends and Hall Users to join Worship events. (Especially the URC Church)	Kenny and MAP Team Social Responsibility Team	now

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 attitudes will be confronted, and we will not be afraid of the changes which linkage will inevitably bring within the Ministry structures. Lack of finances will not hinder us, but instead will encourage us to find the resources required for ministry, outreach, and social care.

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 it works for growth. Agreed frequency of ongoing Facilitator contact - every four months by face-to-face meeting or email/phone call/skype Anne Tomlinson Date 16.10.13

*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*