

St John's Dumfries

Mission Action Plan Year 2

[part of the Diocesan Growth Strategy]



**Endorsed at the
Special General Meeting
23 March 2014**

Glasgow and Galloway Mission Action Plan

Name of Charge/s St John the Evangelist Dumfries
 Name of Facilitator Canon Anne Tomlinson
 MAP Completed

YEAR 2/3/4/5



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>Focus on Communications</p> <ul style="list-style-type: none"> • Communication extraordinarily good: magazine, diary; people are noticing things happening. Magazines have been distributed to local businesses • Rebranding – yes • Website - yes <p>Focus on Hospitality</p> <ul style="list-style-type: none"> • Welcoming newcomers, helping them settle with us – yes, though not many evening-type events. 'Sunburn Supper' quizzes, bowling, SHAPE (finding roles for people), Confirmation Group. • Responding to the First Base Agency's Food Bank appeal had struck the heart of many and this included the provision of soup and roll lunches not only to raise funds but to invite people, building on the Lenten provision in support of Christian Aid. <p>Focus on Nurture, Small Groups</p> <ul style="list-style-type: none"> • Nurturing people through small groups, cell groups, SHAPE/HEAPS groups • SHAPE has brought about several small groups which are still ongoing
<p><i>last MAP actions not completed</i></p>	<ul style="list-style-type: none"> • Community Leaflet in draft only. Possibly better to consider Facebook/Twitter alternative • The plan to invite newcomers to a special meal hasn't come to pass as envisaged, but they are regularly invited to regular and special services many of which include hospitality. • SHAPE didn't do quite what had been expected, or, at least, not as quickly Sadness about there not being enough other small groups.
<p><i>learnings from the first year's MAP</i></p>	<ul style="list-style-type: none"> • Discussions relating to developments in our worship patterns, and the re-ordering of the church to facilitate it, have taken much longer. That 'spaciousness', however, brought people out and gave them a voice. It was real consultation, not just telling people what was going to happen. • Surprised at the talent available at the 9.30am service • Bell Project: this seemed to bear a number of the hallmarks of God. No fundraising campaign was held; the money just came in with 'twelve baskets left over'. We should be prayerfully expectant of further providence • We should be doing the things we have the actual gifts for, rather than feeling we should be doing specific things • Learn from 'the Kodak moment'
<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"> • A great deal is going on. Many are under pressure. Need to take time to pray and reflect as there are dangers in being too busy. Resilience comes from engagement in prayer.

<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"> • People are wary of an increase in activities because of the impact on people's quiet prayer time. • God does provide but we are still regular-resource limited for growth - many people are very stressed. We need to look after our people. A lot of people in the congregation are doing a lot of things, but some of them are beginning to creak. • Staffing needs: maybe we should spend money in this coming year (before there is the chance of a curate appointment) on a Communications Officer, Youth Worker, Volunteer Manager or whatever. This would be stipendiary, and could possibly be someone from the congregation. Perhaps a 'Pastoral Administrator' is what is needed; more than just an Office Manager. Meantime, we could experiment with buy-ins. Two areas of major importance: <ul style="list-style-type: none"> (i) Improve communication generally; training in social media (ii) Improve co-ordination of pastoral care; first task for this might be to identify more people to deliver magazines and actually engage with recipients.
<p>Review - <i>your Church as God would see it now</i></p> <p>- <i>where God is at work in the community and in the church now?</i></p> <p>- <i>what growth signs need to be built upon</i></p> <p>- <i>what avenues can be set aside for now?</i></p>	<p>A beacon and a light. St John's has much to offer the Region and the community</p> <p>Church as a centre of the community: The (church) building is, to a certain extent, an old model now; it probably needs to be more a centre of the community and our interaction with people needs to take account of present developments in social media. The Church as 'holders of space', not 'holders of power'. A community that has certain resources (skills etc) and stands for certain values.</p> <p>Community not antithetical to the church. There have been instances recently of people delivering magazines and making a point of going in and chatting; several recipients have been pleased to get a visit. Similarly the NHS and the Education Service are beginning to realise what the church has done in the past, and can do again, and are open to being linked with them in 'Big Society' type projects.</p> <p>The view was expressed that this might be a time for consolidating what we are doing, rather than taking on much new activity; think about letting some things drop. But what?</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>	<p>Worship, Prayer and Spirituality:</p> <ul style="list-style-type: none"> • Why not have an intercessory prayer list which could be taken away for personal prayers? A small group could be formed to arrange this. There are prayer request cards in every pew; perhaps the group could integrate these with the list and also with the special services which include prayers for healing. Robin had asked Ann Shukman and Paul Burbridge to work together to co-ordinate and develop those who currently lead intercessions. The list management and distribution could be part of that. • What do we need to do in addition to existing regular prayer times (Tuesday morning, Tuesday evening meditation, Friday evening, church open for prayer 9-5 every day...)? <p>Welcome, Integration and Numerical Growth:</p> <ul style="list-style-type: none"> • Breadth of worship offered means several threshold points for people at different stages of their faith journey, allowing

Re-assess:

with regard to each strand of the strategy, we realise that we are suffering from the following weaknesses now....

Investigate:

with regard to each strand of the strategy, we now detect the following opportunities...

people to choose/do things without requiring immediate commitment. This has proved to be very appealing to newcomers in the past year.

- Need to do more towards inviting newcomers to welcome meals; wonder why had those who had been invited not come? The SHAPE course had led to the formation of new groups: 'Cake and Questions' on Thursday mornings in the Rectory, Georgetown evening house-group monthly. HEAPS group monthly after the Wednesday morning service.
- It has been suggested that we make a list or chart of all the different types of groups and gather them all for a meal.
- There's a wide range of types of visitors; perhaps we should do a survey.
- Could the website include YouTube videos of the different activities/offerings of the church?
- Could there be an electronic display in church, cycling through information and images of the life of the church? A screen in the tower entrance (as in Masthuggskyrkan in Gothenburg?)
- Could there be interactive displays in the hall?
- Put magazines through doors in the immediate area of the church?
- Sara Bain; opportunities to use her publicity, photographic and journalistic skills.

Learning and Discipleship

- SHAPE has brought about several small groups which are still ongoing, but SHAPE itself is no longer promoted; we should discuss getting it going again.
- Short- and long-term planning of these; needs to be more intentional and coherent; groups need to publicise what they do. There are displays round walls in hall, but some need updating and communication from groups needs to be more pro-active, as people often regard static displays as wallpaper.
- Are groups 'equipping the saints'? i.e. are they encouraging their volunteers and are they getting sufficient recognition for what they do (MU, e.g.)?

Imaginative Outreach to Local Communities

- At Acorn House (where vulnerable children are cared for) people have started asking if St J's might come to them. Could we go to Acorn House? We could, similarly to the transport model, operate some kind of brokerage.
- What about, as WRVS do in some Courts, providing catering on Inset Days? Probably couldn't do it everywhere; at least, not on our own, but what a fantastic idea. Teachers, in general, hate Inset Days, for all kinds of reasons, and the quality of provision and comfort on these occasions – or the lack of it – is a demoralising experience for all concerned.

Investigate:

with regard to each strand of the strategy, we now detect the following opportunities...

Missional Leadership

- What about the disengaged, or in-betweeners? Exhibition part of St Andrew's Day weekend could be used to encourage those who are 'waiting to be asked' to do things, to offer. Some anecdotal evidence of individuals trying to join organisation, but being given the impression it was by invitation only. Maybe it's time to revive the transport leaflets, whereby people could ask for help, or offer to help, but for more organisations. Possible poster, encouraging volunteers – vs- identifying people's gifts and asking them.

Children and Young People

- More work to be done on this. ? Part-stipendiary youth worker. Intern from Sweden?

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>Vision</p> <ul style="list-style-type: none"> To provide a wide variety of worship with meaningful engagement for all ages and stages; not comparing and contrasting and seeing one format as the future rather than the other, but valuing all. Great variety is seen as a good thing and enables people to move between worship styles at different stages of life and faith. All worship should be in the church, not hall and church. <p>Values</p> <ul style="list-style-type: none"> ❖ generosity of spirit; being filled with, and mirroring, God's grace and love ❖ wideness of vision; inclusivity ❖ openness to/commitment to difference; acceptance of all ❖ have a serving heart ❖ being an 'open church' in every sense including being 'open all hours' ❖ ability to listen ❖ we are One Body, in both word and deed; have a collaborative heart ❖ ecumenical in every sense ❖ generous with giving time, talent ❖ willingness to/acceptance of - change ❖ keen to offer opportunity to all
<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>Worship, Prayer and Spirituality</p> <ul style="list-style-type: none"> this strand encompasses our desire to move the discussions relating to developments in our worship patterns (and the re-ordering of the church that will facilitate that) from talk to action, but at the right pace, one which encompasses generous listening. <p>Missional Leadership</p> <ul style="list-style-type: none"> this strand describes our desire to find ways of facilitating the vocation of all and developing our collaborative heart; of sustaining ministry oversight provision so that each member of the Body, young or old, recently arrived or of long membership, feels equipped for and supported in their calling
<p>Goals</p> <p><i>We will address the following by means of...</i></p>	<ol style="list-style-type: none"> We wish to propose going for the re-ordering of the front of church, (i.e. not experimentally) and allow time for further discussion, teaching and expression of views about the why of all this. There are different philosophies of worship in play: immanent (hall service/interweaving) and transcendent (11 o'clock). We will seek to help people understand those theologies of worship, and so understand the 'why' of the re-ordering. In the long term the idea would be to integrate the two theologies of worship in the one service (within boundaries), but for now we simply hope to incorporate some of the <i>immanent</i> aspects into the 11 o'clock service. We need to build capacity in our staffing by scoping and funding some short-term posts; these post-holders would be responsible for supporting and equipping lay volunteers.

