

# Glasgow and Galloway Mission Action Plan



**Name of Charge/s** St Mungo's Alexandria

**Name of Facilitator** Gill Reynolds

**MAP Completed** 27 January 2013

**Strategic intent is growth**

## Stage 1: Why are we going for Growth?

<p><b>Review</b></p> <ul style="list-style-type: none"> <li>- <i>your Church as God would see it</i></li> <li>- <i>where God has been, and is, at work in the community and in church</i></li> <li>- <i>what needs to be retained or relinquished</i></li> </ul>	<p>God sees the hard work we expend and the care we take of our church and our congregation, and he sees too that this has been a struggle as we have learned to be self-confident during the current vacancy, and to take responsibility for our future. Some of us are tired as a result of all the extra tasks which have to be undertaken, but we are growing in strength as we see successes occurring.</p> <p>God is with us as we enter this phase: for instance we had some warm and heartfelt compliments from visitors at our Carol Service, and we are thrilled that a couple who came to St Mungo's to be married during the autumn have become faithful members of the congregation, have taken part in church events, and even expressed an interest in joining the Vestry.</p> <p>Although we are concerned about the future – especially our ability to attract a new priest given our current financial position – we think that God sees our determination to continue to be a presence in our community and to extend that presence when and where we can. We know that this ambition may take some time, but we think that God will see that it is our firm aim, and that we will, with His help, find a way to fulfil that aim.</p> <p>We intend to maintain our Lent Lunch, Christmas fair and the Carol Service, to support Back to Church Sunday and to do these things well. But we know that the future may need us to reconsider some of our activities or to simplify them (for example by making the catering less onerous for some of the big events). And we know that not every event has to be undertaken every year.</p>
<p><b>Check:</b> <i>understanding of each strand</i></p>	<p>We discussed the strands at our first meeting, and thereafter very frequently: St Mungo's understand the meaning of each strand, and the interconnectedness of the 6 strands of Growth</p>
<p><b>Appraise, affirm and celebrate:</b> <i>with regard to each strand of the strategy, we exhibit the following strengths ...</i></p>	<p><b>Worship, prayer and Spirituality</b></p> <p>We probably meet the needs of older people and there is a very friendly and supportive atmosphere among the congregation, but there is nothing very specific for the occasional child or younger person attending our services. There are or have been Lent groups at St Mungo's, and we think that members pray individually for the future, though there has been little corporate prayer – though the early service congregation in particular is made up of a very prayerful group of people.</p> <p><b>Learning and discipleship</b></p> <p>We have a library which is available and relevant to all. Contact with the primary</p>



	<p>school helps inform young people about Christ but is quite sporadic. Some of us go on Diocesan courses where we can.</p> <p><b>Missional Leadership</b></p> <p>We encourage people to act as server, pastoral assistant, sidesperson or flower arranger and to volunteer generally, and we have improved greatly in this area as the vacancy has progressed. The priest and vestry have made plans for St Mungo's.</p> <p><b>Numerical growth, welcome and integration</b></p> <p>There is a good programme of pastoral visiting and Back to Church Sunday seems to have been reasonably successful in the past. The hall is warm and welcoming, and coffee after church is well-supported and provides opportunity for fellowship and getting to know each other.</p> <p>We feed people well when we have an event!</p> <p>The Craft group is very welcoming.</p> <p><b>Children and young people</b></p> <p>The Guides are involved in a number of church activities and services and we have visits from Brownies and the primary school. Mothers and Toddlers were disbanded recently. Dance groups use our hall regularly. The Christmas Eve children's service was well attended in the past but numbers have decreased (concentrated on Carol Service recently with success) .</p> <p><b>Imaginative outreach into local communities</b></p> <p>Until recently the hospital chaplaincy provided a good opportunity to go out into the community – we regret that this has been changed by the hospital. We have held a Christian Aid lunch which was well-attended and we hope to hold similar events in the future.</p> <p>Members of the congregation do individual voluntary work, and we are also a venue for the Quilt Show which is a big event in the community. A local councillor holds his surgeries in the hall.</p>
<p><b>Assess:</b> with regard to each strand of the strategy, we suffer from the following weaknesses....</p>	<p><b>Worship, prayer and spirituality</b></p> <p>We don't really meet the needs of younger people or children, although there are some resources for children and we may possibly have the potential for teaching children if we are able to attract them on a regular basis.</p> <p>We have a small congregation which does not really start new initiatives.</p> <p>We don't have a quiet corner for small groups or individuals to pray</p> <p><b>Learning and discipleship</b></p> <p>Apart from Lent courses, and sermons, we have few other learning or teaching opportunities.</p>



	<p><b>Missional Leadership</b></p> <p>Our age profile is a weakness which acts against there being more leadership coming from the congregation.</p> <p><b>Numerical growth, welcome and integration</b></p> <p>The church always looks nice and the flowers are lovely, but it can be cold and it sometimes looks very closed up. We suspect that we don't always welcome 'properly' and perhaps we ask people to take on jobs too soon after they have come to the church?</p> <p>We don't really know why people don't come or only come once.</p> <p>There is not a lot of social activity among the congregation or even among the vestry.</p> <p><b>Children and young people</b></p> <p>There are no children or even young people (by any definition) in congregation just now; it really doesn't seem practical for us to try to introduce a new service for younger people or children at present</p> <p><b>Imaginative outreach into local communities</b></p> <p>We believe that spiritual care is needed at the hospital and in care homes, perhaps working with other churches but the close contact is not there at present.</p>
<p><b>Investigate:</b>  <i>with regard to each strand of the strategy, we detect the following opportunities...</i></p>	<p><b>Worship, prayer and spirituality</b></p> <p>Some years ago we did have morning and evening prayer groups. We have had Lent study groups and could do so again. We wonder if we could open the church outside normal service times to accommodate a prayer group. We think that starting a prayer group (introducing a 'St Mungo's Cycle of Prayer' as a possibility) as well as praying more regularly for growth and for guidance and help during the vacancy is a real opportunity.</p> <p>We could consider making a quiet corner in church for prayer and discussion in due course.</p> <p><b>Learning and discipleship</b></p> <p>We do not currently see many obvious opportunities though we will check whether the new learning opportunities which the Learning and Discipleship team will offer year are for us.</p> <p><b>Missional Leadership</b></p> <p>We know that during the vacancy there is a need to think about how we can continue some of the courses previously run by the Priest-in-Charge, and we will see what is achievable: eg vestry induction training. We will also encourage more people to go on diocesan courses and use diocesan resources. And we think we need to try to relate our life in St Mungo's to the private lives of our members</p>



	<p><b>Numerical growth, welcome and integration</b></p> <p>We don't always welcome 'properly' and wonder if we can do some training to make sure the welcome is positive and attuned to individuals? And we could explain the service better, either individually or in a booklet – we like the Cathedral's Welcome leaflet.</p> <p>We don't really know why people don't come/come once, but we could ask if we can find the right occasion – perhaps in conversation after services. We wonder if we could keep in touch with those who have been baptised or married in St Mungo's.</p> <p>We can think about setting up an occasional lunch group – after all, we have a really good kitchen.</p> <p>We want to find a way of making the church appear more open and welcoming: maybe paint the wall, take down a couple of trees, make sure the noticeboard etc is up to date.</p> <p><b>Children and young people</b></p> <p>Could we be more systematic about our relationship with the Guides? For instance help them with opportunities for badges, offer our time and talents to share things with them, invite them to speak to us when appropriate (eg if they have had donation from us).</p> <p>We would like to keep the link with local schools going during the vacancy, even increase to include secondary school? We might invite them to hold a concert/art show? And we wonder about a survey of young parents and their children where the grandparents are church members? We hope we could make facilities available if there were a need.</p> <p><b>Imaginative outreach into local communities</b></p> <p>We would like to provide a resource for hospital and local care homes, even if it's a medium term aspiration.</p> <p>We give to the City Mission and support the Gambia Project but we could consider doing more locally. We like the idea of holding an event to challenge people to eat for £1/day for Christian Aid week.</p> <p>We like the idea of offering premises/space to local groups/events, possibly in summer break?</p> <p>A blue skies wish is to introduce a community vegetable garden in the church grounds to provide a local resource.</p>
<p><b>Communicate:</b> <i>How has everything so far been communicated?</i></p>	<p>We have had several vestry meetings and have discussed the Growth strategy meetings individually with members of the congregation. All the church people were invited to contribute to the simple Community Audit which we ran and also to the decision on the adoption of the Vision Statement. We have also included articles in the Church magazine</p>



## Stage 2: What will our Growth Strategy involve?

<p><b>God's call to growth.</b></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 do you need to have for this growth to happen?</i></p>	<p>These are our hopes and dreams for St Mungo's:</p> <ul style="list-style-type: none"> <li>▪ To be reaching out to the community</li> <li>▪ To consider the needs of others</li> <li>▪ To have more social activities involving the community</li> <li>▪ To set up a church craft group for children</li> <li>▪ To have a weekday social group for the elderly</li> </ul> <p>This is our vision for the way that God is calling us to act as a church and as individuals:</p> <p style="text-align: center;"><b>Sharing the joy of Christ's love with all</b></p> <p>We shall remember this when times are hard and volunteers few.</p>
<p><b>Our prioritised response</b></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 have decided that we shall address the following strands of Growth:</p> <p><b>Worship, prayer and spirituality</b>  <b>Welcome, integration and numerical growth</b></p> <p>because we considered that the vacancy might well be a new beginning for St Mungo's and in any case we can see that work during the vacancy will be a real opportunity to decide who we are and how we serve the community. We shall need to be prayerful and understanding about the future – prayer groups held in the past were helpful.</p> <p>And there might be a change in the way the Church operates in future (very part-time priest, joint charge or other arrangement?) so the way we react to people is going to be really important. If as we pray new people join us we must give them the very best we can.</p> <p>We feel all of this is achievable.</p> <p><b>We think that the following are logical responses to our Growth discussions and aims, and will consider them again if and when there is resource</b></p> <ul style="list-style-type: none"> <li>▪ we like the idea of having speakers at lunch clubs if they begin to go well</li> <li>▪ we definitely intend to introduce formal vestry inductions</li> <li>▪ we may decide to introduce new ideas from the diocesan Welcome Workbook, or contact the Welcome development team for advice</li> <li>▪ although we really want to have children in church we know that we don't have the resource to do anything beyond the intention of holding family services, and acknowledge that there are not really enough children likely to attend services at present – we will keep this in mind</li> <li>▪ we will look for opportunities to do things with other churches in the town</li> </ul>
<p><b>Goals</b></p> <p><i>We will address the following by means of...</i></p>	<p><b>1</b> Establishing a regular prayer group and establishing a circle of prayer which can be used by all church members whether they are in church or elsewhere</p> <p><b>2</b> Investigating whether we can establish Advent and/or Lent discussion groups to inform our worship</p> <p><b>3</b> We will consider whether we can start a regular (monthly or even quarterly) family service and encourage attendance; in addition we will explore the possibility of going into care homes and offering a form of worship there.</p>



	<p><b>4</b> In the longer term we would like to make structural and furniture changes to the Lady Chapel to make it into a comfortable, warm and quiet place for small services and the like and will work to establish how this might be accomplished and funded</p> <p><b>5</b> Removing or pruning trees which are over-shadowing the church to make it more open and visible</p> <p><b>6</b> Improving the weekly service sheet and making sure noticeboard is up to date, and more informative</p> <p><b>7</b> Introduce a monthly lunch club to provide companionship <b>and</b> to get to know one another better consider holding vestry social events</p> <p><b>8</b> consider making (having made) banners for specific events</p>
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### **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.*

<b>Actions: small achievable steps which gradually build into something bigger</b>		<b>Who</b>	<b>When</b>
1	start regular prayer in church and maintain this activity  make a proposal for themed monthly prayers for use by all the congregation and then introduce the prayers for prayer group, Sunday worship and private prayer as soon as possible	Pauline and David  Fiona to prepare draft and Vestry to discuss and finalise	late 2012 and after Autumn 2012/early 2013
2	decide on format of Lent/Advent group(s), dates, leader(s) of group and materials and then make sure that this is properly advertised to the congregation (including personal approaches to members to attend)	Fiona and Jean to resource materials, make initial proposals;  vestry to review and agree; including dates for the groups	early 2013
3	Consider who might be the target for potential family service; consult Worship/Children LDTs if necessary	Pauline	Spring 2013



	<p>Introduce new worship if considered viable</p> <p>Contact care homes to establish who might wish to have worship</p> <p>Start considering form of worship and who might take part <i>regularly</i></p>	<p>Pauline/David/Vestry (new priest) Janet</p> <p>Priest/lay reader</p>	<p>Autumn 2013</p> <p>First half 2013</p> <p>When vacancy filled</p>
4	<p>Make sketches for possible changes to lady chapel and discuss with congregation</p> <p>decide on possible changes necessary, get estimates and as necessary take advice from Dean and diocesan property committee</p>	<p>Jim M to make sketches</p> <p>vestry to consult with congregation and with Dean/property committee</p>	<p>Starting Autumn 2013</p>
5	<p>get estimates for Tree surgery work and have it undertaken if affordable</p>	<p>Pauline and vestry</p>	<p>Autumn 2012</p>
6	<p>Small notice boards to be kept up to date</p> <p>Main board on appointment of new priest</p> <p>Service sheets to include mission statement and invitation to coffee after service</p>	<p>Tom/Pauline</p> <p>Priest/Pauline</p> <p>Gaynor</p>	<p>Dec 2012 and after</p> <p>Tba</p> <p>Dec 2012 and after</p>
7	<p>Investigate costs/providers/dates of environmental health intermediate courses</p> <p>Discuss funding etc</p> <p>Recruit catering coordinator who is willing to undertake the course</p> <p>This will take some time and must be carefully considered before we move to planning Lunch Club dates etc</p> <p>Vestry Social event(s) - decide what and when – lunch at local restaurant?</p>	<p>Fiona</p> <p>Vestry</p> <p>Vestry</p> <p>Pauline and Vestry</p>	<p>summer 2013 assuming costs permit</p> <p>tba</p> <p>February 2013 (1<sup>st</sup> event retiring and new Vestry)</p>
8	<p>banners - decide which events might benefit and get estimates</p>	<p>Fiona in consultation with Iain Tough who has some experience with banners</p>	<p>spring 2013</p>

## 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:*

We will not be discouraged by the worries over filling the vacancy; or about our real concern that the congregation could continue to shrink because of its age profile





Date of MAP Review with Bishop/Dean .....

MAP signed by

Bishop + *Gregor* Date *17 February 2013*

Chair of the Vestry *Pauline Dow* Date *17 February 2013*

(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*

Facilitator *Gill Reynolds* Date *17 February 2013*

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*

