

# Glasgow and Galloway Mission Action Plan



**Name of Charge: St Ninian's Prestwick**

**Name of Facilitator: Gill Young**

**MAP Completed: Spring 2015**

**Strategic intent is growth**

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

<p><b>Review</b></p> <p>- <i>your Church as God would see it</i></p> <p>- <i>where God has been, and is, at work in the community and in church</i></p> <p>- <i>what needs to be retained or relinquished</i></p>	<p>We are a friendly, welcoming congregation, open to the community and good at listening. We see ourselves as a work in progress, open to the Holy Spirit. We are a prayerful and active community with a strong tradition of comprehensive and diverse lay involvement. We might be described as evangelical and charismatic but in reality our congregation appreciates a wide range of styles of worship. We have good ecumenical links with the other Prestwick churches</p> <p>We have our new Rector Jane called from Aberdeen and we have been renewed and energised by the Spirit over the last two years. We are seeing opportunities for service to and outreach into the local community, and our hall is beginning to be used more widely. We regularly celebrate answered prayer in small groups and our weekly intercessions.</p> <p>We need to retain and build on our existing links with the community and retain our enthusiasm for learning and growing as we embark upon training to develop our gifts as we are led by Jane. We have relinquished our regular Sunday evening services in order to free us up to offer other expressions of church as we think more missionally.</p>
<p><b>Check:</b></p> <p><i>understanding of each strand</i></p>	<p>The strands had been introduced by Anne Tomlinson in September 2013 and Gill unpacked them at the whole church meeting on Sunday 11<sup>th</sup> May 2014. Jane is the current convenor of the Missional Leadership Group. Four of the Vestry are attending the one year Mission Shaped Ministry course.</p>



**Appraise, affirm and celebrate:**

*with regard to each strand of the strategy, we exhibit the following strengths ...*

We are a strong and caring family. God has led us in the way of mutual prayer and healing. With the advent of a new rector has come energy and enthusiasm for stepping out in new directions. People in St Ninian's are committed to the long haul, hopeful and willing to help as shown below.

**Learning and Discipleship**

We have 9 small groups meeting regularly whose prime purpose is bible study and prayer. All but one of these is lay led. We have regular study courses for Advent and Lent. Sermons are typically high quality and 20-25 minutes long on Sundays. Four vestry members have committed to the year long course Mission Shaped Ministry.

**Prayer and Spirituality**

The small groups have a vital role in prayer with some having a greater emphasis on prayer than bible study, particularly the weekly meeting to pray for the Mission of St Ninian's. There is a monthly prayer diary circulated to all members of the congregation. The congregation is invited to write prayer requests in the Prayer Book and speak out names and situations for prayer during the Intercessions. Prayer ministry by experienced lay members is available every week during the Eucharist. Meetings always start with prayer. In fact prayer is a vital and life-giving part of what St Ninian's is. The spirituality of the church is being widened with the addition of events like the Holy Week Prayer Labyrinth, and prayer days. The Collect prayer is now sent out before the Sunday service along with the weekly notices.

**Missional Leadership**

St Ninian's has a large number of capable people in responsible roles and a sense of 'team' – reflecting the best in lay ministry. This peaked during the last incumbent vacancy and has been deliberately retained under the present rector. The lay rota is comprehensive with members taking on duties such as welcome, reading, preaching, prayer ministry, chalice duty, and music where 4 groups alternate. St Ninian's has 15 Licensed Eucharistic Assistants, 2 Licensed Pastoral Assistants and 2 Licensed Worship Leaders. There is now an enthusiasm and excitement about being a Missional Church in addition to being a Pastoral Church. Some members of the church have worked as missionaries abroad and many work in other Missional contexts as part of their faith. These ministries are celebrated and supported by the church (e.g. Wholeness Through Christ healing ministry, The Ark in Ayr, Broken Chains in Ayr etc).

**Children and Young People**

There is a delight in children and a refreshing non-judgemental attitude to the disruption that they can cause. There has been a strong Sunday School in the past but very few children now come on a Sunday. Instead, links with the local Air Training Corps and new Brownie Unit using the church hall have brought them to worship with us for special services (Remembrance Sunday and Christingle). They take important roles in the services and enjoy hospitality (cooked breakfast or cakes) and Christmas presents. We have links with the secondary school through our rector. We helped initiate and have run a Prayer Space in the local primary school for the past 3 years.



### **Imaginative Outreach to the community**

St Ninian's church hall was hardly used. The aim has been to offer the use of this facility to the community as a priority. It is hoped that in the process people who don't go to church will feel more comfortable in church surroundings and see/read literature about Christianity and the church's activities and services. In the last 2 years we have had a local music teacher use the small crèche room 3 days a week; a new Brownie unit uses the hall on Tuesdays; Weight Watchers uses the hall on Wednesdays; we run Craftynoons (a free relax, do craft and chatter activity) on Tuesdays and we have just started opening the hall for free refreshments and company on Fridays (aimed at dog walkers and cyclists who pass by on the cycle path). There is a group which encourages and nurtures membership of St Ninian's by completing regular organised walks on Wednesdays and monthly on Saturdays - often ending with refreshments shared together.

### **Welcome, Integration and Numerical Growth**

St Ninian's has improved its shop window in several ways including renovation of pathways, railings and external notice board. The external "picture wall" was very prominent and effective in causing conversations prior to repairs to the porch window being completed. The website has been redesigned and updated to include details of services and events, small groups, a who's who, a calendar of hall and church bookings and a photo album area. This is updated at least weekly. The congregation is experienced and effective in welcoming new people with good practices such as inviting newcomers to sit beside them, taking them through to coffee with them etc. The weekly news bulletin keeps people informed and helps them feel included and valued. Nearly 400 Christmas cards with a short tract and with details of all the services and an invitation were delivered to homes nearby and to people close to members of the church. New members are encouraged to join at least one small group.

### **Worship and Liturgy**

Many members of St Ninian's church do not have roots in the Scottish Episcopal Church but the 1982 liturgy is the framework for worship on Sundays. The style of worship is relaxed and can often be 'low church' evangelical and charismatic but not always. There is a love for reflective worship like Taizé and a fondness for the regular puppets and sketches services. Over the past year we have experimented with liturgies new(er) to the church such as the Methodist Covenant, Imposition of Ashes, Procession of Palms and dramatic reading, Way of the Cross (round a prayer labyrinth), Great Vigil of Easter, patronal service, Pet Blessing service, Remembrance Sunday, All Saints/Souls, Memorial service for 'babies born too early' (aborted/miscarried babies) and Christingle. Music can be very varied - using the organ, using an electric piano with or without classical instruments, single plucked guitar, or up-beat guitar and keyboard. There is significant lay involvement in our worship. St Ninian's have joined with St Nicholas and Prestwick North churches for Praise Services monthly and with all the Prestwick churches every day in Holy week.

<p><b>Assess:</b> <i>with regard to each strand of the strategy, we suffer from the following weaknesses....</i></p>	<p><b>Learning and Discipleship</b> Not everyone is signed up for a small group and it is difficult to offer courses at times that suit everyone – bearing in mind that it takes considerable time to offer them repeated at different times of day.</p> <p><b>Prayer and Spirituality</b> There is need for refresher training in prayer for healing ministry.</p> <p><b>Missional Leadership</b> With a small church it is a danger that people become over-committed in leading and helping with initiatives.</p> <p><b>Children and Young People</b> We have almost no one under the age of 40 regularly worshipping on a Sunday morning.</p> <p><b>Imaginative Outreach to the community</b> We have lots of creative ideas but we must avoid taking on too much at once.</p> <p><b>Welcome, Integration and Numerical Growth</b> We look as if we are closed from the outside of our building and we are on the edge of Prestwick so this limits our visibility in the community.</p> <p><b>Worship and Liturgy</b> We need to work at retaining the awe in our worship as we can be very informal.</p>
<p><b>Investigate:</b> <i>with regard to each strand of the strategy, we detect the following opportunities...</i></p>	<p><b>Learning and Discipleship</b> More teaching about SEC traditions and liturgy. Closer pastoral oversight by the rector of the 9 groups. A back to basics course for new and established church members – Alpha, Pilgrim, Emmaus. There was no uptake of the Start course.</p> <p><b>Prayer and Spirituality</b> Continue offering a wide variety of spiritual experiences.</p> <p><b>Missional Leadership</b> Meetings of small group leaders with rector to support this ministry Equipping of leaders in the new initiatives – rector not required to run them all! Enhancing the cohesive nature of our team by identifying and carrying out more opportunities for the congregation to socialise. Four vestry members training in Fresh Expressions (MSM Course). Church is ready for growth and different ways of doing church.</p> <p><b>Children and Young People</b> There is a need for an adult and tot group in our area. There is also no choir/drama provision for youngsters outside school. Continue and develop links with local schools, Brownies and Air Cadets</p>



<p><b>Communicate:</b> <i>How has everything so far been communicated?</i></p>	<p><b>Imaginative Outreach to the community</b>  Maintaining and developing our Friday opening for dog walkers, cyclists etc  Maintaining and developing Craftynoons; perhaps offer an evening group (Creat-eve)  Maintaining and developing our walking group to be accessible for those who are less fit or elderly.  Mainly Music Adult and tot group  Children’s Choir/drama club</p> <p><b>Welcome, Integration and Numerical Growth</b>  Cards for local hotels, B&amp;B and new flats in the area  Welcome cards for pews  Training and ‘job descriptions’ for welcoming and other responsibilities  Develop Facebook presence and continue to develop our new website</p> <p><b>Worship and Liturgy</b>  Continue to encourage people to take part and continue to experiment with new liturgies and new music without discarding music and liturgy that works!</p> <p>Congregational meetings with facilitators (Anne Tomlinson and Gill Young)  The Rector Jane included a Vision Report at the AGM in 2014.  MAP on agenda at each vestry meeting, with minutes displayed in the hall.  Updates on progress on the weekly bulletin sheet.  Sermons explaining initiatives and mission  Discussion at Regional Council meetings  Draft MAP and a summary circulated to all of congregation either by email or hard copy.  Final version of MAP and summary circulated to congregation for the MAP signing at Sunday worship on June 21<sup>st</sup> 2015 (email, on church website and paper copy)</p>
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## 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>The very name of St Ninian's suggests that our church is a Missional community which is prepared to let some of our traditions go in order to move <b>out</b> into the community to offer <b>love</b> and <b>service</b> and in so doing, healthy <b>relationships</b> develop in which the Good News of the Kingdom may fall on open ears and hearts. This is not a duty – this is a joyful and grateful response to God's work of salvation in us! We take inspiration from Saint Ninian. We believe that every member of St Ninian's has a unique and vital role in this joining in with God's mission and that God has given us exactly the resources and skills we need to get underway and God will continue to inspire and provide.</p> <p>The building itself is situated next to Bruce's Well and the ruins of a Lazar House. St Ninian's part in mission is therefore bound up in the healing and restorative nature of salvation. We aim to embark on God's mission to be part of the <b>transforming</b> of lives – not just to increase the number of people attending on a Sunday. We see ourselves like the well – a source of the Spirit flowing through us into the community, bringing life, joy, refreshment, healing and purpose. We continue to gather to worship on Sundays and in our groups so that we can be equipped (with skills, knowledge and faith), challenged to deepen our discipleship and grow together as family to try to model non-judgemental and loving community.</p> <p>We hope to continue to learn from the Mission Shaped Church approach and take on board the 5 Marks of Mission, namely:</p> <p><i>To proclaim the Good News of the Kingdom</i>  <i>To teach, baptise and nurture new believers</i>  <i>To respond to human need by loving service</i>  <i>To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation</i>  <i>To strive to safeguard the integrity of creation and sustain and renew the life of the earth.</i></p> <p>and to draw upon the resources of the MAP Leadership Groups.</p> <p>Nothing can be achieved without God's blessing and so we continue to be a community which has its <b>focus on God</b> and <b>prays</b> without ceasing.</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>In practice any Missional activity will involve all of the strands!</p> <p><b>1. Imaginative Outreach</b></p> <p>In order to join in with God's mission we need to be open to new ideas and new ways of 'doing church' including Fresh Expressions. We are a creative people who enjoy dreaming with God and are not afraid to try new things. For two years we have been asking God in prayer about the mission set aside especially for St Ninian's to join in with and the vision we have been given is of imaginative outreach.</p> <p><b>2. Missional Leadership</b></p> <p>St Ninian's church is excited about the possibilities for growth and mission and has a tradition of extensive lay involvement which is supported and resourced by our Rector Jane.</p>



<p><b>Goals</b></p> <p><i>We will address the following by means of...</i></p>	<ol style="list-style-type: none"><li><b>1. Themed outreach services</b></li><li><b>2. Friday Open Church</b></li><li><b>3. Children's Community Choir and Drama Group</b></li><li><b>4. Reviving St Ninians' Healing Ministry</b></li><li><b>5. Formulating policies and processes to support the various initiatives and also identifying volunteers (or teams of volunteers) to provide practical support to the leaders.</b></li></ol>
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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.

**Note:** St Ninian's and our new rector have already been working on Mission for the last two years and so some of the activities named below have been in the planning stage for some time, and others have already begun!

<b>Actions:</b> <i>small achievable steps which gradually build into something bigger</i>		<b>Who</b>	<b>When</b>
1.	Themed outreach services. Involve linked groups – New Brownie Unit and Ayr 137 ATC Squadron. E.g. Pet blessing, Remembrance Sunday, Christingle, Mothering Sunday. Well planned and publicised. With follow-up activities publicised at each event.	Rev Jane, music teams and vestry, hospitality helpers and volunteers to assist with services	As appropriate throughout the year. Started 2014.
2.	Friday Open Church. The Church and Hall open with hospitality, a listening ear, a welcome for people and their dogs, and offering the use of toilets. Possibly refreshments outside in summer. Church well located beside cycle path and popular dog walking route to the beach.	Anne Pilley, Johnny Morris, Alison McDonald and additional volunteers as numbers grow.	Already launched late autumn 2014
3.	Children's Community Choir and Drama Group. Advertised at local primary schools and arising out of us working with the Brownies, working on their music badge and culminating in them singing at Christingle service.	Susanne Preston, Heather Lennon and volunteers (1 definite at present)	Starting small in February 2015
4.	Reviving St Ninians' Healing Ministry Teaching and training in groups, reviving Sunday evening healing services once a month and also discerning and planning outreach methods.	Jane Ross and ReSource (See <a href="http://www.resource-arm.net">www.resource-arm.net</a> )	Autumn 2015
5.	Formulating policies and processes to support the various initiatives; identifying volunteers (or teams) to provide practical support to the leaders.	Rector, Richard Wiggins & subgroup of leaders above	Spring 2015





## 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:*

*Small church, Financial constraints, Fatigue, Perceived Failure*

*We will share successes (however small) within the church at worship, in the weekly news sheet, and within vestry (and minuted). We commit to support these initiatives in regular prayer.*

Date of MAP Review with Bishop/Dean: around June 2016.

MAP signed by

Rector *HJ Ross* Date: 21/06/15

Secretary of the Vestry *Angus Denham* Date: 21/06/15

(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 Young* Date: 21/06/15

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*

