

Glasgow and Galloway Mission Action Plan



Name of Charge ...St Silas'.....

Name of Facilitator ...Lorraine Darlow.....

MAP Completed ...11/02/13.....

Strategic intent is growth

Stage 1: Why are we going for Growth?

<p>Review - your Church as God would see it</p> <p>- where God has been, and is, at work in the community and in church</p>	<p>St Silas' is a young congregation that's been in the Woodlands area of Glasgow's West End since 1864 (see the <i>History information</i> for background - attached Appendix 1). We have people worshipping with us from all over the world. There is a great diversity in the congregation with people of all ages and from all walks of life present at our Sunday worship times. Everyone is welcome!</p> <p>Our goal is to be a church that helps people 'live life in all its fullness' (John 10:10). That includes the joy of knowing Jesus Christ, and we hope that everyone who visits us will come to know something of His love. We hope that people will not only find joy and friendship among us, but also discover what it means to be a follower of Jesus and how best to do that. Our <i>Identity and Values</i> are summed up in the attached Appendix 2).</p> <p>As a congregation, we have spend considerable time over recent years discerning the direction of the church and the culture that shapes us as a congregation. Mission is at the heart of all we do and we see discipleship as a primary focus in order to enable mission that naturally flows from who we seek to be.</p> <p>We have a staff team who lead the ministries of the congregation, and who are supported by a Vestry that share in the management of activities. The church also has an administrator who manages the church office and related activities of the church. Unity and support within and for our staff is seen as being of key importance, and they are investing in processes of personal and professional development to deepen and enrich skills, character and mutual accountability in their working relationships.</p> <p>In order to enrich the life of the congregation and steer the church in its mission priority, St Silas' has been investing in a structure of Discipleship Environments in recent years. DEs are places where people gather, form relationships, seek support, give encouragement and look to be people of worship and mission. DEs meet regularly, sometimes to participate in an activity together, sometimes to open up God's word, to pray and worship, in order to form communities that people feel they belong to. These are communities of people within the church and with no connection to the church who have a shared interest, passion or purpose for meeting. The idea is to:</p> <ul style="list-style-type: none">• be innovative in responding to the situation we find ourselves in• get as many members of the church into a community as possible• identify, use and grow the spiritual gifts God has given• grow leaders by encouraging them to take on and overcome challenges• be outward looking to invite non-church people into these communities.
--	---



<p>- what needs to be retained or relinquished</p>	<p>Review of Strategy and Aims for the Year, August 2012</p> <p>At the start of 2011, we launched our Vision document, “Building for Community”. This included sections on our Identity and Values, Strategic Aims, Immediate Priorities for 2011-2012, and how we would monitor progress in implementing the Strategy, as well as some longer-term priorities for 2011-15. We have been reviewing this over the autumn of 2012, and most specifically at our staff/vestry day together on 3rd November, to clarify our aims and priorities for the year ahead 2012-13. The following were particularly identified as needing to be retained or relinquished:</p> <ul style="list-style-type: none"> • Relationships with other churches are good and we support the work of the Wheel Trust, aiming to financially, prayerfully and practically share in the work to young people in the area, especially through schools work. In reviewing our activities, staff and vestry were committed to continuing this work. It was felt, that support for individual mission partners needed to be reconsidered in order to invest financial resources most wisely. This resulted in reduction, withdrawal and increase in financial support in line with our short and long term objectives. • Further monitoring, growth and adjustments to the DE structure is ongoing. We are committed also to our Internationals ministry and to developing new opportunities for discipleship and outreach such as our Community Choir. • In reviewing our service pattern, it was felt that some services needed to be withdrawn and some re-ordered to ensure needs and priorities were being met. Our monthly '180' evening service has ceased and our monthly intergenerational morning service 'Together' has been re-launched with many changes. In addition, changes to our evening services have taken place to best utilise concepts that enhance the environment and make it more conducive to worship and learning.
<p>Check: understanding of each strand</p>	<p>Strategic aims and priorities (short and long term) have been mapped according to the strands. See attached Appendix 2.</p>
<p>Appraise, affirm and celebrate: with regard to each strand of the strategy, we exhibit the following strengths ...</p>	<p>worship, prayer and spirituality</p> <ul style="list-style-type: none"> - We are a creative church, using liturgy, music, technology, art and words to enrich our worship and glorify God, recognising a breadth of spiritual temperaments in our congregation. - We have a weekly prayer breakfast, fortnightly vestry prayer meeting and at least one half night of prayer every 3 months. Prayer is a key focus of all our services and small group gatherings. <p>learning and discipleship</p> <ul style="list-style-type: none"> - We are investing a great deal in DEs and in the quality of teaching in services and small group meetings, where communication methods and learning styles are considered. - We have a staff team of wide experience and skill who share in the leadership of teaching, discipleship and pastoral care. <p>missional leadership</p> <ul style="list-style-type: none"> - Staff are investing a great deal of time in a Learning Community with other like-minded congregations, aimed at ensuring clarity in leadership priorities and direction. <p>children and young people</p> <ul style="list-style-type: none"> - We have a large number of primary aged children and many families at St Silas' and our work is led by a specialist member of staff. <p>imaginative outreach into local communities</p> <ul style="list-style-type: none"> - Our DE structure naturally encourages imaginative outreach through everyday interests and passions. - Our programme of intentional social events and annual special events have raised the profile of the church and enabled us to work more closely with others in the community. <p>numerical growth, welcome and integration</p> <ul style="list-style-type: none"> - We have a dedicated Welcome Team who are committed to stewarding effectively in a spirit of hospitality and service, and are continually aware of the necessity to invest in this area of our work. - All of the above contribute to numerical growth, welcome and integration.



<p>Assess: with regard to each strand of the strategy, we suffer from the following weaknesses....</p>	<p>worship, prayer and spirituality</p> <ul style="list-style-type: none"> - being such a diverse congregation with various personalities, viewpoints and preferences, it can be challenging to meet the expectations and needs of all. - financial commitments to the building have limited our ability to replace much needed new equipment for worship, such as updating of PA equipment in the sanctuary and equipping the hall with audio-visual equipment. <p>learning and discipleship</p> <ul style="list-style-type: none"> - Some people have not embraced the vision for DEs and we are trying to develop these and other missional leadership structures that not only envision all but enable all to invest in their learning and discipleship. - As well as practical implications for communication with failing technical equipment, we need to ensure communication methods and practices are effective. <p>missional leadership</p> <ul style="list-style-type: none"> - Staff are still trying to grapple with new ideas and have decided to walk slowly rather than run quickly to make sure any further developments are made effectively - both a weakness and a strength in varying ways. <p>children and young people</p> <ul style="list-style-type: none"> - lack of audio-visual equipment is creating problems for communication methods in a large space with many children - in turn the 'space' is resulting in difficulties in accommodating large numbers of children effectively. <p>imaginative outreach into local communities</p> <ul style="list-style-type: none"> - Our outreach is quite significant in terms of ongoing connections through church activities and DE communities. We strive to communicate the value of Christian living and service in daily life as our all-off-life witness, but perhaps still need to overcome an events versus process way of thinking. <p>numerical growth, welcome and integration</p> <ul style="list-style-type: none"> - Being a fairly sizable church, we have been criticised in the past for our lack of welcome or people feeling unnoticed or lost in the crowds. The impact of welcome and integration to numerical and personal growth needs to remain a priority and continually be evaluated.
<p>Investigate: with regard to each strand of the strategy, we detect the following opportunities...</p>	<p>As a church, we should always be open to the leading of God, alive to where God is working and how we can be part of that work. A willingness to change, see new opportunities and respond to God's leading should lie at the heart of all our work. We should be committed to the long haul as transformation is often not immediate, either within our own fellowship or within the community. Looking to the longer-term, therefore, it is anticipated that annual priorities will be set as part of the monitoring process. This should always allow for the leading of the Spirit, an assessment of the activities carried out in the previous year and prayer for discernment and clarity with regard to the coming year. This enables us to continually investigate and detect new (or changes in) opportunities and respond accordingly. (See <i>Strategic Aims and Priorities - Appendix 3</i>)</p> <p>There are a number of longer-term priorities which draw on the overall vision of St Silas which will also be considered in setting annual priorities. Part of the vision to draw people out of spiritual death through the preaching of the light and truth of the Gospel means 'growing a fringe', ie encouraging increasing numbers of people in the area and beyond to have a sense of belonging to the church even before they believe. The aim is to see people move along the trajectory below.</p> <div data-bbox="555 1659 1370 1798" data-label="Diagram"> </div> <p>Outside Church Community – someone who has no particular interest in Church. Church Fringe – someone who is exploring their faith and who sees themselves as a guest rather than a host when attending something that we do. Congregation – Someone who sees themselves as a host rather than a guest but has not yet found the place to exercise their ministry. Committed to following Jesus Christ – Someone who is personally committed to becoming a fully devoted follower of Jesus Christ and seeing this happen in others.</p>

<p>Communicate: <i>How has everything so far been communicated?</i></p>	<p>The vision, strategic aims and priorities were initially considered and formulated by staff and vestry for many months. Once developed, they were presented to the congregation through the AGM, specific vision evenings and through a series of teaching throughout regular worship services.</p> <p>The final vision document was published and distributed to the congregation and is readily available in glossy leaflet form. Our key vision statement 'GOD-CENTRED TRANSFORMING PEOPLE' with our window logo is displayed on all paper and electronic publicity materials. These are presented at all services on notices and overhead projections, and our values are also displayed on projected notices.</p> <p>Our key Scripture verse: "... Standing firm in one spirit, with one mind striving together for the faith of the gospel " Philippians 1:27 is also used on publicity materials.</p> <p>Minutes of vestry meetings and staff/vestry days are provided in both paper and electronic form for all to see.</p>
--	--

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?</i></p> <p><i>(ii) what values do you need to have for this growth to happen?</i></p>	<p>(i) Building for Community - the Vision of St Silas</p> <p>GOD-CENTRED TRANSFORMING PEOPLE: The vision of St Silas' Church is to preach the Gospel of Jesus Christ, raising people out of spiritual death and religious complacency, calling them to their individual purpose and corporate responsibility. God is building a community of followers of Jesus Christ who shine like lights in the city of Glasgow and who are in agreement to fulfil this mission on a local and global scale.</p> <p>"... Standing firm in one spirit, with one mind striving together for the faith of the gospel " Philippians 1:27</p> <p>(ii) See attached <i>Identity and Values - Appendix 2</i></p>
<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>This is detailed within our <i>Strategic Aims - Appendix 3</i>, which contains priorities within ALL strands of the strategy.</p>
<p>Goals</p> <p><i>We will address the following by means of...</i></p>	<p>This is detailed within our <i>Short and Long Term Priorities - Appendix 3</i>, which covers ALL strands of the strategy.</p>



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.

Red text indicates short term priorities; Black text indicates long term priorities; Blue text is specific to Children and Young People/Children's Pastor responsibilities

Actions: small achievable steps which gradually build into something bigger			Who	When
1.	(i) Reviewing our service pattern, style of worship, and liturgy used, with a view to improving our openness to the Holy Spirit, deepening our learning, improving access for people with disabilities and inviting newcomers to explore the Christian faith.	Liaise with all worship planners and music leaders about possible new worship services/ content. Review current services – do they work, meet a need, help outsiders explore faith?	Staff	June 2013
	(ii) Begin to explore how best to improve the equipment we use in worship and outreach.	<ul style="list-style-type: none"> Draw up list of priorities for new equipment, and incorporate in 2013-14 budget as financial constraints permit. 	Vestry	March 2013
	(iii) Improve communications, electronically and upfront (and paper, where necessary).	<ul style="list-style-type: none"> e-notices introduced Vestry prayer points produced for half-nights of prayer and circulated via e-notices 	Assistant Pastor Vestry Chair	Autumn 2012 December 2012 and thereafter.
	(iv) Maintaining the focus of being sent out Sunday by Sunday to be people of influence who have the confidence that the Gospel is urgent and effective.	<ul style="list-style-type: none"> Regular teaching and testimony related to specific vocations / professions / jobs / family roles / roles in society. 	Staff to plan; others also to be involved in teaching / testimony	2013
	(v) Actively seek ways of planting and/or transplanting a new congregation.	Longer term goal – keep in mind	Rector and Vestry	2014
2.	(i) Strengthening our small group work by creating a variety of “discipleship environments” where friendship, challenge and outreach can be better encouraged.	<ul style="list-style-type: none"> Develop some DEs that including children and young people so that friendship, challenge and outreach can be better encouraged for them; and which encourages parents/carers as primary disciplers of their children and enables mutual support across families and throughout the generations. 	Children's Pastor & Assistant Pastor	April 2013
	(ii) Growing the team to serve our children in age-specific learning groups on Sunday mornings.	<ul style="list-style-type: none"> Recruit and vet appropriate volunteers to meet best practice ratios for Sunday mornings 	Children's Pastor	Aug 2012 and ongoing as needs change



	(iii) Reminding all those who are part of the St Silas' community of the high calling to use their gifts to God's glory.	<ul style="list-style-type: none"> Help children and young people to consider and identify gifts through involvement in age-appropriate groups and teaching plans. Plan for this to happen in spring of 2013. Encourage children and young people both in church and in everyday life to use their gifts; and ensure opportunities are made available for this in church structures and activities. Review how children and young people are enabled in age-specific groups and wider activities through annual report. Enable children's and youth leaders to use gifts and offer them regular training to develop skills and knowledge. 	Children's Pastor & Children's Teams Children's Pastor Children's Pastor	April 2013 May 2013 Ongoing through weekly session plans/discussions Core - Oct-Nov 12
	(iv) Growing work among our youngest members which will be long-lasting and prepare the ground for having a large group of teenagers.	<ul style="list-style-type: none"> Establish and develop Youthzone provision for children age 9-13 years on Sunday mornings. Identify and develop appropriate volunteers who will be regularly committed to these young people. Develop further opportunities for service and use of gifts, skills and talents - see 2 (iii) above, which is so crucial for this age and stage of development. Develop DE possibilities - see 2 (i) - as well as other relevant activities that will foster friendship, encourage growth as disciples, offer challenge, and enable for outreach, within allocated budgets for this area and staff/volunteer availability. 	Children's Pastor Children's Pastor Children's Pastor & Youthzone team Children's Pastor & Youthzone team	Sept 2012, ongoing via weekly review Sept 2012 and ongoing May 2013 Review progress in May 2013
	(v) Encouraging vocations both to mission and to ordained ministry.	<ul style="list-style-type: none"> Regular vocation-orientated teaching and testimony. Draw up and publicise guidelines for those who wish to test a calling and potentially seek prayer and financial support from the Church. 	Staff to plan Rector	Spring 2013 and ongoing Spring 2013
	(vi) Ensuring that we have structures in place which nurture and encourage new Christians to grow in maturity.	<ul style="list-style-type: none"> Regular Christianity Explored / Alpha courses or similar. DE leaders to be trained in these skills. 	Staff Staff	2013 2013
3.	(i) Clarifying our policies, provision and expectations for pastoral care and building a team of listeners, counsellors and pray-ers to facilitate this.	Liaise with trained counsellors – can we increase our capacity to help people using the two trained counsellors in the congregation?	Rector	June 2013
	(ii) Nurturing our calling and commitment to serving the poor, both in the city and around the world.	<ul style="list-style-type: none"> Publicise opportunities for volunteering and paid employment in Glasgow City Mission, with New Destiny in Brazil, and with other organisations as they come up. Teaching on serving the poor 	Staff to plan; those involved to deliver. Staff	2013 2013



	(iii) Explore how we might be a resource church which serves the wider Church with a model of what is possible.	<ul style="list-style-type: none"> Offer support to diocese to Development Group for Children & Youth Offer services of consultancy, support, facilitation and training to the wider Church through involvement in ACTS, Children's Ministry Network, SCYWF (Scottish Christian Youth Workers Forum) and Deep Impact Conference, Wheel Trust, Scripture Union, International Christian College, and CGMC (the Consultative Group on Ministry among Children in Britain and Ireland). Review involvement yearly. 	Children's Pastor Children's Pastor	Oct 2012 May 2013
4.	(i) Creating stronger links with the local community through the strengthening of existing work and the growth of other areas (eg. the new school, internationals, the local Asian community, local young people, using the hall as a venue)	<ul style="list-style-type: none"> Encourage and increase use of Hall by groups from the school and local community. Support new Friends International worker based in St Silas. Support DE's such as "Dynamic" in ministry to local community, by publicising opportunities to the congregation. 	Administrator Vestry Staff & Vestry	2013 Feb / March 2013 2013
	(ii) Actively seeking ways of reaching out to the local community, developing links, opening up our lives and our fellowship to those outside	<ul style="list-style-type: none"> As above 		
5.	(i) Ensure continued financing of new hall complex and exploring any areas of further development of our facilities remains on the agenda, and explore all sources of funding	<ul style="list-style-type: none"> Promote and encourage fund-raising events. Apply to National Churches Trust and any other funds we can find which may assist in paying off the mortgage on the Hall. Encourage income generation from appropriate groups using our facilities, subject to the priority that must be given to ministry-related use of facilities. 	Fund-raising group. Vestry Staff and Vestry	2013 and on-going 2013 and on-going 2013 and on-going
6.	(i) Undergirding everything we do in prayer – encouraging one another to engage in prayer.	<ul style="list-style-type: none"> Arrange regular half nights of prayer. Encourage increasing congregational involvement in prayer eg in DE's and weekly prayer meeting and leading intercessions in services Include encouragement of prayer in DE's in DE leaders' training 	Staff Staff Staff	2012 and on-going 2013 2013
	(ii) Completion of the hall and facilities. Ensuring that finances are available to maintain our work.	<ul style="list-style-type: none"> Finish Hall snagging. Plan and put in place annual correspondence with regular givers in the congregation, to thank them and encourage annual/regular review of their giving. Plan and put in place annual cycle of envisioning by leadership followed by commitment to giving by members of congregation. 	Contractors Vestry & Treasurer Rector and Vestry	2013 April-June 2013 By ABM in June 2013
	(iii) Identifying and employing the staff needed to lead further growth.	<ul style="list-style-type: none"> Assess the church's needs and staff priorities as part of strategic review each year, and then sharing with the congregation 	Rector, Staff and Vestry as led by the Holy Spirit	Aug-Oct 2013 and on annual basis.





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:

Lack of resources in finance and people

.....

Failure to communicate clearly with congregation

.....

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

*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*



history of St Silas

St Silas was founded in 1864 as an independent Anglican congregation. The church was planted in the rapidly developing West End of Glasgow by members of St Jude's English Episcopal Church in St Vincent St. St Jude's was one of a group of English Episcopal Churches in Scotland. Since 1843 these congregations had operated independently of the Scottish Episcopal Church, using the 1662 Book of Common Prayer (the Church of England prayer book) rather than the Scottish Prayer Book, and with a Protestant view of the Holy Communion service.



The founders of St Silas included Sir George Burns, one of the founders of the Cunard Company, William Burnley, who owned much of the land on which the sea-side resort of Dunoon was then being developed, and Sir Archibald Campbell of Blythswood. These men provided much of the £7000 needed to buy the land and build the church, and they became the first Trustees of the church.

Later in the 1860's, St Silas established a mission church in Hayburn St in Partick. The work of this mission grew, and a further mission hall was built in Ardery St, Partick, in 1910. These mission centres ran Sunday Schools which at their peak were attended by over 400 children. Numbers declined during and after the second world war, and the mission closed in 1951, the remaining members transferring to St Silas.

From its foundation until the end of the nineteenth century, St Silas maintained its distinctively bible-based, evangelical ministry, independent of the Scottish Bishops. In 1906, an arrangement was reached with the Bishop of Glasgow and Galloway which brought St Silas into communion with the Scottish Episcopal Church. Under this arrangement, the Bishop licensed the Rector of St Silas and carried out confirmations. The church maintained its independent constitution and its freedom to worship as previously.

For over a century, all services were conducted using the 1662 Prayer Book. For most of that time, this liturgy was regarded as central to the maintenance of the church's distinctive evangelical doctrine. However, in the 1970's the church decided that liturgies in modern English were also needed. This was a decision with significant financial consequences, since it involved relinquishing a significant source of income, the Blythswood bequest.

In 1986, St Silas joined the Scottish Episcopal Church as a "Private Chapel", and this is its current status. Although not a full member of the Episcopal Church, the congregation is represented at Diocesan Synod and takes part in the wider life of the Diocese of Glasgow and Galloway, while retaining much independence in worship and governance.

In recent years, the church has carried out a series of improvements to the church building. This continues with the current new church hall project, "Building for the Future".

