

Glasgow and Galloway Mission Action Plan

Name of Charge St James the Less Bishopbriggs

Name of Facilitator Prof Rob Smith

MAP Completed 25 November 2013.....



Strategic intent is growth

Stage 1: Why are we going for Growth?

<p>Review</p> <ul style="list-style-type: none"> - <i>your Church as God would see it</i> - <i>where God has been, and is, at work in the community and in church</i> - <i>what needs to be retained or relinquished</i> 	<p>Built in 1980, when the congregation moved from Springburn, we believe our church has become a place and a community where visitors can experience a sense of peace and find out more about the Christian Faith. We strive to be inclusive, offering friendship and fellowship, and working to ensure that all are welcome. Our worship ranges from the traditional to All Age Worship services when we respond, in praise and thanksgiving, to the God who is revealed through Jesus Christ. We hold a number of special occasional services to appeal to the wider community and attract those from outside the regular church attendees, including our Memorial Service at All Saints Day. We look for growth in our Christian life, and expect to be inspired and challenged by the Holy Spirit. We seek to develop lay involvement in our worship, and to use the talents of those in our music group. Indeed our congregation is blessed with many active members who are committed to give of their time and talents to God's work at St James.</p> <p>We are keen to build bridges, and work together with other Christians in the area through our links with the Bishopbriggs Churches Together Group. Our Hall is used by a number of community groups throughout the week, including the Tuesday Club which has a range of speakers, for example from Street Pastors, and outgoing links for the public at large. We organise a number of other social gatherings through our Opening Doors events - including the Big Sing, the recent afternoon tea to raise awareness for the work of the Glasgow City Mission, and in supporting Springburn Academy and their link with the North East of Glasgow Malawi Project (for which the Rector ran a fundraising 10K in May.) Established groups play a vital part in our church, and over the years have reached out in mission, for example the support to Drumchapel through the Mothers Union. We aim to provide an opportunity for people to hear different viewpoints on a number of key issues that concern society in the 21st century in a way that encourages unity within diversity. Areas for potential development either as a church as a whole, or in supporting individual members active in outreach projects in the community, include involvement with the work at the nearby Lowmoss Prison and also continuing our involvement with the East Dunbartonshire initiative of a Women's Refuge and the provision of starter packs.</p>
<p>Check: <i>understanding of each strand</i></p>	<p>We began to explore the strands of our Mission Action Plan back in October 2011 in a lunchtime workshop, led by our initial MAP facilitator, following a morning service. This was followed by a Vestry Away Day in November 2011 which, as we listened to God, challenged us to try new things and to encourage more involvement from more members of the church. Further workshops were undertaken in-house during 2012. Throughout 2013 MAP-ing has become a regular item on the Vestry Agenda with a new facilitator working with us. A small MAP sub-group was formed at the June 2013 vestry meeting and met in August. This was followed in October 2013 with a focus on the MAP in the morning service and the lunch which followed, prior to the church Away-Day held in November 2013 at the Conforti Institute, Coatbridge to finalise the proposed Plan.</p>



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<p>Appraise, affirm and celebrate: <i>with regard to each strand of the strategy, we exhibit the following strengths ...</i></p>	<p>In recent years the congregation has focused on the following priorities with which to identify the St James church family within the Bishopbriggs community – Family, Challenge, Spirituality and Ethos. These underpin all our missional goals, and are incorporated as an integral part of our consideration of each of the six strands of the Growth Strategy.</p> <p>Worship, Prayer and Spirituality: We strive to meet God in all our experiences of life. Our encounters with God through worship and prayer provide a spiritual focus and are at the centre of all we do. We are a worshipping community who share the Christian journey in celebration and sorrow and in the breaking and sharing of the bread. We involve many in our numerous ways of worship and continue to develop our All Age Worship and special services such as those during Advent and Christmas. We have individuals in our congregation with a strong musical talent and this enhances our worship.</p> <p>Learning and Discipleship: We learn on a weekly basis through Christ-centred preaching from our clergy, lay reader and visiting speakers. We have a number of active groups within the church which meet throughout the year, including one for Bible Study and also a long established Mother's Union group. In Advent and Lent we have discussion groups which meet and share food together. In addition, summer sharing and the opportunity for the selection of favourite hymns have proved successful.</p> <p>Missional Leadership: A number of workshop days and congregational meetings have been held, together with Vestry and leaders weekends away, to strengthen individuals in approaching leadership roles. Community participation and involvement through Churches Together are in place.</p> <p>Numerical Growth, Welcome and Integration: We have a new external Notice Board and have updated our Welcome card for visitors and new members. Greeting those attending the services as they enter has improved. The website has been developed raising our profile and also listing events in an online calendar. The Pastoral Care Links have been strengthened. The Posada, in the weeks leading up to Christmas, has been successful in bringing together members throughout the community, as have the various social events such as the Show.</p> <p>Children and Young People: A lot of effort has been directed into retaining young people and sustaining the young church. We have tried to encourage Sunday School and older youngsters to be involved in All Age and other services. The Provincial Youth Conference has been highlighted to those who are interested.</p> <p>Imaginative Outreach into Local Community: Invitations to Opening Doors meetings, and our various social events, continue to increase the awareness of St James the Less in the community. A number of individuals from the congregation are active in working with a range of community groups and serve as ambassadors both for St James the Less and for Christ as they impact on local life. There is potential for greater involvement with Low Moss Prison. The numbers partaking in the Posada, and other Christmas events and services, are encouraging and have potential for growth. Our Hall is well used by outside groups who can read about what we stand for on the regularly updated boards around the Hall. We can pray for all who come into our Hall for whatever group or reason. Witness through our external Notice Board can reach out to the wider community and highlight the work of the Lord that takes place in the Church buildings.</p>
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<p>Assess: <i>with regard to each strand of the strategy, we suffer from the following weaknesses....</i></p>	<p><u>Worship, Prayer and Spirituality:</u> We should consider what we can do to attract all in the vicinity of the church, and especially those in their 30s and 40s in order to provide a sustainable future for St James.</p> <p><u>Learning and Discipleship:</u> We need to push ourselves out of our own personal comfort zones for the greater good of church membership of a whole.</p> <p><u>Missional Leadership:</u> We should clarify what distinguishes us from other groups – secular or other churches. We need to be more aware of the resources that are available on the Diocesan website and of external events and courses from which members could gain training in particular areas of leadership.</p> <p><u>Numerical Growth, Welcome and Integration:</u> It would be good to encourage active participation from a wider spectrum of the membership – both present members and attempt to attract people who are settling down in the area and putting down roots. We could do more to contact those groups who use the Hall and make it clear to them the vision we have for the church here in Bishopbriggs.</p> <p><u>Children and Young People:</u> We need to address the concerns of all children and young people in our services and in our wider provision to meet their needs.</p> <p><u>Imaginative Outreach into Local Community:</u> In our Opening Doors events we must continue to identify and address contemporary issues of relevance to society today.</p>
<p>Investigate: <i>with regard to each strand of the strategy, we detect the following opportunities...</i></p>	<p><u>Worship, Prayer and Spirituality:</u> Review the pattern and content of Sunday Services to meet the needs of the local community as a whole, and be aware of the different needs of families, singles, young and old.</p> <p><u>Learning and Discipleship:</u> Explore the use of silence in listening to God and to the congregation.</p> <p><u>Missional Leadership:</u> A series of presentations and discussions highlighting what makes us different from other groups – both secular and other churches - could be helpful.</p> <p><u>Numerical Growth, Welcome and Integration:</u> Complete the updating of photographs of member of the Vestry. A friendly smile always helps.</p> <p><u>Children and Young People:</u> Need to address the concerns of all young people but especially those in the 13+ age group.</p> <p><u>Imaginative Outreach into Local Community:</u> Improve the way we carry out Posada to include those who are housebound. Consider a number of different Opening Doors activities such as a singing event to spark the interest of those in the area who may have heard about community or rock choirs elsewhere.</p>
<p>Communicate: <i>How has everything so far been communicated?</i></p>	<p>Use of the Diocesan Growth Strategy prayer in services and on pew sheets. Explanation of MAP-ping process by the Facilitator in a morning service and in a number of workshops for both Vestry and congregation.</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>St James the Less is an inviting church with a strong sense of spirituality and a peace that exudes a warm welcome to all who worship with us. We expect to be challenged by the Holy Spirit constantly on issues within our lives both as individuals and as a church.</p> <p>Our vision is to share as a church family and to offer friendship and fellowship ensuring a welcome to others. We strive to share in and support the highs and lows of our lives as individuals and as a community.</p> <p>Our Christian ethos reflects the importance that issues of peace and justice have for us as we seek to engage generously with, and campaign for social justice and the fight against poverty and deprivation.</p> <p>Although we are an active and committed congregation, we are relatively small. A key part of our task at this time therefore is in strengthening and improving the various initiatives which have been sown within the last few years and which are showing encouraging signs of growth. We believe these will flourish in the years ahead, provided they are underpinned by continued prayer. God has placed us in an exciting and diverse location, and there is much for us to do, both in focusing upon our own goals and on those along with the wider Christian community through Bishopbriggs Churches Together.</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>We have reached a consensus that our focus at present should be upon the following TWO strands of the Growth Strategy:</p> <p>Worship, Prayer and Spirituality: Our church buildings are modern and attractive to all ages. Our acts of worship, conducted with reverence and inspired by the Spirit, attempt to meet the needs of our church membership and provide a pivotal focus for our spiritual development week by week. We want to ensure that the needs of our whole church (young and old, those who are single as well as part of a nuclear family) are served both in our traditional acts of worship and in other occasional special services. Emphasis on education through our Advent and Lent groups, and in our regular study and prayer groups, has potential for further growth. Special events, such as the Posada in Advent and our Christmas services, all serve to meet further the spiritual needs of our congregation and those of the local community.</p> <p>Imaginative Outreach into Local Community: We would strive to build upon the links that a number of individual members, and the church as a whole, have within the local community. Events such as Opening Doors, the Tuesday Club, and in addressing social issues including the Women's Refuge and the local Food Bank are all projects in which we invest our time and talents and can develop further. The proximity of Low Moss Prison continues to be a mission field for our church membership which has potential for support by prayer and other tangible means.</p>
<p>Goals</p> <p><i>We will address the following by means of...</i></p>	<ol style="list-style-type: none"> 1. Continuing to offer a warm welcome to all who enter our church buildings. 2. Ensuring our services are relevant to those of all ages. 3. Encouraging, through our study and prayer groups, those seeking a deeper knowledge of God. 4. Reaching out to others through Posada and through events using our Halls including Opening Doors and Tuesday Club. 5. Supporting, both as a church and as individuals, community initiatives such as the Women's Refuge and Low Moss Prison.



Plans, processes, people and resources

Remember: SMART – plans must be Specific and documented,

*You must be able to **Measure** the difference you are making; so change or re-visit the Goals if necessary.*

*Your proposals must be **Achievable**; do not try to meet impossible goals. Actions must be able to be **Resourced**, by people, buildings, and funding. To enable proper review, your actions must be **Time bounded**.*

Actions: small achievable steps which gradually build into something bigger			Who	When
1	i	Encourage people to sit closer to the front and nearer the centre of the church in services.	Stewards and Vestry members	Now
	ii	Open the doors to the church when adult groups of Hall Users are in the building. Have Pew Welcome leaflets and church postcards available for enquirers and explore how to obtain their contact details	Tuesday Club leaders	Now
	iii	Complete the photographs of Vestry members and display along with church e-mail addresses for each as a contact.	Hilary and Kennedy	Now
2	i	Consider the recording of services, or parts of services such as sermons, and upload to website for live streaming and archive so that the housebound can share in the worship.	Kennedy	Sept 2014
	ii	(a)	The Rector and Vestry	Spring 2014
		(b)		Dependent on 2 ii(a)
	iii	Make both Advent and Lent study materials available to those unable to be present.	Study Group leaders	Now and Lent 2014
iv	Initiate a review of the pattern of Sunday Services to ensure the spiritual needs of both current members and those who join the church are met.	The Rector and Vestry	Autumn 2014	
3	i	Encourage all involved in the Pastoral Care Links to pray and be concerned for the members of St James	Pastoral Care Link leaders	A.S.A.P.
	ii	Celebrate the role of our Study Group in the life of St James the Less, and explore whether this could become a weekly event or expanded to formation of additional groups	Leadership Group	Easter 2014
4	i	Make Posada available to more people and especially consider delivering and collecting from those who are housebound	Elaine Smith & Enid Scobie	Advent 2013



ii	Publicise special services and events during the year to groups who use the Halls, beginning with fliers for the Christmas services (the Crib and Carol Services) and again at Easter.	Kennedy Fraser & Willie Munro	December 2013 Lent 2014
iii	Consider distributing the Church Christmas Card to a larger number of households around the local area.	TBA	December 2014
iv	Encourage and re-energise the Opening Doors planning group to recapture the potential for reaching out into the community as well as serving a vital social function. Proceed with the planned event for the Scottish Independence Referendum in the Autumn of 2014.	Opening Doors Group	A.S.A.P. September 2014
v	Consider planning of Opening Doors +/- Tuesday Club events which might interest and target hall users such as the <i>Bumps and Babies</i> group.	Opening Doors Group	
vi	Liaise with other churches in Bishopbriggs, via Churches Together, to minimise duplication of effort and ensure support for other's church's Mission Plans.	The Rector and Vestry	A.S.A.P and August 2014
vii	Explore the possibility of having re-usable banners made to advertise events such as Crib Service, Lessons and Carols, Easter etc, and any one off events.	Kennedy & Others	Now
viii	Investigate the possibility of getting permission to set up a crib at ASDA and holding Christingle activities there to reach out to young families.	Enid Scobie	Autumn in time for Christmas 2014
5 i	Encourage and support in prayer individuals and groups of St James the Less members involved in community initiatives such as the Women's Refuge and at Low Moss Prison	Pastoral Care Links	Now and ongoing throughout 2014

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 are a lively worshipping community, although the numbers able to contribute and lead actively are relatively small and lead busy lives outwith church.

We will require support through the prayers of the whole congregation and guidance by the Holy Spirit, ensuring momentum is maintained, in the midst of the busy lives we live,



The diversity within our congregation is to be celebrated, although inevitably such diversity needs to be handled sensitively.

Discerning the needs of those who enter our buildings and those in the local area is undoubtedly a complex task and will take time. The challenge will be worth it if it bears fruit and growth in the long term.

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Date of MAP Review with Bishop/Dean November 2014.....

MAP signed by:

Rector/clergyperson Date
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Secretary of the Vestry

..... Date

(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

Date..... Agreed frequency of ongoing Facilitator contact at

Alternate vestries

*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*

