

Glasgow and Galloway Mission Action Plan



Name of Charge/s St James the Less, Bishopbriggs

Name of Facilitator Professor Rob Smith

MAP Completed (Year 1 Review - 30.11.2014)

YEAR 2

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>Worship, Prayer & Spirituality:</p> <ul style="list-style-type: none"> • Encouraging people to sit closer to the front of the church during services has been reasonably successful. • The back of church has been furnished and equipped with books and soft toys thereby creating a welcoming crèche area for families and visitors with young children. • Meetings of Tune and Chat, has given us an opportunity to learn music and contribute to the content of services. • Welcome leaflets and packs have been updated and are available. • The Small Chapel has been made available before the service for a quiet time of prayer for those wishing to use it and new seating arrangements are being considered. • The Bible Study Group meets weekly in Advent and Lent, otherwise fortnightly. The lent resource book was made available to the whole congregation. The Bible Study Group group is a committed and supportive group. A Film Group has been formed meeting once a month to view and discuss films. Discussions are proving interesting and helpful. <p>Imaginative Outreach into the Local Community:</p> <ul style="list-style-type: none"> • The photos of Vestry members have been completed and placed in the vestibule so that all who visit our Hall can see them. • We have continued the outreach through Posada which was taken into homes, schools, a residential care home, and even Low Moss Prison again this year. A shorter version of the text was used at the Mother's Union evening. • A number of new posters and banners have been used to advertise events.
<p><i>last MAP actions not completed</i></p>	<ul style="list-style-type: none"> • The event for the Scottish Independence Referendum did not take place at St James the Less as this became a joint community event, hosted by a different church in Bishopbriggs. • The possibility of having a crib outside ASDA during Advent did not happen as there were difficulties liaising with the store. • A larger number of Christmas Cards were printed and taken by members for distribution. Whether this had a positive effect on individuals attending the church during Christmastide is still being evaluated. • A lack of enthusiasm for a change to the pattern of services was obvious when this was considered by the wider congregation. • Discussions on the recording of services/sermons have been initiated, and will continue as the MAP progresses.
<p><i>learnings from the first year's MAP</i></p>	<p>As with many churches throughout the country we find that engaging with young families is difficult.</p>

<p>means for the second</p>	<p>Although we like to “reach for the stars” we have to be practical.</p> <p>We need to set priorities. We have to bear in mind the practicality of what we can do, and who can do what.</p> <p>Finance has not been a burden.</p>
<p>Review - <i>your Church as God would see it now</i> - <i>where God is at work in the community and in the church now?</i> - <i>what growth signs need to be built upon</i> - <i>what avenues can be set aside for now?</i></p>	<p>Prayer underpins everything we do. We are encouraged by prayer through pastoral links. We are a rooted community in Christ and prayer. Groups interact, we are not people led.</p> <p>Just like the prayer wheel, we have Christ at the centre.</p> <p>Our unique selling point is we approach our faith in different ways.</p> <p>We have a tolerance of different views, not judgmental.</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” and “Imaginative Outreach” were selected as priority areas in our MAP as these represented strands on which a firm base already existed at St James the Less and had the greatest potential for growth.</p> <p>Encouraging the congregation to sit closer together, and the creation of a welcoming crèche area at the back of the church have all had a positive effect on our worship. Reorganising the seating in the Small Chapel and publicising this for quiet prayer before services has been appreciated. Our banners have proved a means of reaching out to the community to show those who pass by and those who use our halls that we are an active Christian witness in the community.</p> <p>Members of the congregation engaged with MAP and other items with commitment and enthusiasm at our workshop day.</p>
<p>Re-assess: <i>with regard to each strand of the strategy, we realise that we are suffering from the following weaknesses now....</i></p>	<p>Although we are an active church, the relatively small numbers of members able to take on new roles and responsibilities can be restrictive. For example, Opening Doors is a very successful and imaginative group both for strengthening those in the church and for outreach. The group is in need of fresh ideas from the congregation and possibly one new member for the group.</p> <p>We require someone from the congregation to take over the responsibility for contacting and arranging speakers and providing ideas for the Tuesday Group, but as yet no one has been identified.</p> <p>Although we have some young families who come occasionally, in general we do not have young parents in our congregation who come regularly. We need to target economically viable families in order to grow church in terms of families and afford to fund new projects.</p> <p>The small number of children can be disheartening for leaders as it is difficult to prepare resources when they do not know how many children and what age will be present. Resources need to be fun and age appropriate. We have no links with local schools, unlike the Church of Scotland.</p>

<p><i>detect the following opportunities...</i></p>	<p>encouraging signs from Year 1 of our MAP and not becoming overburdened.</p> <p>In many ways the various strands of the Growth Strategy are all intertwined as far as our church is concerned. Worship, prayer and spirituality continue to underpin all that we do and lay the foundations for welcoming and integrating new members, especially families with young children, providing we make our presence known in the community through imaginative outreach.</p>
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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>Our underlying vision has not changed – to be an inviting church with a strong sense of spirituality as we worship together and also offer a Christian welcome of friendship and fellowship to the Bishopbriggs community.</p> <p>Capitalise on our approach to our faith with tolerance and being non-judgmental.</p> <p>As a congregation we have been willing to accept changes, such as setting aside the crèche area at the back of church and in considering the changes in the Small Chapel.</p> <p>Ensure that we do not lose the good work and advances made in Year 1 but rather consolidate them.</p> <p>Be realistic as we set further goals and priorities</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 wish to continue with the existing strands in Year 2, building on what has been achieved to date in</p> <ol style="list-style-type: none"> 1. Worship. Prayer and Spirituality 2. Imaginative Outreach into the local community <p>Effective Communication is seen as a vital in developing these two strands in Year 2 and will also have a bearing on dealing with our concerns for Numerical Growth, Welcome and Integration and on Children and Young Families which we believe in the long term need to be addressed if we are to maintain all we do and not be a drain on our energy and enthusiasm.</p>

Goals

We will address the following by means of...

- 1) Complete the reorganisation of the Small Chapel to enhance its use for quiet prayer and meditation and as more flexible space. This will require making an application under Canon 35 to make the changes permanent
- 2) Monitor the use of the area set aside for children at the back of church and encourage stewards to make any visitors aware of it when they are welcomed as they enter church.
- 3) Imaginative outreach in Advent –
 - a) Revisit the question of the distribution of the 2015 Christmas Cards in the light of the experience from 2014.
 - b) Continue to investigate different ways of using Posada in our outreach for example when to use the shorter or longer service explanation, the timing in Advent
- 4) Seek new coordinator for Tuesday Group and attempt to identify individuals willing to take on organisational roles in this and in joining the Opening Doors team.
- 5) An overarching review of communication –
 - a) Notice boards, website, Facebook page etc.
 - b) Update of software holding the congregational roll database. It is envisaged that we may need to apply for funding from the MAP funds for Growth Strategy to help us with this goal.
- 6) Within the context of **5 above** we will revisit the goal of making the sermon available for those who are not at the Morning Service.

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.

Actions: small achievable steps which gradually build into something bigger			Who	When
1		Complete the application under Canon 35 with regard to the changes in the Small Chapel.	The Vestry plus Kennedy/Wendy/Shelley and Elliottt	Spring 2015
2	a	Monitor the use of the area set aside for children at the back of church	Elaine	Ongoing
	b	Ensure the Stewards encourage its use by visitors with young children.	Elaine and Willie	
3	a	Revisit the question of the distribution of the Christmas Cards in the light of the experience from 2014	Shelley & Vestry	Autumn 2015
	b	Consider the various ways of using Posada during in Advent.	Elaine and Enid	October 2015
4		Identify individuals, and seek means of training if necessary, who can take on organisational roles in the church, and as a matter of urgency to organise speakers for the successful Tuesday Group which is in need of such assistance.	Vestry	ASAP
5	a	Review of communication (notice boards, website, Facebook page etc) within St James the Less, consulting the Diocesan IT Officer where appropriate.	Shelley, Kennedy, Hilary, Peter and Wendy	Ongoing
	b	The software and database used to hold details of the members and adherents needs replaced. First stage is to draw up requirements	Shelley, Kennedy and Wendy	June 2015
6		Explore the possibility of making the sermon available for those who are not at the Morning Service.	Kennedy and others	Dependent on 5a

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 need to be realistic on what we, as a small congregation, can achieve in the space of a year and ensure we do not run out of energy. The paucity of individuals to take on roles, such as the organisation of the Tuesday Club events, can have an inhibitory effect on our plans for mission. Underpinning with prayer is essential therefore to guard against becoming disheartened.

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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. 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

FacilitatorDate.....

Agreed frequency of ongoing Facilitator contact - As deemed useful by the Vestry

*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*