

Glasgow and Galloway Mission Action Plan

Name of Charge/s St Ninian's Pollokshields
 Name of Facilitator Canon Anne Tomlinson
 MAP Completed
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>St Ninian's attempted and achieved all their Year 1 goals magnificently: Community Audit: devising and distribution of Questionnaire; talking to community/civic leaders; analysing responses Creative thinking about use of office space, post-APNA financial shortfall and the opportunities that arise Links with the creative community: Joseph performance in Tramway Educational activity: re-establishment and rebranding of existing adult educational opportunities e.g. Open Forum; Wonderers' Group: new developments in ministry with children in the light of the increase in numbers (Holiday Club, afterschool club, Godly Play, Big Sing) Affective spirituality: creation and/or development of reflective prayer meeting, 'Carers' Meet and Greet' and 'Craft and Chat groups.</p>
<p><i>last MAP actions not completed</i></p>	<ul style="list-style-type: none"> • There is on-going work to be done in the light of the excellent Community Audit, but this is in hand • The discussions about the use of space in St Ninian's premises continue as responses from interested parties change from week to week
<p><i>learnings from the first year's MAP</i></p>	<ul style="list-style-type: none"> • Nothing is ever wasted in God's economy; the outworking of last year's goals has formed relationships, and we do not yet know what these will grow into - but we have taken the first steps to connect with others. • We need to invest in marketing the building in order to get results, and need to work harder at communicating who and what we are about; the web-site is a great tool but even more could be done in this regard. • We realise that our children's ministry is under-resourced; the influx of new children with a range of differing needs is causing us to think hard about what we provide, to whom, how and when.
<p>Reflect upon the resourcing of the first year's MAP and what that means for the second</p>	<ul style="list-style-type: none"> • We were grateful for the money from the Growth Fund and what it enabled us to do • In order to maximise the premises' potential, we need 'to spend in order to save' • Children's ministry is 'very high maintenance': it requires a significant input of time, money, energy and personnel. We drew upon diocesan expertise • We have begun to have creative conversations with the other charges in the Glasgow South Region arising from our respective MAP goals; they are our partners-in-

	mission
<p>Review - your Church as God would see it now</p> <p>- where God is at work in the community and in the church now?</p> <p>- what growth signs need to be built upon</p> <p>- what avenues can be set aside for now?</p>	<p>A church which is :</p> <ul style="list-style-type: none"> • more diverse than before • peopled by a congregation fully aware of what the MAP is about and gradually coming to own their part in the outworking of that • more aware than ever before of the needs and outlook of the communities around it <p>God is in the yearning and the needs of those who responded to the Community Audit questionnaire: people looking for quiet spaces in a busy world, spaces where they can meet their neighbours and make new friends/ learn new skills in a variety of ways; spaces where youth are cared for; spaces where cultures can meet and learn together</p> <p>We have made new connections, we must discern how best to build upon these.</p> <ul style="list-style-type: none"> • The planned usage of the building offers potential relationships with our new tenants which goes beyond merely the collection of rent. • We need to respond to those who returned the questionnaire and keep them abreast of developments. • Fellowship within the congregation has improved over this past year. • The Tramway production entailed the formation of new relationships with groups which meet there and with the core staff. • A new Gurdwara (which can hold 1,500 worshippers and is sited next to the Tramway) was opened in April 2013. The site has a sizeable off-street car park, which can hold over 100 cars, and already the latter facility has been offered to St Ninian for its car parking needs for funerals and the like. In turn, St Ninian's is hosting Sikh drumming classes in its hall, and collaborating in a coffee morning. • New children, new members - new needs <p>We are not sure at this stage which avenues can be set aside, but we do need to be open to the charism of 'dying to live' and be ready to shed some activity or attitude in order that there may be space for the new to flourish. We will keep reviewing this aspect as we go through the coming year. We spoke about a 'meetings' amnesty' in one of the penitential seasons to allow folk to concentrate on prayer and worship during those weeks.</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>	<ul style="list-style-type: none"> • We were pleased that a core of 12 people attended the learning and discipleship events; the Open Forum was well supported and the Wonderers' Group is likewise a very committed group (see below) • Our musical capacity goes from strength to strength • We have a considerably increased pool of children attending
<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>	<ul style="list-style-type: none"> • Because of the increased numbers of children and their very varied needs, our children's ministry provision is under stress; 'the old ways no longer work for all'. There are two constituencies – 'St Ninian's children' and the wider pool. Not all come every week and the ages range widely.
<p>Investigate: <i>with regard to each strand of the strategy, we now detect the following opportunities...</i></p>	<ul style="list-style-type: none"> • We were pleased that a core of 12 people attended the learning and discipleship events; the Open Forum was well supported and the Wonderers' Group is likewise a very committed group .. the question is how to grow the membership of these groups and 'achieve a breakthrough in numbers' • We are a 'growing' congregation; we are not remaining static in terms of either numbers or outlook. How do we harness (integrate) the gifts of the new members and help them to see that membership is also about participation? • We have made new friendships (Tramway, Gurdwara, questionnaire respondents); people know we exist (banner – taxi driver!) and that we are interested in them and their needs. These are huge opportunities for further connections to be made • We have invested in <i>Godly Play</i> and <i>Messy Church</i> training for our leaders and feel there is scope in the former as a new way of working with our children • We have got involved in a local Food bank scheme in an attempt to respond practically to some of the (mounting) needs in the area, but this can easily slide off people's consciousness.

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;</i></p> <p><i>are there any new values which you need to adopt for further growth to happen?</i></p>	<p><i>The Dean had articulated something important at the Review meeting: that the mission of the church is to turn outwards to the community, saying "Here we are, find your true self too". We need to reach/go out into the world and articulate to others the life they will find in Jesus. But this takes patience, with one another and with the community outside. It means knowing who we are (heritage) and knowing who the other is.</i></p> <ul style="list-style-type: none">• Context: We are set in a multicultural area; we need to understand our neighbours better, and enable/encourage our children to meet, mix with and understand their peers. And more than that, we need to connect with the reality of life before us, and be responsive to need. We need to maintain (grow?) our level of pastoral care within our own church community (housebound) and increase that outwith the walls (Nursing Homes).• Contact: We need to be intentional about our contact with the new hall occupants• Communication: We need to communicate better: with those who responded to the audit questionnaire; with those who no longer can attend church but might welcome hearing the sermons; with those who are out in the hall during Sunday worship; with those have hearing impairments; socially.• Continuity: We need to 'keep calm and carry on', being aware of what we have been given - both the talents in our midst and the constraints of size and location - and work with those creatively.• Change: We need to manage change gently and not throw the baby out with the bathwater. We have a rich and valuable heritage in worship, music and preaching; these are assets which we much both cherish and develop. <p><i>Last year's values:</i></p> <ul style="list-style-type: none">▪ 'dying to live'; a willingness to forfeit some things that are dear to us in order to embrace another's perspective and a desire to keep going for the sake of another generation▪ renewed energy and widened participation▪ an ability to think outside the box▪ generosity of heart
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	<ul style="list-style-type: none"> ▪ a capacity to handle change • Responsiveness to need: practical, informed and engaged • Pastoral care and nurture for all – all ages (young and old) in the community, both internal and external; all cultures and backgrounds. • Communicating carefully • Managing change sensitively • Patience and resilience; a capacity to keep on trying
<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>Imaginative Outreach into the Local Community</p> <p>Children and Young People</p> <p>These are the natural outworkings of what we have seen and learned in the last year; they arise out of what we believe God is calling us to be and do now. They are obedient, appropriate and manageable - but demand a bit of stretch. They were unanimously – and strikingly - agreed at the meeting by a democratic process.</p>
<p>Goals</p> <p><i>We will address the following by means of...</i></p>	<p>Imaginative Outreach</p> <ol style="list-style-type: none"> 1. Building upon the results of the Community Audit, upon our friendships with the Gurdwara and upon the new links we make with our tenants 2. Strengthening our capacity for Pastoral Care and visiting 3. Deepening our response to the local community's needs e.g. Foodbank 4. Communicating all this more effectively <p>Children and Young People</p> <ol style="list-style-type: none"> 1. Exploring how we might work with others to strengthen this aspect of our ministry; forming alliances Regionally 2. Developing new ways of sustaining children's ministry, whether through Godly Play or an 'events style' programme 3. Increasing the numbers of those involved in this ministry 4. Communicating better with parents of children

Stage 3: How will we encourage Growth? 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	Imaginative Outreach into the Local Community		
1 a	Community Audit Group to meet and work through next phase of work: list possibilities for responding to need firstly in the short term, and then the longer term.	Chris & team	Spring 2014
1 b	Provision of 'Quiet Space' trialed in Advent 2013 Needs advertising Needs people to man the church	Irene, Rosemary, Liz & Vivian	Thursday evenings 5.30 – 7.00 pm Advent 2013
1 c	Building on the questionnaire responses, invite Revd Kenny Macaulay, Convenor of the Development Team for Imaginative Outreach to come along and speak to the MAP Group about ways of connecting with local communities.	Rector	Late spring 2014
1 d	Develop the Pastoral Care Team. Encourage existing visitors to go along to a day's training on working/worshipping with those with dementia. Scope out the possibility of visiting Care/Residential Homes.	FIOP/AT/St Margaret's Rector	Spring 2014 On-going
1 e	Develop Food Bank work both in terms of advertising the need for food to be collected (magazine, website) but also in terms of education. Invite a speaker to come along and address the congregation when they are naturally gathered on a Sunday. If not during worship – though this is good as it marries Gospel faith and action - then at coffee time.	Rosemary Rosemary	On-going Early 2014
1 f	Develop Sikh and Islamic links	Rector & Rosemary	On-going
1 e	Develop communication: <ul style="list-style-type: none"> ▪ Podcasts of sermons placed on website ▪ Explore loop system in hall 	Chris Vivian	Late spring 2014
2	Children and Young People		

2 a		Scope out joint provision of activities for children/youth work with other Glasgow South charges.	Rector, Lesley & team	Late summer 2014
2 b		Run training day for Region	Lesley (Lorraine Darlow)	Late summer 2014
2 c		Need to teach children English: connect with Community Audit Group/Premises Group as they make connections with <i>GoFunHill</i> , a new social enterprise based in Govanhill which delivers drama workshops and ESOL combined with Drama.	Rector, Lesley & team	On-going
2 d		Encourage more members of congregation to get involved in children's work by looking at the aims/pattern/frequency of provision	Rector, Lesley & team	On-going
2 e		Work on communication with parents of the children attending	Rector, Lesley & team	On-going
2f		Run Children's Craft Day at St Ninian's	Lesley & team	Late summer 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:

Excessive negativity and lack of enthusiasm.

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Date of MAP Review with Bishop/Dean

MAP signed by

Rector Rev Paul Romano.....Date...8/12/13.....

Secretary of the Vestry Irene Nairn.....Date...8/12/13.....

(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 Rev Canon Dr. Anne Tomlinson.....Date.....

Agreed frequency of ongoing Facilitator contact: quarterly by e mail and informal visits, plus pre- review meeting.

*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*