



<p><b>Re-appraise, re-affirm and celebrate:</b> with regard to each strand of the strategy, we realise that we <b>now</b> exhibit the following strengths ...</p>	<p>Our worshipping life is going well. (<i>Worship, Prayer and Spirituality</i>) Sunday services are well conducted and the introduction of the Service of the Word has been valuable. The reorientation of the furniture has also proved valuable, bringing this small congregation into a comfortable space and improving the singing. The Liturgy booklets are a great resource, making the liturgies easier to follow for existing members and a helpful tool for any visitors.</p>
<p><b>Re-assess:</b> with regard to each strand of the strategy, we realise that we are suffering from the following weaknesses <b>now</b>....</p>	<p>Across the strands, we currently suffer from 'a numbers deficit', and we feel like 'sheep without a shepherd'. The vacancy has already gone on too long for our size. This is our current context.</p> <p>Despite the intended emphasis in the past year on <i>Learning and Discipleship</i>, the courses offered did not, alas, meet our specific needs. We need to continue to address this area of our common life. We did not move as hoped on the musical front either.</p>
<p><b>Investigate:</b> with regard to each strand of the strategy, we <b>now</b> detect the following opportunities...</p>	<p>Whichever strands we choose, we are aware that we must make more use of diocesan resources and support. We could use the Diocesan Centre for help in printing our magazine, by e-mailing it in pdf format to the MAP Facilitator/MDO therein. We would like the Interim Priest to attend an occasional Vestry meeting.</p>

## 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 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>We feel called to continue to be a faithful worshipping presence in this place and a visible Christian presence in our local community. At present we feel like a 'faithful remnant', but God continues to bless that obedient service, so we soldier on. We know that we cannot solve the numbers issue, the lack of younger people/children and the absence of a shepherd by ourselves or right now; many of those actions and decisions lie in the hands of others and in a process that is shared with others. So our call is to be faithful with what we are and with what God has given us 'and carry on'. As we approach Advent this feels truly like 'a waiting time', but we wish to be as alert and well-prepared as we can in that space, ready for whatever will happen next. The OT reading had spoken to us today: <i>Then I myself will gather the remnant of my flock and they shall be fruitful and multiply. I will raise up shepherds over them who will shepherd them, and they shall not fear any longer, or be dismayed, nor shall any be missing, says the Lord. (Jer. 23, 3-4).</i> We live in that hope.</p> <p>Our vision for the way of life to which God is calling us is as before: <b>Delighting to praise God, showing Christ's love, growing in faith.</b></p> <p>We shall continue to need to be intentional and determined about this vision. We shall need to be brave in holding our nerve and courageous in using any opportunity to share our faith with newcomers/enquirers without being overbearing in our desire for them to join us and get involved. We shall require patience and perseverance.</p> <p>Our Epistle also spoke to us of the values we need: <i>May you be made <b>strong</b> with all the strength that comes from his glorious power, and may you be <b>prepared to endure everything with patience</b>, while <b>joyfully giving thanks</b> to the Father, who has enabled you to share in the inheritance of the saints in the light.</i> (Colossians 1, 11-12)</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>We wish to address the following strands:</p> <ul style="list-style-type: none"> <li>• <b>Learning and Discipleship</b> because we feel we did not progress in this field as much as we would have wished over the last year. We all need to be helped to grow in our faith as mature adult disciples. We need 'professional help' with this aspect of discipleship. We need more teaching/shepherding than can be delivered by a weekly homily. Such growth will help sustain us as individual Christians and as a body as we try 'to carry on' during the rest of the vacancy, and also equip us for our lives of outreach as well; <i>'with that same spirit of faith we also <b>believe and therefore speak</b>, because we know that the one who raised the Lord Jesus from the dead will also raise us with Jesus and present us with you in his presence'</i>. (2 Cor. 4, 13)</li> <li>• <b>Imaginative Outreach into Local Communities</b> because we believe this is integral to the witness of the church. We have, as we have demonstrated above, a very supportive local community and many existing links of long-standing. We are a part of the Bridge initiative, involved in the Fair Trade Walk, the local Jericho Mission and other local charities. Some of us offer to take people to their hospital appointments; we ensure that those who can no longer attend church do not feel marginalised, and there is also the regular fellowship of the Ladies' Group. Giving and sharing with others feels like a joy, not a burden to us.</li> </ul> <p>But we need to <i>capitalise</i> on some of these links and build bridges into our worshipping life if numbers are to increase. We need the church to be even more 'on the map' than hitherto and we need to think of how we advertise and communicate who we are and what we have to offer. We need to find ways of helping 'interested enquirers' cross the threshold with ease; for spiritual tourists to see themselves as pilgrims and then become members of the body.</p>
<p><b>Goals</b></p> <p><i>We will address the following by means of...</i></p>	<p><b>Learning and Discipleship</b></p> <ol style="list-style-type: none"> <li>1. Run a Bible Study series in a time-limited season of the church's year that will help both grow our faith understanding but also appeal to others for whom faith is a new-ish concept.</li> <li>2. Check that we are doing all we can to make the church a learning community that is accessible to all</li> <li>3. Use print/web-site media better to 'spread the word'.</li> </ol> <p><b>Imaginative Outreach to Local Communities</b></p> <ol style="list-style-type: none"> <li>1. Run the 2014 St Mary's Lecture and find a topic that will appeal to people locally</li> <li>2. Offer our space with its wonderful acoustic to small charities and other agencies for musical events, and make connections thereby</li> </ol>

### 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.

<b>Actions: small achievable steps which gradually build into something bigger</b>			<b>Who</b>	<b>When</b>
1		<b>Learning and Discipleship</b>		
1	a	Install a good quality loop system; this is needed by some current members - inability to hear what is happening in worship diminishes their growth in discipleship - and is also a sign of our thinking about the needs of those <i>who are not yet members</i>	<b>Martin Axford</b> to get estimates; Revd Lorna Mortis of Monklands and Kennedy Fraser are useful contacts	Asap
	b	Apply for a grant from the Growth Fund to help towards the costs of this equipment/installation. Send form to Regional Council Convenor	<b>Vestry Secretary</b>	Once quote chosen
	c	Ensure that the details of the loop (once installed) are passed on to the GSO so that the loop symbol can go into the Red Book for next summer's edition.	<b>Vestry Secretary</b>	By late spring 2014
2	a	Set up a Bible Study series on the Passion stories during Lent to be led by Bishop Gregor with MDO as back-up. Weekday afternoons in Lent 2014	<b>Gill Reynolds</b> to contact Bishop Gregor	Before Advent
	b	Think of a snappy way to title this series, remembering whom it is for	<b>All MAP Group</b> before next Vestry meeting	Vestry meeting Dec '13
	c	Advertise across Region, through the Bridge and in local community; utilise web sites	<b>Joan</b> to assist Gill in these tasks	By Epiphany
		<b>Imaginative Outreach to Local Communities</b>		
1	a	Scope the possibility of offering space to local charities and the like for musical events  Once the data has come back, set up a system for booking, janitorial tasks etc involving <b>others</b> from congregation	<b>Tessa and Joan</b> to do research into possible contacts  <b>MAP Group</b>	By Easter '14  Post-Easter 2014
2	a	Run the St Mary's 2014 Lecture.  Gill to bring suggestions of speakers to next Vestry meeting for agreement of choice. Agree date.  Co-operative effort: advertising food, drink, parking, stewarding, introductions.	<b>Vestry</b>  <b>Entire congregation</b>	Dec '13  May '14

#### 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 will keep going during the remainder of the vacancy despite decrepitude; we will take small achievable steps and so not be daunted by the unachievable or the apparently burdensome.**

**This process proved to be very affirmative last year; we go forward into this year with that assurance in the forefront of our minds.**

Date of MAP Review with Bishop/Dean

Date .....

MAP signed by

Rector/clergyperson

Jeannette Jenkins

Date 15 Dec 2013

Secretary of the Vestry

Gill Reynolds

Date 15 Dec 2013

(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 by informal meetings whenever I lead worship (three services already pencilled in for 2014) and e-mails at other times.*

Facilitator

Anne Tomlinson

Date

*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*