

+G Mar 26/6/16

Glasgow and Galloway Mission Action Plan



Name of Charge/s *Three*

Name of Facilitator *SWAN BURN*

MAP Completed *YEAR 1*

Strategic intent is growth

Stage 1: Why are we going for Growth?

Review	<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>
Check:	<ul style="list-style-type: none"> - <i>understanding of each strand</i>
<ul style="list-style-type: none"> • Appraise, affirm and celebrate: • <i>with regard to each strand of the strategy, we exhibit the following strengths ...</i> 	<p><u>Worship, prayer and spirituality</u></p> <ul style="list-style-type: none"> • Distinctive Episcopalian, cycle of worship (NG) • Structured liturgy • Ambience – helps to focus on liturgy • Music/ words/silence • Intercessions • Inclusive and needs of others • Relevant • Variety • Informality • Continuing commitment, involvement and engagement by congregation (L&D) • Fun- good stories (L&D) <p><u>Learning and Discipleship</u></p> <ul style="list-style-type: none"> • Bible study groups • Sunday worship • Invitations to participate/support (the total package) • Sunday school • Diocesan opportunities • Lent groups • Variety of talents • Fellowship (NG)

	<p><u>Missional leadership</u></p> <ul style="list-style-type: none"> • Messy church (L&D) (NG) (IO) • Holiday club (IO) • Troon churches together • Food bank • We show that Christians can work together for good • People leadership • Hall use by community (IO) • School chaplaincy (L&D) (NG) • Hospital chaplaincy • Care home visiting <p><u>Numerical growth</u></p> <ul style="list-style-type: none"> • Very welcoming • Effective use of talents • Worship • Working with other Troon churches (IO) • Generous of time and resources <p><u>Imaginative outreach</u></p> <ul style="list-style-type: none"> • Christian Aid collection • Lunches • Open church <p><u>Children and Young people</u></p> <ul style="list-style-type: none"> • Sunday school (L&D) • Family service • Messy church (L&D) • All age nativity (L&D) • School chaplaincy (L&D) • Holiday club (L&D) • Children church visits (L&D) • Christingle
<p>Assess: with regard to each strand of the strategy, we suffer from the following weaknesses....</p>	<p><u>Worship, prayer and spirituality</u></p> <ul style="list-style-type: none"> # • Timing # • Intercessions not the only way of supporting congregation- confidentiality issues • Episcopal tradition ? • Youth culture • Children • Prayer groups (L&D) • Outside perception as middle class • Ageing congregation • Lack of variety

	<p><u>Learning and Discipleship</u> Lack of :</p> <ul style="list-style-type: none"> • transparency about jobs • people to be involved • enthusiasm to do things • confidence • time • clear definition of roles • communication • resources <p><u>Missional leadership</u> Lack of :</p> <p>ms →</p> <ul style="list-style-type: none"> • advertising, who we are, what we do • outreach to teenagers • training • communication and resources ✓ • understanding of liturgy • individuals time constraints <p><u>Numerical growth</u></p> <ul style="list-style-type: none"> • sub- groups within the congregation • welcome pressure during busy times • lack of confidence ✓ • what happens when people leave ✓ • perception of episcopal church <p><u>Imaginative outreach</u></p> <ul style="list-style-type: none"> • location • advertising <p><u>Children and Young people</u></p> <ul style="list-style-type: none"> • numbers of children and helpers • working with all ages especially teenagers • following up from other initiatives
<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></p> <ul style="list-style-type: none"> • Alpha or similar course (L&D) • Alternative worship • Discussion and questioning of faith issues, eg science and faith • Involving young children • Technology including social media <p>✓ GTLN St Aid Lectures</p>

	<p><u>Learning and Discipleship</u></p> <ul style="list-style-type: none"> • Contracts for lay jobs within church • Discussions over roles • Retreat days/ quiet days • Ecumenical working • Use of social media • Book / video recommendations • Other ways of participating in bible study/ prayer • Courses <p><u>Missional leadership</u></p> <ul style="list-style-type: none"> • Courses • New resources • Something for teenagers • Communication: church, diocese, area • Youth work with other churches; diocese, town • Taking the church out of church • More use of existing resources and facilities <p><u>Numerical growth</u></p> <ul style="list-style-type: none"> • Continue to work with other churches • Building confidence through courses etc • Developing church as child friendly space • Youth work • Christian emphasis • Music <p><u>Imaginative outreach</u></p> <ul style="list-style-type: none"> • Welcome packs • Social media • Use as Arts venue <p><u>Children and Young people</u></p> <ul style="list-style-type: none"> • Welcome packs • Social media • Timing
<p>Communicate: <i>How has everything so far been communicated?</i></p>	<p>Facilitator talk to all services – Sunday 8.00, 10.30 and Wednesday 10.00 MAP leaflets to all members Pew notes, inclusion in prayers Congregational meetings for review and planning</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>Vision See congregational meeting 25/10</p> <p>Questions to be discussed:</p> <ul style="list-style-type: none"> Who are we? What are we about? What is our message? Who are we speaking to? <p>Values</p> <p>We are :</p> <ul style="list-style-type: none"> A thriving community within the church Part of the wider community of Troon Good at working together , both within our own members and in the wider community
<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 Using a good starting point of hall use- many local groups use the hall, using the questions above to help in the production of a community artwork</p> <p>Missional leadership Improve communication within our members and into the wider community</p> <p>Learning and discipleship Developing the gifts and talents within the congregation</p>

<p>Goals</p> <p><i>We will address the following by means of...</i></p>	<ol style="list-style-type: none">1. Community Arts project 2. Improve communication through<ol style="list-style-type: none">a. website,b. magazine,c. welcome packd. local press officer 3. Guided Tours of church 4. Lunch Fellowship
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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: <i>small achievable steps which gradually build into something bigger</i>		Who	When
Planning meetings		Rector/facilitator	various
Planning	Congregational meeting 1 to discuss where we are?	All members of congregation invited, led by MAP facilitator	17 th May
	Setting up working party	6 members Rector, wardens, + 3 members of church, 1 long standing, 1 new and 1 on periphery	Sept/Oct wkly Monday meetings
	Congregational meeting 2 Led by working party Outline of work so far Discussion gps see values questions	All invited	25 th Oct 15
Project 1 ✓	Community arts programme phase 1 yr 1 Working group to include fund raising and evaluation	Working gp: Tom Montgomery : rector Jo Cassidy: warden Ken Welsh Beth Dickson Alan Livingstone Bill Davies Shona Wilson	Series of Planning meetings Oct/Nov'14

		<p>Community arts programme phase 2 yr 1</p> <p>2. Discussion with gps who use the hall Jan 2015 letter to all hall users introduction of project , feedback from users</p> <p>3. money/grant to be applied for</p> <p>4. 21st Feb launch of project funding proposals Tissie- -artist in residence/designer will lead the project She will discuss the project and how groups/individuals are to be involved</p>	<p>working gp hall users other volunteers Tissie</p> <p>TM, JC</p>	<p>Start Jan '15</p> <p>Jan 2015</p> <p>Jan/Feb</p>
		<p>Community Arts programme phase 3 yr 1/2</p> <p>Formation of arts working groups Production of Art work</p>	<p>Congregation, user groups</p>	<p>Start Feb 2015 18-24 months – yr 1 and 2 of MAP</p>
	<i>Project 2</i>	<p>Communication 1 : website Development of St Ninian's website More user friendly <u>Sermons on line</u></p>	<p>TM +Vestry Plus individual to be approached to take responsibility for this area</p>	<p>Feb2015 onwards</p>
		<p>Communication 2: magazine Editor to be released from other jobs to develop and enhance the magazine. All members of congregation to provide support and assistance in providing material. Also to broaden the magazine's scope in terms of contributions.</p>	<p>Linda Rayner: editor</p>	<p>Feb2015 onwards</p>
		<p>Communication 3: welcome pack welcome pack for church hard copy and web</p>	<p>Janet and Rob Keen BD, JC</p>	<p>Jan- Apr 2015</p>
		<p>Communication 4: press officer Identification of a person as press officer</p>	<p>Working group to</p>	<p>Feb 2015</p>

	Support for this person	identify suitable person	
Project 3	<p>Communication 5: Guided tours St Ninians is an Arts and Crafts church and of interest to many people Building guide has been prepared; Charge for tour</p> <p>Community group involvement- brownies and guides have come to do faith badge Resources to take away plus role playing activities</p>	<p>David Haviland <i>Sutherland</i></p> <p><i>Down Day...</i></p>	<p>Summer 2014 launched ongoing</p>
Project 4 <i>X</i>	<p>Lunch fellowship Built on harvest 2014 lunch project run by men of the congregation Extended to monthly lunch, open to all in the community Attendance at Food Hygiene/Handling course</p>	<p>Led by Alan Lawson</p>	<p>First lunch Feb 2015 <i>+ only</i></p>
	<p>General communication MAP work to be shared with wider community through Diocesan website</p>	<p>?</p>	<p>Jan 2015 and continuing</p>

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:

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Date of MAP Review with Bishop/Dean 5/6/16

MAP signed by

Rector/clergyperson Date 15/2/15

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

*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*