

# Glasgow and Galloway Mission Action Plan



**Name of Charge/s** Church of the Good Shepherd

**Name of Facilitator** Gill Reynolds

**MAP Completed** 27 October 2013

**Strategic intent is growth**

## Stage 1: Why are we going for Growth?

<p><b>Review</b>          - <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>	<p>When looking at the Good Shepherd, God sees a group of people very committed to the church, generous and very caring about each other. He also sees that we can be a bit disorganised and that we are somewhat inward looking. He sees too that we are committed to working with the G52 group of churches but do not really engage with G&amp;G Diocesan events and structures.</p> <p>We care deeply for our Sunday School but need to make sure both that worship for the children and families is regular and reliable, and (just as importantly) that Sunday school teachers are not left out of adult worship. We probably need to review all our activities to ensure that they fit together, are valuable and do not take for granted the energy of our volunteers and resources available to us. One individual has given up some personal commitments to ensure that his energies are properly directed. The combined fair and market has also been left aside, and a gift day substituted.</p>
<p><b>Check:</b>  <i>understanding of each strand</i></p>	<p>We have discussed the 6 strands at our meetings and the vestry of the Good Shepherd understand the strands.</p>



**Appraise, affirm and celebrate:**

*with regard to each strand of the strategy, we exhibit the following strengths ...*

**Worship, prayer and spirituality**

- We have a varied selection of hymns/music/choruses and now have an organist, as well as other instruments for use in our services
- We sometimes use an African Liturgy
- There is a Wednesday night prayer group and we are moving it to Wednesday mornings before coffee group
- We have a prayer day every quarter

**Learning and discipleship**

- We have a Sunday School which is well-attended
- We have a house bible study group attended by 6 or 7 adults which is well-liked and established
- The Wednesday morning 'Cake, Care and Conversation' events explore things like the liturgy as well as making sure that we grow together in understanding. This meeting is morphing into a bible study group.
- There is an ecumenical course starting for Lent in 2013
- Individually we recommend books, daily readings and share books in church

**Missional leadership**

- We do encourage volunteers to act as worship leaders, intercessors, Sunday school leaders, readers and Eucharistic assistants but don't really discuss these in terms of church leadership
- Several church members volunteer individually for outside activity as expressions of their personal faith – rather than as members of the Good Shepherd

**Numerical growth, welcome and integration**

- We have a good noticeboard, and a website
- We might need a bigger room for Epiphany lunch if numbers continue to grow!
- If we plan events such as work parties we issue general invitations, and some who don't attend services take part

**Children and young people**

- We have a predominantly middle-aged/elderly congregation with a good number of pre-teen children who attend Sunday school
- The Sunday school leaders can miss out on a lot by being absent from the main Sunday morning service We like the informality of children taking a full part in services
- Children are invited (and come!) to Epiphany lunches
- We celebrate the children's birthdays – but we don't follow up on those who may have been baptised or married in the church and haven't had baptisms or confirmations recently
- As part of the G52 group (with other local churches) we go into the Secondary School, but there is little work in local Primaries (it might be seen to be intruding on Church of Scotland sensibilities?)
- Sunday School re-organisation which we are discussing will help with children and teachers

**Imaginative outreach into local communities**

- We invite local people to join in activities such as the Carol Service, Wednesday discussion group, free Saturday coffee mornings
- We think that having the nursery in church premises is a benefit – though we are careful not to try to evangelise here
- We try to be sensitive to local issues and to do things like making sure



<p><b>Assess:</b>  <i>with regard to each strand of the strategy, we suffer from the following weaknesses....</i></p>	<p><b>Worship, prayer and spirituality</b></p> <ul style="list-style-type: none"> <li>▪ We occasionally have children's or family services..... but perhaps not as often as we once did</li> <li>▪ But there is no area for quiet prayer or conversation in the church – we used to do it before/after church, but as organised worship has expanded in time, this has become impractical/just too much and the Wednesday morning group is hampered by the difficulty of having separate loos available for visitors</li> <li>▪ is there a 'scattergun' approach to prayer group(s) and possibly even to the pattern of services?</li> </ul> <p><b>Learning and discipleship</b></p> <ul style="list-style-type: none"> <li>▪ Not enough people to run Sunday school</li> <li>▪ We don't really attend many diocesan courses (except for the Pastoral Care course which was good)</li> </ul> <p><b>Missional leadership</b></p> <ul style="list-style-type: none"> <li>▪ Although the vestry works hard to take church decisions, there is currently no Lay Rep</li> <li>▪ In fact the vestry is perhaps not very good at looking outside the church building – for instance we don't really know a lot about what goes on in the wider diocese</li> </ul> <p><b>Numerical growth, welcome and integration</b></p> <ul style="list-style-type: none"> <li>▪ We have sometimes distributed Christmas and other cards locally to householders and businesses – but this has not produced any measurable response</li> <li>▪ We hold a Walk of Witness, hold social events, coffee mornings etc – but this is a bit diffuse</li> <li>▪ We try to be inclusive in the way we greet people, we start our services with the Peace, and we try sensitively to look after newcomers to the service</li> <li>▪ But integration of newcomers needs some work – if asked, we follow up with them</li> </ul> <p><b>Children and young people</b></p> <ul style="list-style-type: none"> <li>▪ There are no teenagers or young adults in our congregation</li> <li>▪ The wide age range in the Sunday school (and varying numbers week by week) can make a structured programme difficult – but some of the older children are very helpful with small ones</li> <li>▪ we think we need to get others to help, or re-introduce all age worship/have children leading and/or taking part in services and be more disciplined about co-ordinating adult and children's activities each week</li> </ul> <p><b>Imaginative outreach into local communities</b></p> <ul style="list-style-type: none"> <li>▪ we think that what we do is mainly church centred, and does not really reach out into the local community</li> </ul>
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<p><b>Investigate:</b>  <i>with regard to each strand of the strategy, we detect the following opportunities...</i></p>	<p><b>Worship, prayer and spirituality</b></p> <ul style="list-style-type: none"> <li>▪ could we use music better in worship?</li> <li>▪ Could we re-arrange the pattern of services?</li> <li>▪ Sunday school structure also hampers worship of teachers who don't really get a Sunday 'off duty' for their own devotions</li> </ul> <p><b>Learning and discipleship</b></p> <ul style="list-style-type: none"> <li>▪ Maybe we should rethink the various different group structures, especially Wednesday morning</li> </ul> <p><b>Missional leadership</b></p> <ul style="list-style-type: none"> <li>▪ we don't really look at being missional outside the church building and should do so (maybe concentrate on young people?)</li> <li>▪ Several church members volunteer individually for outside activity as expressions of their personal faith – rather than as members of the Good Shepherd. As part of our community audit we should consider if we can find out about them, their talents and their needs</li> </ul> <p><b>Numerical growth, welcome and integration</b></p> <ul style="list-style-type: none"> <li>▪ we could perhaps think about Welcome cards for newcomers</li> <li>▪ although we have a good number of the local African community attending services, we don't know them terribly well and could find ways to integrate them better: perhaps starting by engaging with them over coffee</li> <li>▪ we could perhaps do this with all newcomers?</li> </ul> <p><b>Children and young people</b></p> <ul style="list-style-type: none"> <li>▪ We think there could be some value in working in Crookston schools, but don't have any firm ideas yet</li> <li>▪ We could/should get to know parent/child combinations better than we do now</li> <li>▪ A different format or programme of Sunday worship for children/families/all ages looks as if it would be a good thing for us</li> </ul> <p><b>Imaginative outreach into local communities</b></p> <ul style="list-style-type: none"> <li>▪ we wonder if there is anything we could do for teenagers/other young people</li> <li>▪ we have a perception that the (good) local community centre is for older people, but we should perhaps find out more about that?</li> </ul>
<p><b>Communicate:</b>  <i>How has everything so far been communicated?</i></p>	<p>There has been no very consistent approach to communication: we do not have a church magazine and the church website is not often up to date. We have been talking about MAPing but recognise that we need to communicate better to all our congregation so that they can really engage in the process.</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?</i></p> <p><i>(ii) what values do you need to have for this growth to happen?</i></p>	<p>We reviewed the vision statement chosen in earlier years and came to the conclusion that it is still what we aspire to be and to do:</p> <p style="text-align: center;"><b>A Sanctuary at the hub of the community; Welcoming, Caring, Growing</b></p> <p>We shall need to keep this vision to the forefront of our minds while working on our MAP actions, and to model all our actions against this statement.</p> <p>In order to provide the sanctuary we shall have to be well-organised and well-resourced. And we shall need to test our commitment to the community by looking outwards more often</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 intend to work on the following strands because:</p> <p><b><i>Children and Young People</i></b> We believe that our children in the Sunday school are very lively and engaged with worship and we therefore wish to encourage them in their church lives.</p> <p><b><i>Learning and Discipleship</i></b> Learning and discipleship are at the heart of what we are as Christians.</p> <p>This will require us to be very intentional and organised, but will be worth all the effort</p>



<p><b>Goals</b></p> <p><i>We will address the following by means of...</i></p>	<p><b><i>In addition</i></b></p> <ol style="list-style-type: none"> <li>1. introduce family worship on a regular day each month</li> <li>2. ensure that there is a rota for Sunday school teachers and helpers (which gives them some time off each month)</li> <li>3. complete the map of children and their families and make sure all the data about the children is complete/updated (this will also help us to know more about the whole families who are part of our congregation)</li> <li>4. longer term we would like to consider <ul style="list-style-type: none"> <li>▪ if we can organise a crèche or a quiet room during services</li> <li>▪ whether we might hold a family fun-day</li> </ul> </li> <li>5. decide exactly who the Wednesday morning group is for – is it a chat session or a learning group?</li> <li>6. we will look for other learning opportunities making use of diocesan resources</li> <li>7. And to enable us to do all of these things we shall: <ul style="list-style-type: none"> <li>▪ Communicate widely among ourselves and with the other members of the congregation</li> <li>▪ We have already given up some personal commitments which clash with what we want to do at church; We will think hard about whether this is all we need to change</li> <li>▪ We will run a Vestry Away Day in early 2014 which will as a minimum discuss these MAP activities in detail so that the vestry have every opportunity for review and reflection. The Regional Council will be able to access funds to support this, subject to the normal application process.</li> <li>▪ In addition, we will look at the Diocesan website and MDO's blog <a href="http://scotland.anglican.org/diocese/glasgow/index.php">http://scotland.anglican.org/diocese/glasgow/index.php</a> <a href="http://md.glasgow.anglican.org/">http://md.glasgow.anglican.org/</a> to look for additional learning opportunities in which we may join. The Regional Council may also be a source of information and inspiration.</li> </ul> </li> </ol>
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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.*



<b>Actions: <i>small achievable steps which gradually build into something bigger</i></b>		<b>Who</b>	<b>When</b>
1	<p>introduce a regular Family Worship service on the last Sunday of each month</p> <ul style="list-style-type: none"> <li>▪ There is a rota for those doing the sermon, and that person is responsible for briefing Sunday School helpers</li> <li>▪ Hymns, readings and (where necessary) an explanation of the liturgy must also be carefully considered and chosen</li> <li>▪ will work together to ensure this is done, and to make sure that the 'duty' member does not need additional help for any particular reason</li> </ul>	<p>Christian, Russell, Bruce, Rose and Ruth</p> <p>All above Vestry will support this</p>	<p>Autumn 2013</p> <p>ongoing</p>
2	make sure that a rota is in place for Sunday School teachers (so that all can take full part in adult service from time to time)	Rose with help from the remainder of helpers/vestry	October 2013
3	with consent of adult members of congregation) to finish the map with pictures of the children/families and collate other data	Rose and Bruce	Christmas 2013
4	<p>Could we possibly have a family fun day? All to consider during the course of Autumn and Winter</p> <p>Longer term, could we possibly organise a crèche or a quiet room for families (during services)? vestry to consider during the year</p>	<p>All</p> <p>All</p>	<p>By Spring 2014</p> <p>Autumn 2014</p>
5	<p>The Wednesday morning session has been morphing between coffee/chat and a study group. We need to rethink this in detail, decide exactly who it is for and thus how to pitch it, and ensure proper and adequate resources are due (including the vexed question of the loos)</p> <p>Final decision</p>	<p>Christian and Russell</p> <p>Wider discussion to be held by all</p> <p>All</p>	<p>October 2013</p> <p>October (or away day)</p> <p>Easter 2014</p>
6	approach the Regional Council for a grant for the vestry away day at which these matters (maybe among others) will be considered	Christian	October for arrangements. Event in Spring 2014
7	<p>review the Diocesan website and MDO's blog <a href="http://scotland.anglican.org/diocese/glasgow/index.php">http://scotland.anglican.org/diocese/glasgow/index.php</a> <a href="http://md.glasgow.anglican.org/">http://md.glasgow.anglican.org/</a> to look for additional learning opportunities</p>	All	regularly



8	Communicate regularly with all the congregation about progress on the MAP and all other events affecting the church and its members	Christian, All	Regularly from September
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## 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:*

*- the necessary 'busyness' of day-to-day life and other things which have to be done*

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

MAP signed by

Rector/clergyperson *Christian Okeke* Date *27 October 2013*

Secretary of the Vestry *Alison Cook* Date *27 October 2013*

(5 copies are signed, being for the cleric, the Vestry, Bishop Gregor, the Convenor of the Regional Council and the Facilitator.)

*I will keep in contact with the charge throughout this coming year as they work for growth*

Facilitator *Gill Reynolds* Date *27 October 2013*

Agreed frequency of ongoing Facilitator contact *Quarterly*

*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*

