

Glasgow and Galloway Mission Action Plan



Name of Charge/s **St Ninian's Pollokshields**
Name of Facilitator **Revd Dr Anne Tomlinson**
MAP Completed **August 2012; signed September 16th 2012**

Strategic intent is growth

Stage 1: Why are we going for Growth?

<p>Review</p> <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> 	<p>We strive to be an open, welcoming congregation, which enables everyone to grow spiritually and find ways to share our faith with the wider community. Our worship is centred on the liturgy within a liberal Anglo-Catholic tradition. We are blessed with a dedicated membership, many of whom give sacrificially of their time, talents and financial resources and a congregation at large which is internally very cohesive, and a beautiful building with plentiful hall/office space (currently largely utilised by Barnardos). We are proud of our musical and liturgical excellence and have a developed capacity for welcome. There is much going for us, but equally we are aware that we are an ageing congregation with an expensive building, and are finding it hard (despite repeated attempts) to make missional inroads into/connections with our local communities.</p> <p>Not only does the congregation come from a wide area across the south side of Glasgow (because of our liturgical tradition), but the church itself is set likewise on the boundary between two very different locales, both of which have changed rapidly over the past few years in terms of demography and socio-cultural description. We have been operating with a set of assumptions about our content and catchment which need revising and renewing in order that our missional activity becomes better targeted, more appropriate and in line with God's current call to us. <i>We need, indeed wish, to shake off that sense of 'marginality' and of being a 'slightly inward-looking social club' – words used at the Away Day – and also of being 'run down' in feel and numbers, and grasp instead the God-given opportunities that lie in front of us, becoming an ever more vibrant, relevant and outward-facing congregation.</i></p>
<p>Check: <i>understanding of each strand</i></p>	<p>This was done with the MAP Group (Vestry plus several others) on Sunday May 3rd 2012. Prior to this there had been a Vestry Away-Day in Paisley and good circulation /communication of the Growth Strategy materials around the congregation at large. The MDO has preached on the topic.</p>



Appraise, affirm and celebrate:

with regard to each strand of the strategy, we exhibit the following strengths, weaknesses and opportunities ...

for ease of reading, the 'opportunities' are in italics

Worship , prayer and spirituality

The worship style is liberal Anglo-Catholic, which is one of the factors which influences attendance by individuals and families who live well beyond the canonical area of the church. We strive to maintain a strong musical tradition, and to blend dignity with congregational participation. The celebration of our Patronal Festival has been expanded over the past few years to include events and services over the whole weekend. Every year we have special services during Lent and Advent, which have included Quiet Days. Our Clergy Team comprises a Rector, an NSM priest and a Deacon. There are 3 Eucharistic Assistants. Lay people make a significant contribution as servers and thurifers, leading intercessions, reading lessons during the liturgy, and also acting as welcomers. We have a dedicated choirmaster, a small but committed choir. A pastoral visiting group maintains links with housebound members of the congregation. In addition to the Sunday services, there is a traditional Thursday morning service and we offer a slightly more informal Tuesday Mass in the evening, and are willing to look at how we might make that service even more accessible to newcomers and people from outwith our tradition. *There is an awareness that we need to be ready to question what we take for granted so as to reach out to those who are not yet members, but without throwing the baby – i.e. what we do well and are known for – with the bath-water; in other words, sensitive change-management of the highest order. And to be prepared to move from a 'survival' mentality to a growth mentality*

Learning and discipleship

The equipping of the membership for their lives of Christian service and devotion occurs not only through Sunday sermons, which are intellectually challenging and thoughtful, but also through a number of weekday groups; there is an active branch of the MU, annual Lent and Advent groups, a 'Deepening Discipleship' study group involving discussion of a modern theological book, a successful Open Forum group which considers contemporary moral and social issues, and an informal Book Group which meets monthly. It is planned to revive a 'Deepening Discipleship' study group, involving discussion of a modern Theological book. All these have been going for many years with a pretty static membership, but there is an awareness that it would be good to be able to draw more people into these (or similar), and also to provide some learning opportunities which are less about 'head stuff' and more about 'heart stuff'. *There is a realization that to be attractive and missional, members need to be able to share the faith that is in them in a variety of ways, intellectually and affectively.*



Imaginative outreach into local communities

As well as energetically supporting a range of global/national charities, we also support local concerns, in particular the Well Asian Information and Advice Centre. We play an active role in local ecumenical activities including Pollokshields Churches Together, and share with the other local churches in joint services. The church hall is used extensively not only for church events (monthly coffee mornings) but also by community groups (Tai Chi, Ba Gua, the APNA project and a crèche for Hidden Garden events). The church provides premises for Barnardos' APNA Project, an agency providing services for Asian children with special needs. *APNA's recent decision to move premises is both a (financial) threat and an opportunity, and a Vestry sub-group has been appointed to discern the next steps missionally, financially and in terms of the usage of the office space. Furthermore members of the congregation are active in a very successful local drama group and there are clearly opportunities for further imaginative connections with the artistic and local communities to be made in this regard.*

Numerical growth, welcome and integration

Over the past two decades, the number of church members has declined (though is now more stable). The congregational roll is 138 and the average number of Sunday communicants is 53. Only a minority of the congregation lives in Pollokshields, the majority coming from all over the south side and beyond. The majority of the congregation (80%) is over 50. *There is a great need to grow younger and 'wider'.*

Missional leadership

While an active core of the congregation evinces a high level of participation, it was repeatedly stressed that there is not an overall understanding of the need for all members to be missional disciples. *There is a need to move the majority of the congregation from 'being members' to 'becoming disciples' - a lifelong journey in faith development.*

Children and young people

We have had an active Sunday School in the past and have recently re-established this *but this area of our life needs attention and nurture. There is also a desire to establish some form of ecumenical (or Regional?) youth work, as no local church currently has the critical mass necessary to go it alone.*



	<p>God is calling us to new birth, growth and freshness of heart <i>for the sake of others</i>. It will stretch us (as birth always does) but it will be exciting, challenging and bring new joys (as birth always does). We are ready for this.</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>Numerical growth, welcome and integration We want to reach out to seekers and searchers, local people and those who desire to worship with us for whatever reason – and will strive to identify who these folk might be. So before we can work further on our ministries of welcome and integration, we need to focus on the area of ‘numerical growth’ and that involves knowing the needs, gifts and makeup of the people in whose midst we are set.</p> <p>Learning and discipleship We want to grow the capacity of every member of the congregation to be both emotionally and verbally articulate about their faith, so that each might be alive and alight with the Gospel; thus <i>together</i> we will become an ever more attractive, compelling and inviting worshipping community, and <i>individually</i> more able to speak to friend and neighbour and commend ‘the faith that is in us’.</p>
<p>Goals</p> <p><i>We will address the following by means of...</i></p>	<ol style="list-style-type: none"> 1. As a charge, we will work on our self- and contextual understanding by means of a re-assessment of our parish boundaries and an intensive community audit, and a re-appraisal of the usage of our plant 2. We will think hard about our links with the creative communities around us, building upon the existing connections the RATS Drama Group already has. 3. We will work on deepening the faith and prayer life of the membership by means of groups which focus on affective spirituality and offer open hospitality to all. 4. We will seek to offer further opportunities for growth in education and fellowship for all, meeting the needs of a wider group of people by thinking hard about timing, place and atmosphere.



**Stage 3: How will we encourage Growth?
Plans, processes, people and resources**

Actions: <i>small achievable steps which gradually build into something bigger</i>			Who (Oversight of action)	When
1	1a	Community Audit Devising of Questionnaire	Margaret, Joyce Chris	September Vestry
	1b	Distribution and involvement of the wider congregation	After task 1a	After launch
	1c	Talking to community/civic leaders	Lesley	
2		Creative thinking about post-APNA Use of office space, financial shortfall and the opportunities that arise	Vivian, Chris, Liz, Moira and Irene	September 2012 Vestry
3	3a	Links with the creative community Pantomime idea	Joyce, Liz, Christine and Margaret	September Regional Council
	3b	Application for Regional Growth Fund grant	Rector	
4		Re-establishment and possible re-branding of existing educational opportunities Think about changing name and moving time of Tuesday Mass so that it might dovetail with an afternoon activity in church for those who do not wish to come out at night	Eamonn and Rosemary Rector and Vestry	
5		Affective spirituality Monthly hour-long gathering for reflective prayer in Rectory	Rector	September 2012
		Monthly 'Carers' Meet and Greet' (CAMEO?) fellowship in the Rectory	Rector	September 2012
		Development of 'craft and chat' fellowship in the Rectory	Vevanne	Through year



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:

negativity, apathy, time constraints, not asking for help; we will take a positive attitude towards our plans and communicate that in word, tone and deed. By launching our MAP at our Patronal Festival, we signal that we pray that our work may be inspired by the zeal and patience of St Ninian.

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.....

*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*

