

Glasgow and Galloway Mission Action Plan

Name of Charge/s ...St James the Less, Bishopbriggs...

Name of FacilitatorProf Rob Smith.....

Year 2 MAP Review:- March 2016

YEAR 3 MAP



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>Reordering in the church</p> <ul style="list-style-type: none"> • The new chairs have been purchased for the Small Chapel, with all the legislation under Canon 35 approved for the reorganisation. The change has enhanced the opportunity for prayer and reflection and is much appreciated. • The area set aside for children at the back of the church is being used occasionally. <p>Imaginative Outreach</p> <ul style="list-style-type: none"> • The more targeted and organised distribution of the Christmas card on a street by street basis was an encouraging initiative. People responded well to the request to deliver the cards into the community, and it was a benefit working in teams since it meant the task was completed in a shorter time. • The new banners produced during the year have also proved successful. • A few new people came along to the Christingle service who had either received a card or seen the banner in December. <p>Worship, Prayer and Spirituality</p> <ul style="list-style-type: none"> • The seasonal service books have been very well received. • The Away-Day in October, and particularly the Ketso workshops, proved an uplifting and productive time.
<p><i>last MAP actions not completed</i></p>	<ul style="list-style-type: none"> • There were problems with the coordination of the Posada this year. Although it was taken to places such as the prison, nursing homes and schools, some groups, such as the Women's Refuge, were not keen to receive it. The toddler group were interested. The numbers of individuals taking it home however declined. We need to think about this more as to whether it is a time to give it a rest for a while. • We still need to look at succession planning, and training of individuals to take on roles such as organising the Tuesday Club which has proved of great benefit in reaching out to the community over the years. • The review of communication within the church has begun but needs to continue in the year ahead. • The compilation of an e-mail list to facilitate the dissemination of information has run into problems. • The possibility of making the sermon available for those not at the Morning Service is still being considered.
<p>Reflect upon the resourcing of the second year's MAP and what that means for the third</p>	<p>St James the Less is an active church, but with relatively small numbers. We need to be realistic about our goals. We need to add items for older children in the resource packs in the area set aside at the back, and also consider the seating arrangements</p>

	<p>further in the area.</p> <p>The overall review of our communication needs show that we will have to invest in new software. This will necessitate application to the Diocesan Growth Strategy Funds to permit a full update of our databases.</p>
<p>Review</p> <ul style="list-style-type: none"> - <i>your Church as God would see it now</i> - <i>where God is at work in the community and in the church now?</i> - <i>what growth signs need to be built upon</i> - <i>what avenues can be set aside for now?</i> 	<p>At the Review of our Year 2 MAP, Bishop Gregor noted that we worshipped at St James the Less with solemnity and dignity, and yet the atmosphere was one that was comfortable enough for people to “twit one another.”</p> <p>We are all triers, and God loves people who try. We are very lucky to be in the location we are in in Bishopbriggs. St James the Less is loved. Our Maundy Thursday service stands out in the community. People find God in this place. People enjoy each other and being able to offer mutual support is a joy. Where there is love, there is God.</p> <p>During the first two years of our MAP we have seen positive signs of growth in ways that have strengthened the congregation. We have maintained our well established links with parts of our community. Our increased efforts of reaching out to those around us through our posters and Christmas leaflets have proved encouraging throughout the year. With new housing developments close by we have further opportunity to look outwards and be welcoming to newcomers in the community. This has the potential for numerical growth, and particularly for us to engage with new families.</p>
<p>Re-appraise, re-affirm and celebrate:</p> <p><i>with regard to each strand of the strategy, we realise that we now exhibit the following strengths ...</i></p>	<p>Worship, Prayer & Spirituality: These remain central to all that we do at St James the Less. The new printed service booklets, the Bible and Study Groups, setting aside the Side Chapel for quiet prayer and stillness have all continued to deepen the spirituality within the church.</p> <p>The enthusiasm and honesty with which members of the congregation undertook a Ketso analysis at the Away-Day in October was most encouraging and productive.</p> <p>Imaginative Outreach: Our engagement through members of the congregation with for example Low Moss Prison, The Women’s Refuge, and Bishopbriggs Churches Together continue. We also maintain a presence in the community through the various groups which meet in our Halls. Although the Posada had its problems during the year it continued to keep a link with some who are not part of the congregation.</p> <p>Numerical Growth, welcome and integration: We are a welcoming community, and members support each other well. We pray that visitors and newcomers in the area may be aware of what our church offers and consider joining us.</p> <p>Children and young people: Although we do not have many children in our Sunday School, we do value what the young people bring to our church. We are blessed by our dedicated team of leaders. We have our area at the back of the church for visitors who may join us on a Sunday and should continue to encourage its use.</p>

	<p>Missional Leadership: We are fortunate to have a solid core of active individuals within our relatively small numbers. We need to encourage leaders to take over those roles which are in urgent need of filling.</p>
<p>Re-assess: <i>with regard to each strand of the strategy, we realise that we suffer from the following weaknesses now...</i></p>	<p>Although we have been encouraged by what has been achieved during the last two years we continue to be concerned by the missing age groups within our congregation. We need to ensure we encourage any tentative seekers who attend our church and let them know that we are glad to have them in our midst. “All are Welcome” should be the motto of us all.</p>
<p>Investigate: <i>with regard to each strand of the strategy, we now detect the following opportunities...</i></p>	<p>Worship, Prayer & Spirituality: The new service booklets have been well received and the congregation will be asked for their comments in a questionnaire on their use along with other aspects of our worship. Recording the sermon remains a possibility once further consideration of the best way to achieve this has taken place. It would be beneficial to begin our Planning of the Advent and Christmas services and outreach (the Bishop suggested we might add a small gift along with the cards) in September, as this result in more people joining in the celebration of the Lord’s Birth.</p> <p>Imaginative Outreach: The Ketso Workshop generated many imaginative new ideas of how to engage with the community further and build on our current approach with the use of banners, Christmas cards etc. These included the possibility of car stickers and holding events such as a pantomime, a car boot sale, organise a quiz night or ceilidh in the autumn.</p> <p>Numerical Growth, welcome and integration: The new building developments in the area offer an opportunity for us to look forward and aim at numerical growth in the next few years. We need to grasp hold of the challenge of attracting especially young families and children. This is a problem that is common to many throughout the country in an age when society as a whole questions the relevance of churches to their busy secular lives.</p> <p>Children and young people: We value the children we have currently. In addition to the existing Sunday School activities, there may be advantages in introducing project work, especially for older children, that focusses on for example, Fair Trade, Water Aid, Fresh Start and produce a new Easter garden for next year, which might prove to be attractive. We must ensure that people moving into the area are aware of what we stand for, and what we offer for their children.</p> <p>Missional Leadership: We are fortunate to have a solid core of active individuals within our relatively small numbers. We need to encourage leaders to take over those roles which are in urgent need of filling.</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 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 that God has called us to be an open and inclusive church. We value tolerance and are non-judgmental, for where there is love, there is God. We strive to be open to the promptings of the Holy Spirit in all our worship. Our efforts in what we do as a church are underpinned by prayer.</p> <p>During the first two years of MAP-ping we focussed on strengthening the existing congregation and on increasing our presence in the local community through the links we have made both collectively and as individuals.</p> <p>We are keen to capitalise on what has been learnt in the last two years, building on what has already been achieved. This requires us to be imaginative in how we move forwards in our Mission Action Planning.</p> <p>We must however, ensure that we do not become overburdened and lose heart as we seek to prioritise the many exciting possibilities for the way ahead which were suggested at the Away-Day and additional consultations with the congregation.</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>In the coming year we will continue to build on the fruits of the last two years when our major efforts focussed on Worship, Prayer and Spirituality and Imaginative Outreach. This will include progressing further a consideration of the communication resources in St James the Less which began last year and which now needs to be put in operation.</p> <p>We feel the time is right however for us to look outwards more. We believe we are now in a position to begin to address more specifically the strands of Numerical Growth, Welcome and Integration and particularly with respect to Children and Young Families.</p> <p>This shift in emphasis is particularly pertinent due to the new building developments in the area as these offer both an opportunity and challenge for us to increase the numbers of young families. The long-term viability of an active, witnessing presence at St James the Less depends upon our reaching out to the next generations and integrating them into our congregation.</p>

<p>Goals</p> <p><i>We will address the following by means of...</i></p>	<p>We will:</p> <ol style="list-style-type: none"> 1. listen to the congregation with respect to aspects of our worship including service times, changes in service booklets, recording the sermons etc to meet the needs of the regular congregation and ensure these are inviting to visitors and those who might be seeking to worship with us more regularly. 2. look towards new means of imaginative outreach to raise our profile in the community 3. target those around us more, and especially in the new housing developments, in order to look towards numerical growth. Delivery of leaflet or delivery of the Christmas card/gift etc. We will seek help from the Convenor of the appropriate Development Team in achieving this goal. 4. reassess our provision for young people by considering introducing project work and exploring the use of musical instruments in their activities 5. continue the overhaul of the church database and communication strategy which will possibly necessitate application for grant funding if this is to be completed successfully.
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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: small achievable steps which gradually build into something bigger			Who	When
1.		Actions on aspects of worship:		
	(i)	Analyse and reflect on the results of the current congregational survey	Kennedy, Shelley & Wendy	End of June
	(ii)	Continue update of service booklets	Shelley, Kennedy & Caryl	Ongoing
	(iii)	Recording sermons – if sufficient demand is in evidence	Kennedy	Nov 2016
	(iv)	Purchase of musical instruments and monthly practice sessions	Sarah	Ongoing

2.		Actions on aspects of imaginative outreach: (i) Earlier planning of provision for Advent and Christmas (ii) More posters and banners. (iii) Car stickers (iv) Events – Pantomime Opening doors discussion on Dementia Ceilidh Car wash	Shelley, Kennedy + Hilary & Wendy Vestry Fiona, Elaine, Pete Ann, Christabel, Wendy Elliott, Wendy Willie/Youth Group	2 nd half of Sept Ongoing Early Summer June '16 Autumn '16 November16 Spring 2017
3.		Numerical Growth: (i) Invite WINGS team member to Vestry Meeting (ii) Target occupants in new housing near ASDA - (a) adapt and distribute Welcome leaflet to make aware of what St James the Less has to offer (b) Christmas card/gift etc. (c) Explore possibility of holding a Welcoming Service +/-or Carol Sing at ASDA (iii) Take Posada into Toddler Group	Wendy to contact Hilary, Ann and Vestry Kennedy Kennedy & Ann Glenesk Ann	June Ongoing Autumn 2016 Summer/Christmas 2016 December
4.		Provision for young people: (i) Project work (ii) Use and practice of musical instruments (iii) Minor developments of the area at back of church with provision of material for older children	Willie, Fiona, Wendy, Jane Sarah Thurlbeck Elaine	Autumn onwards Ongoing
5.		Database and communication: (i) Implement new data base and software (ii) Complete communication update	Kennedy, Wendy, Shelley, Catherine Fiona, Peter, Shelley, Kennedy, Wendy	End of Year Sept 16

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:
Although we are relatively small in number, by the strength afforded by the power of the Holy Spirit we will progress with our Strategy for Growth together.*

Date of MAP-3 Review with Bishop/Dean

...June 2017....

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 –

Vestry meetings when required.

*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*