

Glasgow and Galloway Mission Action Plan



Name of Charge: ST NINIAN'S, CASTLE DOUGLAS

Name of Facilitator: SANDRA WALSH

MAP Completed:

Strategic intent is growth

Stage 1: Why are we going for Growth?

<p>Review</p> <ul style="list-style-type: none"> - your Church as God would see it - where God has been, and is, at work in the community and in church - what needs to be retained or relinquished 	<p>St. Ninian's undertook a similar exercise in 2009 and has been working on targets since then. Consequently, a number of projects have been started and are working well, the congregation is committed and talented, and morale is high. The Rector and his wife are highly regarded, and a sector of the congregation would not wish to change the operation of the church as it is at present.</p> <p>There is a general consensus that the building has a spiritual atmosphere and feels like the House of God. Good preaching and high quality music are perceived strengths.</p> <p>The range of services is appreciated, including the regular Sunday sung Eucharist, monthly Matins and alternative services such as the Taizé services led by Worship leaders. Children are included, and given roles such as welcoming, serving at the altar or taking the offering. There is also a Sunday School. Adults have the opportunity to extend their knowledge through additional teaching.</p> <p>The congregation see themselves as friendly and welcoming both to newcomers and to each other. They describe themselves as an inclusive community of men, women and children who enjoy their mutual company and appreciate humour.</p> <p>The excellent facilities of the church and hall support many groups including the Mothers' Union and Men's Group. It is also used for many activities in the local community. Children and families are attracted to the church via Little Fishes and the Sunday School.</p> <p>The activities of St. Ninian's are publicised through the magazine and an excellent website.</p> <p>Although the congregation as a whole appear to appreciate the liturgy, there is an awareness that the relatively High Church vestments and liturgy could deter the uninitiated. It was suggested that St. Ninian's has a "county" reputation and does not represent the whole community. Some find the sermons and intercessions too long, whilst others are not comfortable with the Peace and sung responses. If these issues are not addressed they might prevent seekers from approaching the church.</p> <p>The 2009 consultation revealed that some felt that they had reached a plateau, and hinted that the congregation was becoming smug. This was reflected by those members of the congregation who questioned the value of repeating the exercise via Mission Action Planning. However, once the assessment was under way, many initiatives were suggested.</p>
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Appraise, affirm and celebrate: with regard to each strand of the strategy, we exhibit the following strengths ...

PRAYER AND SPIRITUALITY

- Sound theology, preaching and liturgy
- Good study groups
- Different forms of worship allow different types of spirituality (Taizé, Iona)
- Variety and quality of intercessions
- Meditation group
- Lenten studies
- Fellowship group
- Worshippers of any denomination are welcome to share the Sacrament
- The R.C. community are welcome to share the church

LEARNING AND DISCIPLESHIP

- Study groups
- Thoughtful preaching – no dumbing down
- Bishop's lectures
- Men's group
- Mothers' Union

MISSIONAL LEADERSHIP

- Use of the talents of the congregation in many ways
- Humour and laughter among the congregation
- Welcoming M.U.
- Fresh, imaginative Preaching
- Fellowship group
- Willingness to inform the local community of the inspiring teaching and leadership of the Rector

NUMERICAL GROWTH, WELCOME AND INTEGRATION

- Welcoming, friendly and inclusive congregation
- Little fishes
- Sunday school
- Communion open to all traditions
- Integration helped by coffee after church, men's group, MU, Thursday fellowship

CHILDREN AND YOUNG PEOPLE

- children are made welcome
- healthy Sunday school
- annual Sunday school party/ceilidh
- summer club
- Little fishes
- Children assist in services e.g. Mothering Sunday, lighting candles, Harvest, making crib, Reading
- Children's concert
- Services to welcome young people e.g. Christingle
- Rector invites schools to visit church
- Rector visits schools
- Christmas and Easter plays
- Fundraising events for children overseas
- Toys for young children to play with during services
- Family blessing in church after Sunday school

IMAGINATIVE OUTREACH INTO COMMUNITIES

- Availability of premises to the community
- Healing blankets
- Ecumenical activities
- Men's group
- Little Fishes
- Website and magazine
- Thursday Fellowship

Assess:
with regard to each
strand of the strategy,
we suffer from the
following
weaknesses ...

PRAYER AND SPIRITUALITY

- Intercession training is needed
- More regular fellowship and study groups are needed
- Do we follow up on anyone who no longer attends because of illness?
Visiting the sick could be shared to ease the work of the Rector
- There is no Prayer group

LEARNING AND DISCIPLESHIP

- We need more teaching and studying
- We need to become more involved in the local community

MISSIONAL LEADERSHIP

- Subscribe to Mission work abroad
- Do we look outwards enough?

NUMERICAL GROWTH, WELCOME AND INTEGRATION

- We are shy about promoting ourselves and our church. We have to do this because we are not the established church
- Newcomers should be given a “Welcome” pack containing a welcome note and information about the church and its activities
- Could we find a way of locating newcomers to the area?

CHILDREN AND YOUNG PEOPLE

- No teaching for teenagers post-Confirmation
- Teenagers do not have a slot

IMAGINATIVE OUTREACH INTO COMMUNITIES

- We are not confident in this ministry. The different denominations do not work well together on this. The congregation needs to be encouraged and made aware of the possibilities of this ministry
- More outreach is required into rural areas beyond CD
- Pastoral visiting ministry could be developed – training?
- We should do more to keep in touch with lapsed attenders (share load with Rector)
- More involvement in schools
- More work with other churches

**Investigate:
with regard to each
strand of the strategy,
we detect the
following
opportunities ...**

PRAYER AND SPIRITUALITY

- Private prayer and contemplation could be developed by inviting outside specialists to give instruction
- Intercession training to encourage more intercessors

LEARNING AND DISCIPLESHIP

- Encourage personal spirituality through daily prayer and scripture readings e.g. study with the Bible Reading Fellowship
- Lay training and education – one off events
- Advent courses etc.
- Prayer and reading guidance for those who wish to study alone

MISSIONAL LEADERSHIP

- Elderly people have the motivation, time and space to extend their knowledge
- Appoint a programme director/planner to oversee congregation's goals from year to year (under jurisdiction of the Rector)
- Expand the music programme, perhaps involving young people

NUMERICAL GROWTH, WELCOME AND INTEGRATION

- Raise our local profile e.g. through *D & G Life* and local press. Our church should be a voice in the community otherwise we are irrelevant
- Welcome should not be too heavy handed
- Guidelines for welcoming newcomers
- Rota for welcomers
- Exchange pulpits locally
- Visit other congregations and invite other denominations to learn about their beliefs and attitudes
- More ecumenical activities with local churches
- Make people want to come to our church rather than expect them to find us
- Make a new photo montage of the congregation
- Send cards on anniversaries e.g. baptism
- Have a said service from time to time for non-singers
- Share hobbies and interests among congregation and open up to wider community over time

CHILDREN AND YOUNG PEOPLE

- Children need involvement when they come
- Children's talk (not necessarily by the Rector)
- Encourage children to bring friends
- Maintain pre-school activities and outreach
- Address the needs of teenagers and young adults (20s)
- Teenage youth club in the church hall
- Teenage ceilidh

IMAGINATIVE OUTREACH INTO COMMUNITIES

- Visit the housebound (if they wish)
- Church open days with coffee
- Charter ceremony
- Encourage genuine ecumenical communication between local churches with regard to worship and study groups
- Work closely with other churches as congregations decline – share buildings and resources
- Share input to the website from all the congregation
- Place newsletter in community locations – library, doctor's surgeries, etc.
- Invite cooperation with Christian organisations e.g. Christian Aid offers to provide simple services in care homes
- Make link with *Adopt a Grandparent*
- Find gaps in local voluntary organisations, can people in our congregation fill them?
- Ask council if we can help with vulnerable children/sick/young people
- Record the service each week to go into people's homes
- Outings
- Outdoor services in the gardens
- Utilise skills and talents of individuals
- Share church chores

<p>Communicate: How has everything so far been communicated?</p>	<ul style="list-style-type: none"> • The Rector preached about Mission Action Planning and introduced the Growth Strategy prayer. • The facilitator explained the process to the congregation at a Sunday Service • The Rector preached a series of sermons on the six strands • The congregation took part in a consultation exercise with the Rector and Facilitator • The findings of this exercise and the results of the Vestry's ensuing assessment were reported to the congregation at their AGM on October 27th 2013 and posted on the church website
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Stage 2: What will our Growth Strategy involve?

<p>God's call to growth Having thought about the challenges for each strand, discern your overall strategic response. (i) What is your vision of the way of life God is calling you to? (ii) What values do you need to have for this growth to happen?</p>	<p>(i) Mission Statement: sharing the love of Christ in church and community (ii) Open and accepting; non-judgemental; <i>ecclesia</i></p>
<p>Our prioritised response To work towards responding to that call, and expressing our values, we will focus upon the following strand (or strands) of the strategy because ...</p>	<p>(i) Children and young people (ii) Learning and discipleship ... there is a perceived need for both.</p>
<p>Goals We will address the following by means of ...</p>	<ol style="list-style-type: none"> 1. Explore the spiritual and community needs of young people in the congregation with them and develop accordingly. 2. Community Audit to be completed within the year. 3. Ecumenical Study Group. 4. Prayer and study guidance for those who wish to study alone. 5. Encourage personal spirituality through daily prayer and scripture study.



Stage 3: How will we encourage Growth?

Plans, processes, people and resources

Remember: SMART – plans must be Specific and documented,

You must be able to Measure the difference you are making; so change or re-visit the Goals if necessary.

Your proposals must be Achievable; do not try to meet impossible goals.

Actions must be able to be Resourced, by people, buildings, and funding.

To enable proper review, your actions must be Time bounded.

Actions: small achievable steps which gradually build into something bigger		Who	When
	Reorganise books and leaflets in Church and provide welcome packs	Stephanie Dewhurst	Ongoing from August 2013
	Weekly Bible Study Group in Bothwell House (Abbeyfield)	Margot Greenwood / Gill Sinclair	September 2013
	Intercessions Training Seminar	Rector	21 September 2013
	Provide readers for blind and partially-sighted members of the congregation	Liz Barrett	December 2013
	Offer further study groups throughout the year	Rector	From Lent 2014
	Provide Bible Reading Fellowship notes, or similar, for study	Rector/ Jenny Wright	During 2014
	Meet with young people to discern their needs. Begin Taizé Service for them.	Vestry	During 2014
	Community Audit	Ann Gault Ian MacQuarrie Jenny Wright	Ongoing



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:

Shortage of time or people; flagging enthusiasm

Date of MAP Review with Bishop/Dean

MAP signed by

Rector/clergyperson ... D W Bayne

Date 2 March 2014

Secretary of the Vestry ... Jenny Wright

Date 2 March 2014

(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 Sandra Walsh

Date 2 March 2014

Agreed frequency of ongoing Facilitator contact Three times

*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*

