

The Presbytery of Duns

LOCAL CHURCH REVIEW

Part 3



Action Plan

**St Andrew's Wallace Green and Lowick
Congregation**

1. Congregational Action Plan

When responding it would be helpful to have in mind the acronym **SMART** often used when goal setting although you do not have to use this in every section. The acronym **SMART** is interpreted in different ways depending on context; in church circles it often interprets as:

- **Specific** – State clearly what it is you plan to do.
- **Measurable** – How will you measure full completion or staged completion?
- **Applicable** – Why are you doing this?
- **Resourced** – Do you have the people and the money to carry out the task?
- **Time-bound** – By when will the aim be achieved?

SMART aims and goals are ones that can be easily monitored, from our experience they are a useful tool to help congregations be focused and realistic when setting their plans.

SMART Goal example – *Replace current central heating boiler which is no longer easily repairable and extremely inefficient in performance and in running costs; Property Team to take professional advice and invite tenders for consideration and approval by Finance Committee; project to start early in 2013 with work being carried out in the summer months of 2013; new boiler, pipework, radiators and all controls to be fully working by the middle of August 2013.*

It is suggested that you may merely draft some outline Goals for discussion with your LCR Visiting team. It may well be that the Team themselves will offer some suggestions of Goals that you might tackle. Aim to keep these goals brief with an intended completion date.

Please type in relevant box and it will expand to fit your text.

Our aim as a church is to 'Witness to the 'Good News about the Grace of God revealed in Jesus Christ and known within the life of the Church. ' In witnessing to Christ we want to foreground the motif of God's hospitality and become known increasingly as a 'welcoming church'. Our plan below is our attempt to work out the implications of trying to show God's hospitality to the folk of our community.

1.1 Tell us how you plan to explore and develop new **Worship** initiatives.

Response:

We will undertake a review and, if necessary, the reshaping of the provision of worship services, with a view to making sure that they are suited to the needs of our congregations and community – that is, hospitable to all. Particularly, we will be concerned with the timing and style of worship gatherings – when they take place, who they are directed towards and the style of worship that is offered in each diet. One way of reviewing our provision will be by encouraging elders to consult with parishioners during regular visits.

Target for initial completion of task - Dec 2015; Responsibility - Minister &

Session; Evidence of success - growth in attendance at diets of worship.

1.2 Tell us how you plan to explore and develop new **Evangelism** initiatives.

Response:

- 1) The development of a regular programme of 'messy church' type gatherings. The aim of this is to engage with families in the congregation and with families who have their children blessed in SAWG

Dec 2015; Minister and group who have been involved in messy church;

Evidence of success – a regular pattern of festival events, with participants including those from outside the usual community of the congregation. Financial resources are available to support this initiative.

- 2) Improve access for visitors to the church outwith service times beyond the current schedule. Evidence of Achievement - an increase in the number of visitors. Resources required: info sheets, refreshments, entertainment?. Dec 2016; Kirk Session

1.3 Tell us how you plan to explore and develop new **Service** initiatives

Response:

- 1) Develop our existing ministry to those with dementia, raise awareness in both the congregation and beyond of the opportunities and challenges of interacting with this group both in a residential care home setting as well as ensuring that SAWG is sympathetic and accessible to those still living in the community.

Achieve formal recognition as a dementia friendly church by understanding and meeting the relevant criteria.

Dementia is becoming increasingly relevant as more people are diagnosed with the disease. It can be a very isolating condition for both sufferer and carers and we need to respond to this need.

Initially the team needs to fully understand what is needed (attend courses etc.) and develop a detailed plan of the work required.

2016: Bea Nicholson & interested group

- 2) The establishment of a recreational Youth Group for teens. The purpose of this is to help us connect with unchurched young people. Resources that may be needed – web access in church premises; are the facilities capacious enough and appropriate. Evidence of success – regular attendance of teens and growth of group involved with supporting the initiative.

Dec 2015; Minister & others interested.

1.4 Tell us how you plan to explore and develop new **Education** initiatives.

Response:

- 1) By the development of a more structured programme of adult Christian education, including one-off events and programmes around salient times in the Christian calendar, e.g., Lent and Advent. This programme will help the congregation to grow in their understanding and practice of faith and provide opportunities to articulate questions and views.

Dec 2017; Minister & Kirk Session

- 2) By continuing to establish and develop the Sunday Club which meets fortnightly from autumn to summer. The aim to enable young families to come along, feeling confident in the Christian education provided for primary and middle school children. Moving to weekly provision would be an aim. Also the embedding of regular crèche.

Dec 2016; Minister & Sunday Club teachers

1.5 Tell us how you plan to explore and develop new **Fellowship** initiatives.

Response:

- 1) Development of our care for our congregation, through supporting the work of elders and pastoral visitors in visiting and opening up visitation to others in the congregation who may feel this is a ministry they could participate in. Key here will be thinking about the pastoral needs of the congregation and moulding what we offer to these. Key here, also, will be the provision of training and support in visitation. Evidence of success will be positive feedback from those visited.

Dec 2015; Kirk Session

1.6 Tell us how you plan to explore and develop your **relationships with the wider church**.

Response:

- 1) We have recently raised money for our mission partners in Nepal. We would aim to develop this relationship progressively over the next five years. This might be achieved by - Praying regularly for partner churches of the Kirk overseas, in worship and prayer group; communicating news of overseas work through website and noticeboards. Evidence of success – people in congregation better informed of overseas work and willing to support it in different ways.

Dec 2015; worship leaders; prayer group; website and noticeboard admin.

1.7 Tell us how you plan to explore and develop new ways to equip your **ministry team** and encourage more people to take up **leadership roles**.

Response:

The stewardship season in 2016 will focus on 'talents' and so would aim to encourage greater participation in ministry and leadership.

Dec 2016; Stewardship Group

1.8 Tell us how you plan to explore and develop new initiatives to maintain and enhance your **property/properties** so that they better support the delivery of your mission and vision.

Response:

We have been regularly discussing in Session the best use of our buildings to support our mission. Monies have already been spent on upgrading our sound system and installing a digital projector and screen in both church and hall. We will keep the question of how best to develop our buildings in the front of our minds as our ministry and mission plans develop.

1.9 Tell us what plans you have to promote **stewardship**.

Response:

We are currently planning for our first Stewardship Season (theme: time) which will take place in March 2015. We aim to make this an annual feature of our church life, with a different focus each year.

1.10 Any other **actions/goals/aims** you would like to share?

Response:

Financial management has been improved with the forming of a finance committee, which meets regularly to review income and expenditure and discuss spending plans. We aim to move towards a balanced budget within the next 5 years. We will do this by regularly updating the congregation on our financial situation and needs; by a stewardship season in 2017 with a focus on 'money'. Evidence of success will include a careful use of our resources with savings in expenditure as these are possible and the improvement in our income stream from givings. Actioned by Finance Committee, Stewardship Group & Board.

Move to unitary constitution by end of 2016. The efficiency and flexibility of the unitary constitution will be helpful to the administration of the congregation. Dec 2016; Kirk Session