



*I planted the seed, Apollos watered it,
but God has been making it grow. So
neither the one who plants nor the one
who waters is anything, but only God,
who makes things grow. We are
co-workers in God's service.*

1 Cor 3, 6-9

GROWTH STRATEGY ACTION PLAN

NORTH AYRSHIRE TEAM



What will the GROWTH STRATEGY involve?

In June there will be a series of Launch services across the Diocese led by the Bishop. Your Regional Representative has been working with others from the charges in your Region to plan these celebrations, and will be communicating the date and venue of these events in the next few weeks. We seek as many people as possible to share in our prayer and hope for the future of our Diocese.

Then the work begins! MAP Facilitators will begin working with charges in the autumn. Diocesan committees and Action Groups will begin aligning themselves to the six fruits. A Regional Growth Fund will support each part of the Diocese, as the ideas for growth shape the task ahead.

The Growth Strategy is not a programme, a fad or an optional exercise. It is 'who we will be' as the Diocese of Glasgow and Galloway grows with God's grace. A Eucharistic people engaged in a wonderful exchange. Growing. Grateful.



Why are we going for **GROWTH**?

After consulting with every charge and Region, we have discovered that ours is an organic faith. We who know ourselves to be loved and accepted by God are caught up in a cycle of grace. We desire to share the fullness of life with others who as yet do not know that love. Our congregations are already trying to do this, but often they struggle, because they go it alone, or lack the resources, or don't know where to turn for help. Or try to do too much. This Growth Strategy describes the 6 ways in which the Diocese will direct its energies to support congregations in their desire to reach out to others. It is a framework, a coherent set of pathways, guiding our corporate life over the next five years. With God's grace, growth will develop in the Diocese of Glasgow and Galloway.



How will we encourage further GROWTH?

Congregations will not be expected to address these themes alone. They will be supported by specially trained Facilitators who will accompany them as they seek to discern which of the six fruits they are being called to develop in the year ahead.

Together with this support, congregations will work through a process called Mission Action Planning. They will work out what new ideas need to be planted, what existing practices should be watered and what old ones can be pruned.

The stories of these developments in mission will be harvested annually at a meeting attended by the Bishop or the Dean; shared by means of an interactive Growth web site; celebrated at synods and Regional gatherings; given thanks for in prayer and at every Eucharist.

WHERE WILL GROWTH BE FOUND.....?

Prayer & Spirituality

Learning &
Discipleship

Numerical Growth
Welcome & Integration

Missional Leadership

Imaginative Outreach
Into Local Communities

Children & Young
People

Prayer & Spirituality

Prayer Ministry Groups
Names in Magazine
MU Prayer Group
Fellowship of Meditation

What We Want To Do

Make Prayer & Spirituality more accessible

Learn new Hymns and Chants

Encourage & Inspire regulars

Use Prayer Request Book more

Cleric led meditation & Prayer

Join in fellowship with other
Christian Groups

How To Achieve Goal

Lent & Advent Courses. More Taize Services. Celebrate special Seasons & Saints. Extend e-mail prayer list

Prayer & Praise or Singing Group

Use of Images, Colour, drama

Ask Intercessors to use each week

Ask the NSM's to lead

Select from the opportunities
Offered... Eg Churches Together

Prayer & Spirituality.....Contd

What We Want To Do

Learn how to write Intercessions

Reintroduce naming those we are to pray for on the notice sheet

How To Achieve Goal

Clergy guidance & Encouragement

...Logistics of keeping a database for this is too much and indeed can cause more harm than good where people's names are printed under the wrong circumstances...

Better to expand the existing e-mail Prayers and naming in the Intercessions each week but only if asked before the Sunday to do so.....

Learning & Discipleship

Bible Explorers
Study Groups
Worship Leader Training
Vocational History
Annual Training Workshop

What We Want To Do

Help each other along our Spiritual Path

Clergy led Bible Study or
“Bible in a Year”

Lay led house groups for study and mutual support

How To Achieve Goal

Lent & Advent Courses.
Discussions.

Sermons relevant to daily life
Connecting worship with daily life

Ask the NSM`s to lead or at least
devise a course to be delivered by
Others

Encourage those people with the
necessary gifts to take part

Learning & Discipleship.....Contd

What We Want To Do

Encourage people to use their gifts

Encourage more people to take part in study groups

Weekends away for church people

How To Achieve Goal

Identify the gifts of people within our congregations..... More Training for Worship Leaders and Eucharistic Assistants

(See also under Missional Leadership)

Look at more suitable times and locations

Look at possible locations for fellowship weekends or quiet weekends similar to retreats....

Missional Leadership

What We Want To Do

More Worship Leaders and
Eucharistic Assistants
(*Learning & Discipleship*)....?

Awareness of overseas mission

Quiz Nights to support
Christian Aid

Active Pastoral Care Team

Supporting Christian Aid
Harvest Appeals
Overseas Appeals
Pastoral Care Team
Worship Leader Training
Vocational History

How To Achieve Goal

Identify gifts of people within our
Congregations Training for
Eucharistic Assistants & Worship
Leaders.... and Annual get together...
Service of the Word – Will we ever use
if Eucharist each week...?

Build Africa or Farm Africa Projects
Water Aid – Seeds of Hope

Set date and Advertise

More “Trained” Volunteers to help
with visiting people....
Publicise group with Contact Cards

Missional Leadership.....Contd

What We Want To Do

How To Achieve Goal

Numerical Growth Welcome & Integration

Church Welcome Teams
Open Church Annual Quiet Day

What We Want To Do

Increase and hold onto
Congregation

Draw in “occasional” attenders
Connect with Searchers & Enquirers

Update our leaflet and expand
Open Days

Garden Party, Christingle Service

How To Achieve Goal

Back to Church Sunday
“Welcome” Handbook with history
and information about North
Ayrshire Team.... Area distribution of
Church Christmas card advertising
Services (*in hand with C of S Irvine*)

Warm welcome. Simplify music and
Liturgy. Fewer books and papers.
Clean Toilets, access for the disabled

Set a date and Advertise Open Day

More joint Services in all 3 Towns

Numerical Growth Welcome & Integration.....Contd

What We Want To Do

Events to encourage visitors to the Church

Promote our presence through the medium of the Web

Expand Welcome Teams

How To Achieve Goal

Flower Festival – perhaps at each location in turn but all providing The necessary help

Invite Hall users to do something in Church with us (*Ardrossan*)

Ensure Website is appealing, easy to understand, and is updated regularly..... If you run a group then make sure you submit the information for the Web site

Encourage people to take part and Involve children more
(Perhaps a Family as a Team)

Imaginative Outreach Into Local Communities

Beith Ladies Group
Book Club
Ecumenical Events
Volunteer at Ayrshire Hospice

What We Want To Do

Make people aware of our presence

- ▣ *More practical help at Schools*
- ▣ *More practical help at Hospices*
- ▣ *Visiting people in Care Homes*
- ▣ *Open Garden Party*
- ▣ *More links with Women`s Refuge*
- ▣ *Social Evenings*
- ▣ *Magazine Deliveries*

(More relevant to “How to achieve goal”)

How To Achieve Goal

Display Posters about events
wherever possible... Advertise

Annual blessing of animals
St Francis 4th October.

Songs of Praise type Service. Craft
Services or dancers or musicians.

Flower Festival. Car boot sale.
Open Church & Coffee Mornings

Support Other Churches in Area
By attending their events as well

Imaginative Outreach Into Local Communities.....Contd

What We Want To Do

Develop Beith Ladies Group

More effective Community use of
our church buildings

Build and develop our relationship
with Church of Scotland in Irvine

How To Achieve Goal

Provide information about the
Group on the Church Website

Provide more publicity
ecumenically through local
Churches

Host small Concerts etc.... Arrange
visit by well known footballer to bring
in the young people....

Discussion together.....
(*Already arranged to have joint
services quarterly.... Details of a joint
Forum for discussion to follow shortly*)

Children & Young People

Junior Church at Ardrossan
Chaplaincy to Schools

What We Want To Do

Encourage Spirituality

Increase children`s enthusiasm

Expand on Christmas Fun Day
and Party

How To Achieve Goal

Animal Service... Christingle.. with
Posters to schools, nursery, and
uniformed groups.... Youth Group

Junior Church visits to Ayr Farm or
Museum or Cathedral.. Youth Group
Bring friends along too...!

Involve children in Services

Children help with Welcome Teams

Use Drama and Music making

Get more Parents involved. Have
more games e.g. Easter Egg hunt

Children & Young People.....Contd

What We Want To Do

Something more specifically for children at Dalry

Encourage Families

School Chaplaincy.....?

How To Achieve Goal

Perhaps children`s short story connected with Gospel message before Sermon

Make children welcome

Let children be more involved

Advertise Services in Schools...?

(Legal problems with advertising)

(Not possible to impose ourselves on anyone - Chaplaincy can only happen where the School has invited the Church to take part)

Further Ideas

Look at what other Churches in the Region have with a view to helping each other with ideas

Family Services..... Is the Church "Family Friendly".....?

People need to feel transformed by worship..... On leaving do they feel different from when they arrived...?

Music Group to provide live music for some Services (See how Evangelical Churches grow with live modern music)

Look at how we use the liturgy..... is it repetitious.... is it simple enough..... can we vary anything..?

Look at music in use..... do people know the Hymns.....?

Back to Church Sunday.... September 25th 2011.....!

Further Ideas

Church Bar-B-Q in Summer..... perhaps open to others besides church members

Raffles etc to raise money for events or other needs or Sponsorship (Perhaps buying Hymn Books in memory of loved one)

Baptism follow up..... keep in touch with any families who request Baptism

Bereavement Support Group..... keep in touch after a bereavement..... show churches concern.... Memorial Service once per year

Hold a Victorian Music Hall event..... sing old songs and dress accordingly.... pay for programs to raise money

Flower festival..... get people involved in creating displays....or sponsor a display..... Local companies to sponsor display....Invite people from community. Admission charge..?

Further Ideas

Host a Band concert in the Church

Songs of Praise evening inviting anyone from the community

Service of Healing and Wholeness..... yearly ? Quarterly ?
Occasionally ?

Build Africa and Farm Africa – projects to raise money to help
people in Africa set up Farms or Schools etc

Support for Refugees / Racial Justice Support

Open a Cafe in the Church to promote contact with the community

Web site.... Do you have one.....? Is it easy to navigate...?

Create links with other faith groups

There will be further meetings for us to:

Discern which of the Six Fruits we are being called to develop this year

Discover who will be involved and who will Lead us in the development

Decide what Time Frame we need to place on each development

Ayrshire Regional Launch Service
Tuesday 21st June at St Ninian`s Troon
at 7.30pm

Growth Strategy Action Plan

North Ayrshire Team

Any Comments or Questions.....?

Let us Pray.....

*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