



Local Church Review

Planning for the future

This section aims to help you to take what you have already written and use your reflections to plan for the future. Your planning should realistically take into account where you are just now, the resources available to you and your local context.

If your church already has an action or mission plan, please speak to your LCR Team Leader about how to incorporate this into the LCR action plan, rather than creating a new plan.

Planning



Planning

Looking ahead can be a daunting task but good planning can be broken down into manageable sections:

1. Reflect - This is what you have covered in parts 1,2 and 3 – thinking about where you are now. Where is all your energy being spent? Is that the right place?
2. Pray –Think about the four areas you’ve looked at in parts 1, 2 and 3 – Worship, Community, Belonging and Mission and take time to pray through where you believe God is directing you in these.
3. Plan –
 - a. start to shape the general direction in which you believe God is leading you and break this down into achievable steps. The table on the next page gives some help in this.
 - b. It’s helpful to keep going back to why you are going to do something – what is the need, who will benefit and how will they benefit.
 - c. Don’t forget what you are already doing! Does any of that need to change or even stop?
 - d. Is there an order in which different activities need to happen or do you simply want to pace yourselves?
 - e. Plans can change. Once you get started you may find that you start to take another path than you originally thought. Provided you are still true to your values, this should not be a problem and your Local Church Review team will be happy to help you to adjust your plan.
 - f. The Presbytery Office and Committees are there to help and can support you in finding out ways to approach something or to get funding. If you are unsure who in Presbytery can help, your Local Church Review team can provide suggestions.

The following table gives some help on how to break a project down into smaller steps.

| | Explanation | Examples |
|---|--|--|
| Outcomes: What difference are you trying to make? | Your project is more likely to be successful if you stay focussed on the difference you want to make. "Go for It" suggest focussing on 3-4 outcomes at most for your project. | We want <ul style="list-style-type: none"> ✓ people to feel more relaxed when they come into our church ✓ visitors to really feel welcome ✓ more visitors to come back |
| Inputs: What do you need to do this? | These are the things you need to get in place before you start; <ul style="list-style-type: none"> - the resources, including people, you need - knowing the need the project meets | <ul style="list-style-type: none"> ✓ People, ✓ money, ✓ materials, ✓ a need |
| Outputs: What have you delivered? | These are the actual activities or actions you undertake in the project. | <ul style="list-style-type: none"> ✓ Set up welcome teams ✓ Training for 12 people ✓ The rotas are organised to ensure those on the welcome team have not other rota duties that week ✓ 2 team members welcome at the door ✓ 1 team member chats to people in the sanctuary before the service starts ✓ The team chat to people who are on their own at tea & coffee |
| Evaluation: Have you made the difference you hoped? | Knowing whether and by how much your project made a difference helps you to reflect on whether to keep going, adapt or stop. Evaluation involves looking at your anticipated outcomes and reflecting on the extent to which these have been realised. | We want <ul style="list-style-type: none"> ✓ people to feel more relaxed when they come into our church ✓ visitors to really feel welcome ✓ more visitors to come back |

Other things to think about are:

- Who will get the project started?
- Who will run it once it is started?
- Are you running it for a trial period?
- How are you going to know it's doing what you wanted to achieve?

In addition to the LCR team's support, the Church of Scotland's "Go for it" Fund has excellent training and resources online and also deliver training, some of which is open to anyone and not just those in receipt of a "Go for It" grant. For more information, follow the link below:

http://www.churchofscotland.org.uk/serve/go_for_it/go_for_it_learning_and_resources

Getting started

The next page is your action plan, which will appear in the final report to Presbytery. The template is designed to help you

- Link your actions to your key priorities
- Record the specific tasks you are going to develop
- Record what difference you hope to make or benefits you hope to see from investing time and resources into that area
- Set anticipated start and end (or review) dates
- Allocate owners who will take responsibility to ensure the action moves forward
- Record whether you would like some help from Presbytery or from other agencies

Action Plan

What key area(s) do you wish to move forward with in the next 5 years?

- 1) Engagement with the Community
- 2) Work with young people and families
- 3) Restructuring of the organisation of congregational life to ensure that it is fit for purpose.
- 4) Enabling greater use of the gifts of the people of the congregation
- 5) Renewal of worship to ensure that it continues to meet the needs of the congregation as well as newcomers.

How do you look to achieve this?

| To what key area does this action relate? | What difference (outcome) do you expect to see? | What actions will you take to move forward in this area? | Aim to start by | Aim to complete by | Who will take this forward? | What support might you need? |
|--|---|--|-----------------|---------------------------------------|---|--|
| Engagement with the Community, in particular becoming established as a Dementia Friendly Church | Greater involvement with vulnerable people in the community and their carers. Higher profile for the congregation in the village. | We will start a Dementia Friendly group | March 2020 | Once established this will be ongoing | A team of volunteers who have already been identified | support from Alzheimer Scotland. |
| Work with young people and families | Great engagement with families and young people | Establishing Messy Church and/or other opportunities for family friendly worship | Summer 2020 | Once established this will be ongoing | A team of volunteers | |
| Restructuring of the organisation of congregational life to ensure that it is fit for purpose | A leaner, fitter organisation with fewer demands on people's time and energy in order to release energy for other things | Beginning with the Kirk Session and the re-structuring of the ways we do pastoral care. | Summer 2020 | Summer 2021 | The Kirk Session | |
| Enabling greater use of the gifts of the people of the congregation | Release of energy and growth of faith | Greater involvement of individuals in leading worship. More opportunities for prayer and Bible Study | Lent 2020 | Once established this will be ongoing | The minister | |
| All of the above as well as committed and strategic reflection on the future direction of the congregation | Renewed energy, vision and commitment in the minister, elders, and congregation | Engage with the Path of Renewal process | This has begun | Dec 2022 | The minister, Kirk Session, members of the congregation | Support from the Path of Renewal (Central Offices) |

| | | | | | | |
|---|--|---|------------------|---------------------------------------|---------------------------------|--------------------------------------|
| Renewal of worship in the congregation | More and more varied opportunities for worship, and greater involvement of the congregation in worship | Establish a mid-week service. Include more people in delivering worship on Sunday mornings (prayers of intercession, all-age talk). Experiment further with other forms of worship such as Caffe Church | Spring 2020 | Once established this will be ongoing | The minister and volunteers | |
| Engagement with the community through a Parish Grouping | Renewed energy, vision and commitment in the minister, elders, and congregation. Greater capacity to engage with the community | Explore the possibility of a Parish Grouping with Milton of Campsie and possibly Torrance Parish Churches | As yet undefined | As yet undefined | The ministers and Kirk Sessions | Presbytery support and encouragement |

As mentioned elsewhere, we have been accepted onto the Path of Renewal. We anticipate that this process will support us in our aim to develop our congregation in its life, work, and witness.

One of the roles of Presbytery is to support congregations. What kind of resources and training would assist your congregation in moving forward?

How do these action points relate to the Presbytery Plan for your congregation?

They are consistent with the plan.