

Presbytery of Annandale and Eskdale

At Gretna and within St. Andrew's Parish Church, Tuesday, 18th October 2011.

Inter alia:

5. Report on Presbytery Strategy SMART Goals

Further to item 7] of Minute of Meeting of 6/9/11 the Rev. Jack M. Brown, Convener of the Parish Reappraisal Committee, introduced draft 4 of the Presbytery Plan SMART Goals tabulation which had been circulated along with the report and the billet of business.

Mr. Brown reported that the Parish Reappraisal Committee and the Further Ministries Strategy Group had met on 12th October to review the Draft Presbytery Strategy SMART Goals in the light of comments made at the last Presbytery meeting.

The number of goals has been reduced and the time frame increased in order to make these goals more achievable. A further column has also been added to make it clear who is expected to take action to achieve these goals.

It was hoped that all Kirk Sessions and all committees, groups and members of Presbytery will embrace these goals and work together to achieve them.

All involved are instructed to study these goals, to take appropriate action, and to report to Presbytery as outlined below on the action they take.

The Moderator invited questions and comments.

There was one comment but no questions.

Presbytery agreed the Deliverances as had been printed on the circulated report.

Deliverances

1. Presbytery agrees the Presbytery Strategy SMART Goals as listed.
2. Presbytery instructs all Kirk Sessions and all Presbytery committees, groups and members to study this document, and take appropriate action.
3. Presbytery instructs its Superintendence Committee, on Local Church Review visits beginning in 2012, to discuss with Kirk Sessions the action they have taken and plan to take in pursuit of the Presbytery Strategy SMART Goals.
4. Presbytery instructs all committees, groups and members of Presbytery who are required to take specific action to further the Presbytery Strategy SMART Goals to report annually to Presbytery on the action they have taken.

Extract from the records of the Presbytery of Annandale and Eskdale by
Rev. C. Bryan Haston, Presbytery Clerk.

**Annandale and Eskdale Presbytery
Presbytery Strategy SMART Goals
Draft 4 - 14/10/11**

Strategic Thrusts	Specific Steps	SMART Goals	FOR ACTION BY:
<p>Develop Community Involvement</p>	<p>1. Identify the needs in the community</p> <p>2. Establish links with community groups and organisations</p> <p>3. Establish the gifts of the volunteer pool</p> <p>4. Match our buildings to the needs of the community</p> <p>5. Open our doors to the community</p>	<p>1. Encourage all congregations to undertake a Community Survey by Dec 2012.</p> <p>2. Building on the results of the Community Surveys, encourage and support congregations to establish/strengthen links with community groups and organisations by the end of 2013.</p> <p>3. Conduct an audit of each congregation to establish the skills and gifts present in the staff and volunteers within the congregation by the end of 2013</p> <p>4. Encourage congregations to consider conducting an audit of church/church-related buildings, and how they can be best matched to community needs, by the end of 2013.</p> <p>5. Request informal input to Kirk Sessions from outwith each church community re developing openness to the wider community and implement any changes applicable by June 2014.</p>	<p>Congregational Facilitator/Kirk Sessions</p> <p>Mission & Discipleship Committee/Congregational Facilitator/Kirk Sessions</p> <p>Congregational Facilitator/Kirk Sessions</p> <p>Presbytery Property Committee/Kirk Sessions/Congregational Boards</p> <p>Kirk Sessions</p>

	<p>3. To continue reforming Sunday worship (e.g. testimonies, Biblical preaching and participation)</p> <p>4. Offer spiritual companionship, retreats and “indulgent spirituality”</p> <p>5. Offer mediation courses as a tool for growth</p>	<p>6. Facilitate a training event by Dec 2012 to help those who lead worship to evaluate and develop their current practice.</p> <p>7. Facilitate a Presbytery Retreat weekend in late Autumn 2012 and to provide information at the event relating to Spiritual Direction and Spiritual Companionship.</p> <p>8. Compile a list of spiritual companions/retreat centres in geographical reach of the Presbytery area, with Martin and Mary Brown, and produce a Rough Guide to Retreats in and around Annandale and Eskdale by Dec 2012.</p> <p>9. Form a Presbytery Labyrinth Group by June 2013 to facilitate and train churches to host labyrinth events in 2013 and beyond with a particular emphasis on Christian festivals including Easter and Christmas.</p> <p>10. Investigate different expressions of Christian spirituality through dance, art and music (e.g. The Art & Spirituality Network) and to plan a programme of local training events within five years.</p> <p>11. Link in with the Church of Scotland ‘A Place for Hope’ initiative.</p>	<p>Mission & Discipleship Committee</p> <p>Spiritual Formation Steering Group</p> <p>Spiritual Formation Steering Group</p> <p>Spiritual Formation Steering Group</p> <p>Spiritual Formation Steering Group</p> <p>Congregational Facilitator</p>
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<p>Respond to changing demographics (e.g. increase in proportion of older people)</p>	<ol style="list-style-type: none"> 1. Target those who are about to retire or newly retired as well as new residents 2. Establish personal contact 3. Encourage all age involvement e.g. café church, shared hobbies, exchange of skills 	<ol style="list-style-type: none"> 1. Identify, by the end of 2013, retired people and those about to retire in each congregation who could be potential members of the pastoral care, worship or mission teams. (See also Pg1 Point 3) 2. Make available 'Back to Church Sunday' resources to all congregations, with follow-up resources identified by the end of 2013. 3. Make Andy Morton's 'Welcoming Churches' resources available for each church and to encourage its application by the end of 2012. 4. Encourage each charge to produce a welcome leaflet by Sept 2013 for use when calling on new residents. 5. Hold a Presbytery-wide event in Autumn 2013 to encourage ministers and Kirk Sessions to explore and experience new types of all age worship. 6. Recruit a team from within the Presbytery to offer to visit all Kirk Sessions by June 2013 to discuss approaches to all age worship. 	<p>Congregational Facilitator/Pastoral Assistant/Kirk Sessions</p> <p>Mission & Discipleship Committee/FMT Leader/Kirk Sessions</p> <p>Mission & Discipleship Committee</p> <p>Kirk Sessions</p> <p>FMT</p> <p>Youth Worker (Children & Families Facilitator)/ Congregational Facilitator</p>
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<p>Respond to the opportunity of schools being welcoming</p>	<ol style="list-style-type: none"> 1. Undertake a schools survey 2. Establish a team of volunteer schools' workers and build relationships through clubs and involvement in school life 3. Offer Christian Focus Weeks and Prayer Spaces 4. Engage a second Youth Worker 	<ol style="list-style-type: none"> 1. Undertake a consultation process with all school chaplains to ascertain current contact, etc. by Dec 2011. 2. Establish and train volunteer teams, where appropriate, for each school in the Presbytery to provide Playground Games, Cool Clubs, etc. and to begin outworking these goals in a phased programme from Jan 2012. 3. Plan and prepare to host the 24:7 Prayer Spaces in Schools event on Sat 29th October 2011 and to assist schools in setting these up thereafter where requested. 4. Identify and make available resources for schools to use for specific Christian festivals and, in conjunction with the Prayer Spaces, offer Christian Focus weeks in schools throughout the year from Sept 2012. 5. Identify the vision, direction and focus for Youth Work across the presbytery. 7. With the current moratorium on new PPW posts, identify funding opportunities for Gap Year workers on an on-going basis to provide support for children's, youth and school work, including fresh expressions of church by June 2012. 	<p>Youth Worker (Children & Families Facilitator)/Parish Ministers</p> <p>Youth Worker (Children & Families Facilitator)/Further Ministries Team Leader/Local schools/Parish Ministers</p> <p>FMT/24:7 Prayer Conference Co-ordinator</p> <p>Youth Worker (Children & Families Facilitator)/Spiritual Formation Steering Group</p> <p>FMSG</p> <p>FMSG</p>
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<p>Build connections with the community</p>	<p>1. Support Street Pastors in Annan</p> <p>2. Gain greater visibility in the community</p>	<p>1. Invite representatives of the churches in Annandale & Eskdale, alongside any others from the surrounding communities, who may be interested in the possibility of embarking on this area of mission, to attend a meeting.</p> <p>2. Encourage and train all congregations how to best publicise good news stories in the local press by the end of 2012.</p> <p>3. Appoint one member from each Kirk Session by June 2012 as the point of contact for the press to raise the church profile within the community.</p> <p>4. Encourage each congregation to review its pattern of communication with the people of the surrounding area, reflecting on such things as the quality and efficiency of the Church noticeboard, the distribution of Church magazines and the use of the internet and local & social media.</p> <p>5. Encourage each congregation to send regular invitations to every household in their area to share the celebrations of Christmas and Easter on an on-going basis.</p>	<p>Mission & Discipleship Committee</p> <p>FMT/Clerk's Office/Kirk Sessions</p> <p>Kirk Sessions</p> <p>Kirk Sessions</p> <p>Kirk Sessions</p>
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<p>Build and Train Teams for a Range of Ministries</p>	<p>1. Train people in personal evangelism (NB: We recognised that this is already underway through the FMT and heard an encouraging survey of existing teams across the Presbytery.)</p>	<p>1. Offer help to Kirk Sessions and congregations to equip members to share their faith with others in their daily lives.</p> <p>2. Promote exploring Christianity courses throughout the Presbytery.</p> <p>3. Facilitate three Pastoral Care Resourcing Network events in 2012 (eg. Annan, Lockerbie and Canonbie) to support existing Pastoral Care teams.</p>	<p>FMT</p> <p>FMT</p> <p>Mission & Discipleship Committee/FMT</p>
<p>Trust the Spirit</p>	<p>1. Sow the seeds and trust God 2. Allow to fail as well as succeed 3. Be Christ-like!</p>		