

Report on the facilitation with Wallneuk North Church, Paisley
On Saturday 16 January 2010

Session 1 - So where have we got to?

There were five groups in this session, each beginning with a different Vision to Action topic from the end of the last conference.

Worship - use of visual aids

This group felt that some progress had indeed been made. They had agreement from the Kirk Session and had had a visit from someone from '121'. They had visited other churches, informed the congregation, and were now about to rent in order to do a feasibility study on the actual placing of projector(s), screen(s) etc.

- *Other topics addressed had been looking at the amplification system, especially for the singing group*
- *The organist situation is almost resolved*
- *Projection of materials question is addressed in the main topic*

Mission - Identify needs of community

This group felt the topic had not been addressed, but that some of the other topics had.

- *The bonds with STAR project had been strengthened*
- *The internal publicity had been improved, the external not yet*
- *The website had been improved as a way of having the church available 24/7 although the actual doors were not open*
- *Chaplaincy with college and industry*

Discipleship - Bible Study

This project had already begun, though with a small number of participants, and a Lent study was already planned. No name yet agreed, but that was not felt too important at this stage. They felt the whole attitude of the congregation is becoming more aware of Bible study and prayer. Three very good and experienced leaders have been identified and they are hopeful of developing house groups.

Fellowship - Ask different people to get involved

This group felt the time target they had set had perhaps been unrealistic, as they felt they had not succeeded in getting very many new people involved in the work. However, they felt there are more people attending services now, some new members have joined, they have held a couple of very successful social events and the youth group is doing well.

Shared Ministry - Change format of Kirk Session

This group felt that the meetings are already less formal and although 3 particular proposals have not been put forward as yet, topics have been discussed and the whole Kirk Session feeling has improved.

- *Other topics discussed - Cosy Café had been tried, not very successful, but they want to have another go at it*
- *New leaflets have been produced for new members / baptism*
- *Team format has changed within the Kirk Session*
- *New elders have been approached*
- *Pastoral care team issue has not yet been addressed but still one of the priorities*

Facilitator's Comment

You have achieved a great deal already in 8 months. You were in a vacancy position for quite a long time, so settling in with a new minister takes time - but he and you together have a heart to move Wallneuk North forward. Don't be despondent at all in what has not been addressed - some things have to happen first, before other things can be achieved. The Vision into Action agenda that you set for yourselves 8 months ago was actually for 3 years remember! So you are well on the way to achieving some of your goals.

Session 2 - Managing Change and Transition

This session was less participative, more information given with handouts of all data. The facilitator was wrong not to allow more discussion time, even in buzz groups, and apologises for that. Hopefully the lesson will be learned, however, that no transition can be effected without the Change Curve being managed carefully with everybody involved. Remember the leadership styles of Collaboration and Consultation are the most helpful for changing things!

Session 3 - What needs to happen next?

We began with a chance for each person to explore their own gifting, with affirmation being given by 2 colleagues. The aim was for everyone to be sure that they are using their gifts in the correct area of work for the church.

Task groups then identified themselves and set out to discuss actually taking the plans forward for the next year. Six groups were at work and these are the points from the flipchart sheets.

Worship

AV in Church

Working group to reconvene, plan the system, do a pilot scheme and give costs to the Board to consider.

Change in time of worship

Minister and Kirk Session to have this discussion - *Facilitator's comment - Consider reasons why? And also who will be affected by the change? Remember the Change Curve ...*

More joint working with other churches

Minister and Kirk Session to have this discussion - *Facilitator's comment - Please don't leave this to the clergy. If the leadership group feels strongly about this, meet with some people from the other churches and bring actual proposals to the Minister and Kirk Session.*

Fabric Working - DIY

Priority

More efficient use of the church buildings - will lead to better use of the heating
Improvements needed to increase hall letting (gents toilets)

Later

Car park area - July 2010

Sound system in church - Q4 2010 - *refer to group report above*

Development of church grounds - 2012

Disabled access - 2012 - *perhaps should be addresses sooner?*

Possible development of church worship area

Shared Ministry

Pastoral Care

Needs to be all inclusive - any age, any time

Aim to have a leader and a team in place for June 2010

Minister to Over 80s, Sick, Bereaved, who else?

Priorities to be established by September 2010

Mission

Priority to set up a Focus Group by March 2010

Set a remit leading to an action plan - input could include results of Network Paisley Development Group's questionnaire

Need to identify at least one other group member, apart from Anne Gillies

Timescale for implementing action plan is September 2010

Discipleship

Bible Study & Prayer

Put out a questionnaire about these topics - what? when - as in time of day/week? How - as in house groups / church fellowship?

Continue current arrangement while research takes place, especially Lent course coming up soon

Target time for progress is 2010

Facilitator's comment - not everyone feels they can "study" - recommend 'Threads' course of 8 episodes which is not a study but means having conversations with each other in small groups following the stimulus given in the DVD. Main talking point is always what it means to be a Christian in Scotland today.

Fellowship

Keep asking people to get involved - everyone could ask at least one person

Idea - a day in the life of Wallneuk North - taking photographs in a 24 hr period

Just a Minute/ Service Sheet/ News Update - a plea for other people to get involved - *Facilitator's comment - in my experience, new people will be brought in by those already in, not by adverts or pleas. Personal invitation is best!*

Look at the church roll to identify potential assistance

New people into church - asking people to events

Organise events using outside groups - publicise OUR church

Lunch Club - maybe once a month - *who will do the work? Who will come? How will it be funded?*

Cosy Café - investigate possibilities - maybe an adult version?

Facilitator's comment - building fellowship and a feeling that somebody cares is crucial to congregational growth - remember your Healthy Church questions? Look back at what you said in May.

Facilitator's comment

A lot of work was done and ideas generated at the original conference. After 8 months, the leadership group has restructured itself and, to a certain extent, restructured its targets and tightened up its priorities. Hopefully keeping in mind the thoughts behind Managing Change and Transition, the leadership group will take forward a considerable proportion of the congregation, and the new ideas will be effectively in place by the end of 2010. May God bless your work in His name.

*Beryl Luke – Adult Trainer Kirkcaldy Presbytery
24.01.2010*