



The Church of Scotland
Presbytery of Edinburgh

LOCAL CHURCH REVIEW



ACTION PLAN

Currie Parish Church

1. Congregational Action Plan

When responding it would be helpful to have in mind the acronym **SMART** often used when goal setting. 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 and steps taken to manage progress and communicate and celebrate success.

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. Do not feel that you must offer a Goal in every section.

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

-
- 1.1** Tell us how you plan to explore and develop (in SMART goal format) new **Worship** initiatives.

Response: Worship is the beating heart of our congregational life, the core activity, providing the motivating energy that propels us to engage in discipleship, mission, service and the living out of the Kingdom of God in our daily lives.

Our overriding objective is to provide quality worship through relevant preaching, warmth of welcome, friendliness of the worshipping community and the presence of people of all ages. In support of this we will:

- **Continue the existing service format for the main diet of worship which encourages lay involvement and participation of all ages in the worship life of our congregation;**
- **Continue to build on the variety of worship offered through formal and informal communions, prayer tree services and the range of special services outlined in the document "Your Church Today" Section 2.1; and**
- **Maximise upon the opportunity audio visual equipment will provide when installed in late 2014/early 2015 to contribute, support and add to the variety of our worship.**

All of the above falls within the on-going category of objectives.

- 1.2** Tell us how you plan to explore and develop (in SMART goal format) new **Evangelism** initiatives.
-

Response: Every member of Currie Kirk is responsible for his/her own method of communicating the Word of God, whether that is vocally in preaching the word or undertaking deeds in helping others.

While continuing with our activities as outlined in the document "*Your Church Today*" Section 2.2, the on-going programme for the upgrading and redecoration of the Gibson Craig Halls will enable us to maximise the evangelism potential of the building, it being regarded as a focal point for the community. The range of users, whether they be Church or Community Groups, span the entire age spectrum and provide the ideal opportunity for building relationships between church and community. However, there is a tension between keeping in balance the financial stream from community rentals and space for church mission purposes and therefore we plan to review usage of the Halls to determine whether or not greater emphasis can be placed on evangelism.

S - Review our current letting policy for the Gibson Craig Halls in terms of its effectiveness as an evangelism tool.

M - A shifting of emphasis from income to evangelism.

A - 70% of our regular lets comprise community groups and the question is: "are we driven by the financial stream this provides to the detriment of using the space for missional purposes?"

R - Cross Committee sub-group drawn from the Asset Management and Mission and Outreach Committees.

T - By 30th June 2015.

1.3 Tell us how you plan to explore and develop (in SMART goal format) new **Service** initiatives.

Response: While continuing with our activities as outlined in the document "*Your Church Today*" Section 2.3, we will also undertake the following:

PASTORAL CARE

Having established a new pattern of pastoral care as from the beginning of January 2013, we are committed to carrying out a review of the effectiveness of these arrangements.

S - Review our current system of providing pastoral care; including whether or not within this there is a role for the eldership.

M - Collate statistical data/information from Pastoral Team in relation to number of initial/follow-up visits differentiating between hospital and home visits.

Survey members regarding their expectations in regard to pastoral care.

A – To assess the effectiveness of our pastoral care arrangements having removed this responsibility from the eldership and created a Pastoral team.

R – Kirk Session sub-group with external facilitator.

T – By 31st December 2014.

CAFÉ CHURCH

Having established in September 2013 this outreach activity for teenagers, we will be monitoring/reviewing its progress on a regular basis.

S – Review the Café Church project to determine whether its purpose of encouraging teenagers to be attached to the church, to talk and explore life issues has been achieved.

M – Feedback from participants, number retention.

A – In September 2011 following consideration of our "*Unless The Lord*" Report, Kirk Session carried out a review of its mission priorities. Outreach to teenagers was identified as a key priority and subsequent research carried out by the Mission and Outreach Committee confirmed this as an identified need within the community.

R – Mission and Outreach Committee will undertake reviews.

T – Initial review by July 2014 with a further review in June 2016.

1.4 Tell us how you plan to explore and develop (in SMART goal format) new **Discipleship** initiatives.

Response:

Our desire is to nurture the spiritual life of our members and leaders by encouraging them to avail themselves of the opportunities outlined in the document "*Your Church Today*" Section 2.4. Elders have a catalytic role in this, and at our August 2013 Kirk Session meeting they agreed unanimously, for example, to commit their participation to the **trypraying** initiative during Lent 2014 as a sign of the importance they place on the growth of one's faith.

This work is on-going and will be kept under review by Kirk Session.

1.5 Tell us how you plan to explore and develop (in SMART goal format) new **Fellowship** initiatives.

Response: In a shifting culture in which the ability to get alongside people is of primary importance, the development of the social life of our congregation is pivotal in the building of relationships both within the church and in reaching out, through a varied programme of events,

to those in the community who would not normally attend a worship service but are comfortable in participating in our social activities. Our desire is to be seen by all as the community of the open door and the open table.

Consequently, we will continue with all our fellowship activities as outlined in the "Your Church Today" document Section 2.5. However, our Hospitality Committee plan to carry out a review of its social programme along with a focused effort to address its membership imbalance – female only.

S – The Hospitality Committee, together with all relevant Committees, will review existing fellowship opportunities and agree what new initiatives will be appropriate and how and when these should be offered. Information will be sought from a range of other Churches regarding their fellowship programmes and full use will be made of church websites to identify events that could be appropriate to the Currie Kirk situation.

M – Increased participation in fellowship events.

A – To build and deepen relationships within our membership, while at the same time raising the profile and influence of Currie Kirk within the community.

R – Kirk Session sub-group.

T – 31st December 2014.

1.6 Tell us how you plan to explore and develop (in SMART goal format) your **relationships with the wider church**.

Response: LOCAL CHURCHES

S – To continue to build upon and develop existing relationships with the Churches in the Valley of the Water of Leith.

M – Although on-going, success will be measured by whether or not we can take this beyond the current relationships which comprise annual pulpit exchange, shared Holy Week services and annual Joint Valley service.

A – Desire to explore further ways of working together and sharing resources, e.g. Cleaning staff, Office staff, Family Worker.

R – 2 members of Kirk Session appointed to an-inter church working group.

T – On-going, but progress report expected June 2014.

1.7 Tell us how you plan to explore and develop (in SMART goal format) new ways to equip your **ministry team** and encourage more people to take up

leadership roles.

Response:

We encourage our minister to make use of her time for training and development through participation in appropriate courses and utilisation of the Study Leave Scheme. From time to time she has a training and supervisory role in respect of candidates for ministry who are on attachment to Currie Kirk.

As to leadership, we encourage people to volunteer for roles which complement their skills and interests but recognise that for many there is a work/life balance to be struck which can impact upon the time they perceive they can devote to church life.

We continue to encourage people to be part of our "Welcome Ministry" (door duty teams) and, when our church building is redeveloped to include an expanded welcome area, the intention is that all "welcomers" will be invited to participate in the Presbytery's training seminar "Welcome Ministry" which we will hold in the church.

All of the above falls within the on-going category of objectives.

The issue of leadership referred to in paragraph 2 is of significant importance to the future well-being of our church. Not only is it difficult to identify and develop leaders, but succession planning becomes problematic. We feel that this pattern is one which is not uncommon in many of the churches in Edinburgh and suggest that Presbytery give thought as to how this issue may be addressed.

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

Response: Our objective is to make all our properties as attractive as possible so that people of all ages and opinions will consider that Currie Kirk and its environment is a good place to be. Specifically, we will address the following:

CURRIE KIRK

S – To redevelop the property by extending the Link Building and creating throughout a more open and user friendly environment with appropriate facilities for the disabled and the installation of audio visual technology.

M – On-going programme of work will result in a phased completion.

A – The Quinquennial Report of 2008 highlighted a number of issues which detracted from the sense of wellbeing in the Church buildings.

R – Kirk Session Project Team supported by a professional Architect.

Circa £100,000 set aside for a potential spend of £200,000, but a significant amount of VAT will be recoverable. Any shortfall will be

made good through a loan from the Central Fabric Fund.

T – By 31st December 2014

GIBSON CRAIG HALLS

S – Following the granting of our Public Entertainment Licence we wish to address certain health and safety issues external to the Halls but within the environs of the property.

M – Likely to be an on-going programme of work resulting in phased completion.

A – To address the following from a health and safety perspective:

- The creation of a new, gated pedestrian path at the extreme west (Balerno) end of the car park, linking up with the slabbed path along the west side of the hall (a right-of-way to the Guide Hall) and also the main hall entrance;
- The creation of a new, ramped emergency exit designed to serve both the main entrance and the front hall, with appropriate alterations to the steps;
- The widening of the vehicle access by the width of the pillars on either side of the opening, the pillars being reinstated in the new position;
- The repositioning, and the increasing, of car park spaces, two to the west and three to the east side of the vehicle entrance with designated space for disabled parking; and
- The provision of a cycle rack.

R – Kirk Session Project Team supported by a professional Architect.

Likely that the Budget of £15,000 will be exceeded and further funds will require to be justified in the next Budget round.

T – By 31st May 2015.

1.9 Tell us what plans you have (in SMART goal format) to promote **stewardship**.

Response: STEWARDSHIP SEASON PROGRAMME

S – Continue the Stewardship Season cycle with the focus in 2014 being on money.

M – Sustained increase in giving. Our financial strategy, which feeds into the Stewardship Programme for money, involves continuous monitoring of our income/expenditure projected over a 5 year period and through the use of a traffic light system potential critical cash flow issues are identifiable prior to their materialising.

A – To encourage members to review their givings in light of local church needs and the wider work of the Church.

R – The Stewardship Committee will take the Money Programme forward developing appropriate literature and ensuring wide publicity through intimations in our magazine and weekly Orders of Service along with personal letters to all members.

T – 30th September 2014 and on-going annually thereafter in terms of the other aspects of the Stewardship Season Programme, i.e. time and talents.

1.10 Tell us what plans you have (in SMART goal format) in support of the **Plan for Presbytery**.

Response:

Current activities such as Messy Church, Holiday Club, Café Church and our range of social activities focus on the missional challenges contained in the Presbytery Plan. All of this falls within the on-going category of objectives.

1.11 Tell us what plans you have (in SMART goal format) to sustain and improve how you **communicate**.

Response: Communication lies at the heart of the Christian faith. God reveals His saving purposes in Jesus Christ and his people are tasked with communicating those purposes – that is the Church’s mission. We regard effective communication as being vital to the vocation of being Christians and will continue to promote this philosophy within the life of Currie Kirk and encourage a positive interaction between that life and the wider community. Specifically we seek to improve through:

CLIPBOARD (MAGAZINE) REVIEW

S – To review the effectiveness of Clipboard as a communications tool and the frequency of its production.

M – Feedback from membership evaluated by the Clipboard editorial group and the Communications Committee.

A – A key element of our Communications Strategy is the effective use of Clipboard in keeping our membership apprised of the on-going life and work of the church locally, nationally and internationally. In June 2013 the Clipboard editorial group concluded that our magazine fell short on all three counts and has now put in place a strategy based on each edition of Clipboard carrying a specific committee focus.

R – Clipboard editorial group.

T – 30th September 2014

AUDIO VISUAL TECHNOLOGY

S – Install an audio visual system in the church.

M – Feedback from worshippers and monitoring by the Communications Committee to ensure maximisation in regard to the capability of the system.

A - Audio visual provides many additional dimensions to worship. The projection of Hymns/songs onto screens should enhance singing; intimations can be running as worshippers gather; prayers can be focused on particular events/situations; sermon points can be emphasised on the screens; downloads can be taken from the internet. All of this should contribute to and support variety in worship and, hopefully, make it more attractive to the 50% of the parish population in the young/mature adult workers category who appear to have little interest in organised religion.

R – Comes within the resource/finance dedicated to the Kirk Redevelopment Project.

In due course, having received appropriate system training from the Supplier, a team of 4 people will be required, on a rostered basis, to operate the facility.

T – By late 2014/early 2015.

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

Response:
No other goals identified.