

Cluster Mission Plan pro forma

Please fill out this Cluster Mission Plan pro forma and return to audrey@presbyteryofglasgow.org.uk by Thursday 30th June 2022.

By completing this Cluster Mission Plan pro forma you will be able to share your future mission planning with the congregations in your cluster and you are contributing to the final Presbytery Mission Plan which will be submitted to Presbytery for approval in September 2022 and then to Faith Nurture Forum and the General Trustees for final approval by December 2022. Every cluster in our Presbytery is required to complete a Cluster Mission Plan pro forma. Thank you for taking time to complete this document.

Five Marks of Mission

Outline the extent to which each of the congregations in your cluster is currently engaging with the 5 marks of mission.

Congregation	To proclaim the Good News of the Kingdom	To teach, baptise and nurture new believers	To respond to human need by loving service	To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation	To strive to safeguard the integrity of creation and sustain and renew the life of the earth:
Garthamlock & Craigend	<ul style="list-style-type: none"> • Intergenerational Sunday Services in person and livestreamed • Link with Peter and Heidi Gardner, visual artists 	<ul style="list-style-type: none"> • Seasonal Study Groups • Fortnightly Bible Study Group • Girls' Brigade • Open and inclusive baptism, 	<ul style="list-style-type: none"> • Supporting the groups which use our building: GA, Baby, Mother & Toddler, Adults with learning disabilities, 	<ul style="list-style-type: none"> • Hosting Glasgow University Activate Course • Representation on the Community Council 	<ul style="list-style-type: none"> • Community Garden involving 3 primary schools and a nursery school • Allotment Project

	<ul style="list-style-type: none"> • Hosts to a Brazilian Pentecostal congregation • Active membership of The Church Service Society and Societas Liturgica • Worship Team 	<p>marriage and funeral practice</p> <ul style="list-style-type: none"> • Intergenerational worship • Anticipated Emmaus Course 	<p>Greater Easterhouse Money Advice Project</p> <ul style="list-style-type: none"> • Pastoral Visiting Scheme in conjunction with St Dominic's RC Church • Ruchazie Pantry referral scheme and link with Springburn Food Hub and Family Action in Rogerfield and Easterhouse (FARE) • Link with the Xcel Youth Project in Dumfriesshire to provide outdoor activity holidays for poorer families • Investigating the possibility of a Community 	<ul style="list-style-type: none"> • Trustee on A Place for Change, a charity for ex-prisoners • Host for Family Sentence, a mutual support group for prisoners' families 	
--	---	---	---	---	--

			Café with Community Enterprise Scotland		
St. Andrews East	<p>Weekly worship with tea and fellowship after service.</p> <p>Special services throughout Holy Week including Easter Sunday Service in adjoining Alexandra Park at 9am and return to Church for tea and something to eat before normal service.</p> <p>Christmas Services.</p> <p>Conducting marriages, baptisms, and funerals.</p> <p>Welcoming visitors.</p> <p>Encouraging members to participate in services weekly and in church life.</p> <p>Very active Guild Group members of which come from five different churches.</p> <p>We also have a very strong Brownie Pack and District Girl Guide Company.</p>	<p>Weekly Sunday worship.</p> <p>Chaplaincy to Haghill Park Primary School and Parkhill School for young people with additional needs.</p> <p>Encourage visitors to come to midweek lunch club and display a welcoming banner outside letting the community know we are open.</p>	<p>Pastoral care by Elders and other members.</p> <p>Delivery of flowers to sick and bereaved.</p> <p>Support to local schools by assisting pupils who require help with reading on a one-to-one basis.</p> <p>We also support Croftcroign School, the pupils of which have severe mental and physical additional needs, by providing suitable gifts and monetary donations to be used throughout the year.</p> <p>Also supported by Church and Guild are Christian Aid and Lodging House Mission. Retiring offerings at Communion and Christmas are donated to The Lodging House as well as Harvest Gifts.</p>	<p>By Prayer, we seek peace and reconciliation in all conflicts locally and worldwide.</p> <p>Support for Food Poverty by supplying donations to local Food Bank. Items desperately required are on display in Church.</p> <p>Support through Guild Projects and special appeals</p> <p>Collection of used Postage Stamps for Foreign Mission.</p>	<p>We address environmental issues by following ECO rules and recycling as much as possible.</p> <p>We also encourage the use of Fairtrade products.</p> <p>Heating and lighting are used as economically as possible.</p>

			<p>The Guild supports two Projects each year, one at home and one in countries covering a wide variety of needs.</p> <p>Hire of halls to community: a choir which has 64 members, a men's Keep Fit, Tango Class, Woodcraft folk as well as children's birthday parties and miscellaneous requests. We also have enclosed facilities for outdoor activities.</p> <p>We also have Parish Grouping and Community Social Evenings e.g., Songs of Praise, fish supper, quiz and games evenings as well as Saturday Coffee Mornings monthly.</p>		
St. Enoch's Hogganfield	<p>We Worship regularly on a Sunday morning and now we have the technology, we are live streaming our Services. We have a twice weekly Prayer support on our Facebook page</p>	<p>As well as our Sunday teaching, we have also had Lent Services with our Local Churches, especially on Easter Sunday Service in the Park which others in the community are</p>	<p>Our Church is host to several Support Groups who help people with addiction. They can use our buildings which are at the heart of the Community and</p>	<p>We support The Lodging House Mission both by fundraising and donations. We fundraise for Christian Aid. We hold a Food bank once a week in co-ordination with the</p>	<p>In our Services we include environmental issues. We have raised beds in our Garden which we grow vegetables, and we have a few areas that are strictly for</p>

	<p>Within our comfort zone we have introduced new ways of communion, of celebrations, of worship itself, using candles and light and dark. We have the connections with the local Primary school who Worship regularly around 4-5 times a year and plans are in place to do this again in the coming year, with our Locum planning to help the school with the Assembly during the coming school year. We support Junction 12 in their work with Scripture union in both the Primary school and Secondary school. We have had Services once a month in the local sheltered housing and hope this will commence again.</p> <p>We have the Ethiopian Orthodox Church using our Church for their Services on a regular basis.</p>	<p>encouraged to come along. We undertake Baptism, Wedding, and funerals.</p>	<p>provide a safe space for them to meet. We offer to support these groups to help those less fortunate. We offer more than just a hall let but the feeling that they are part of a family. They in turn help us in practical ways</p> <p>We also have folks who meet for other social aspects which also helps with loneliness and provides them with a place to meet and helps with the isolation they may feel. We meet many times a year and share food, both at fund raising events and just to spend time with our Church family both as our Church and as a community. We have held (and are planning again) a Christmas Tree Festival and this involved all the Community.</p>	<p>NE Glasgow foodbank and the Trussell Trust. We support the Croft Visitors Centre, the Local Prison with members of our Congregation on the Board of the Charity.</p>	<p>wildflowers to encourage birds and butterflies. We are striving to make our Church as Eco friendly as possible. We are committed to making our garden as friendly as possible and by our position in the community making our Church a welcome place no matter their background.</p>
--	--	---	--	---	---

			We have weekly tea and coffee fellowship after our Sunday Service.		
St. Paul's	<p>Sunday worship to 20 people in person per week.</p> <p>Online worship to 10 people per week on Sun morning with a further 40 catching up during the week for more than 5 mins.</p> <p>Faith Through Art – worship for teenagers 12 attending weekly.</p> <p>School chaplaincy – 8 assemblies per year to 1000 people.</p> <p>Classroom discussions to 200 pupils 3 times a year</p> <p>Primary school links with both Non-denominational and Roman Catholic Schools, through Assemblies, workshops, and programmes.</p> <p>Church café – 6 attending weekly.</p> <p>Offering baptisms, Weddings, Funerals.</p> <p>We work with the parish grouping on Holy Week Worship.</p>	<p>Sunday worship to 20 people in person per week.</p> <p>Online worship to 10 people per week on Sun morning with a further 40 catching up during the week for more than 5 mins.</p> <p>Faith Through Art – worship for teenagers 12 attending weekly.</p> <p>School chaplaincy – 8 assemblies per year to 1000 people.</p> <p>Classroom discussions to 200 pupils 3 times a year</p> <p>Primary school links with both Non-denominational and Roman Catholic Schools, through Assemblies, workshops, and programmes.</p> <p>Church café – 6 attending weekly.</p> <p>Offering baptisms, Weddings, Funerals.</p> <p>We work with the parish grouping on Holy Week Worship.</p>	<p>63 hrs/ week programme provided by church team along with arm's length charity led by Elders. (See attached schedule)</p> <p>Pastoral Care – elders visits</p> <p>Person centred approach to individual needs – phone, visits, and home services.</p> <p>Individuals volunteer at local charities, community council, Compass Christian Centre, Iona Community, Parent Councils.</p> <p>Created a covid memory tree in celebration of all those who stood outside while we weren't allowed inside.</p> <p>Covid response – fed 200 people 5 meals a week, alongside a bag of shopping. Provided</p>	<p>We work on several areas working with local and national government helping to create policy. Topics we're covering include Gender Based Violence, Food Poverty, Mental Health, Isolation, Youth Crime, and Transport justice.</p>	<p>Over the last few years, we have Insulated the building and fitted new boilers to cut down climate carbon emissions. We have purchased an Electric Car to reduce emissions.</p> <p>Our growing project enables people to grow in own gardens. Providing low milage food, and food destined for landfill.</p> <p>We provide free bikes to all children in parish. All food provided in the building is in compostable containers, using fair trade and organic where possible.</p> <p>We host Climate cafes every 6 months helping people understand more about issues.</p>

	Adult group meets weekly to support and discuss issues with around 10 attending.	Adult group meets weekly to support and discuss issues with around 10 attending.	activities for people online. Adult group, supporting cancer victims. The church actively promoting community – community anchor and winner of numerous community awards.		Winner of Youthlink environmental project of the year 2020. .
Stepps	By way of weekly Sunday worship which is also livestreamed on YouTube; by midweek online Reflections from the Manse; by special additional services at Easter and Christmas; via our schools' chaplaincy; by support for our active BB Company; and generally, through living our faith towards everyone we encounter in everyday life	By teaching at Sunday worship and at the less formal midweek Reflections from the Manse; by conducting annual Bible studies during Lent; by freely undertaking marriages, baptisms, and funerals within the parish; by operating a Sunday Club for our young people; by welcoming and encouraging everyone to participate in church life and seeking at all times to be inclusive	By living our faith towards all we encounter, seeking to extend Christian concern, compassion, and kindness to those in need; by operating a weekly community café (Chestnut Café) to address isolation within the community with periodic concurrent activities. By pastoral visits/calls to those in need of support locally. In a wider sense by generously supporting Christian Aid, Lodging House Mission, and other charities to support those out with our direct reach.	We are staunch supporters (both through financial donations and volunteer manpower) of the Lodging House Mission and its goal to relieve the scourge of homelessness and associated issues of poverty, addiction, and mental health in Glasgow. We also support Christian Aid in its goal to relieve poverty worldwide. Through prayer, we seek peace and reconciliation in all conflicts and through our giving's we seek to relieve the suffering of victims of conflict.	We address environmental issues as well as matters of social justice through our worship, prayers, and social media and by encouraging the use of Fairtrade products and support of the Malawi Rice Challenge.

			By hosting popular Community Festivals attended by the wider community.		
--	--	--	---	--	--

Looking at the responses from each congregation, identify areas of common missional endeavour which could be building blocks for your mission plan

To proclaim the Good News of the Kingdom <i>Common areas</i>	To teach, baptise and nurture new believers <i>Common areas</i>	To respond to human need by loving service <i>Common areas</i>	To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation <i>Common areas</i>	To strive to safeguard the integrity of creation and sustain and renew the life of the earth <i>Common areas</i>
Joint skill support for the five distinct communities within the cluster	Shared Sunday & midweek worship	Shared fellowship for the elderly	Joint support of appropriate campaigns to challenge injustice	Joint support to encourage sustainable living
Joint celebrations of Christian festivals	Shared youth work	Shared café church		
Joint social events to allow the five congregations to befriend each other and to gradually develop a sense of belonging to a wider cluster	Maintaining schools' chaplaincy			

Which particular common areas generate energy and enthusiasm?

First and foremost, our five churches strive to maintain and grow our worshipping congregations whereby our worship services will provide a welcoming space for all. We recognize that the traditional format of worship may change, and we will strive to achieve a smooth transition towards different forms of meaningful worship. We recognize that our strength lies in our diversity, that a weakness in one might be filled by a strength in others, for example St Paul's is skilled in its Youth work whilst others largely support the ageing populations in their parishes. We are keen to support all our communities, especially those in the areas of most deprivation and to maintain our Schools' and Prison support.

Which particular common areas are time intensive and produce little missional endeavour?

Some of our churches have found engagement with young people to be challenging, resulting in little success from much effort. We hope jointly to improve on this. Governance issues can be challenging, and we hope this can be eased by a sharing of skills and resources.

Are there areas of unique missional endeavour in particular congregations, which are engaging effectively with the local community?

Outline below.

Stepps: Weekly Chestnut Café open to community with ancillary activities intended to address loneliness in the adult community; an active Boys' Brigade Company; members have played a primary role in the creation and ongoing work of a local Community Development Trust
St Enoch's Hogganfield: Host addiction groups; host the Ethiopian Orthodox Church; Weekly NE Glasgow Foodbank; annual Christmas Tree Festival; family support for Barlinnie Prison; Art Class; Craft Class; St. Thomas's Playgroup, HSCP.
St Andrew's East: Support of Parkhill School for young people with additional needs; weekly lunch club; Brownie and Guide packs
St Paul's: Successful youth-focussed programmes provided by Youth Forum; Faith through Art worship for teenagers; Bike Library; Community Garden
Garthamlock & Craigend: Community Garden; two café groups, 0-3 years and 3-5 years, respectively; links with A Place for Change and Family Sentence, supporting prisoners, ex-prisoners and their families; Girls' Brigade; links with 3 primary schools and a nursery; two Gamblers' Anonymous groups; links with chaplaincy at Glasgow Fort and a youth project in Dumfriesshire

What do you consider to be the assets which each congregation in your cluster brings to the mission plan?

e.g., people resources, buildings, teaching/discipleship, community engagement, communication

Garthamlock & Craigend

- A modern, versatile, well-equipped, and well-maintained building
- An enthusiastic worship team
- A community garden and ambitions for a community café
- An ethos of welcome where diversity is embraced
- A desire to work together with our Cluster partners
- Available land next to the church building

St. Andrew's East

- Committed people with a desire to work together within the Cluster
- A church building, though small, in good shape, economical to run and with room for expansion
- A strong Guild which includes members from other churches

St Enoch's Hogganfield:

- Strong community connection with multiple hall lets serving various community services e.g., AA, CA, foodbank, dance classes, WW, HSCP Ethiopian Orthodox Church, etc. Also, yearly plans with local primary school around Easter, Christmas and end of year assembly. Pre-covid also saw us have successful Fetes (raising more than £2000 per annum), family BBQs and successful Christmas Tree Festival.
- Church building in good condition with disabled access including stair lift.
- A large sanctuary which has the potential for adaptation to provide additional meeting spaces.
- Centrally located with excellent transport links including numerous bus services and local M8 access.
- Online access for those members unable to attend in person via Facebook page and YouTube.
- Church magazine sent out quarterly to members via electronic means, where able, and also in paper format to allow for complete access across all ages and abilities.

St Paul's:

- A long-standing commitment to the poor
- A tradition of openness to the community with heavy community use of the building, including a wide-ranging youth project with innovative activities
- A dedicated team of accredited worship leaders, with Sunday worship being streamed through the internet

Steps:

- A committed congregation with approx. 40 attending weekly with more tuning in virtually via our livestreamed services and midweek reflections.
- A well maintained and much-admired traditional sanctuary (with separate Halls complex well used by social groups in the local community).
- A strong and active BB Company.
- Online presence on Facebook and YouTube
- A weekly Community Café (Chestnut Café) and ancillary activities which addresses loneliness in the expanding communities of Steps, Cardowan, Millerston and Crowwood Grange
- Active support for the Lodging House Mission

What new things can you do together which will generate energy and enthusiasm?

We share a common desire to share the gospel and love of Jesus Christ over our five parishes. We aspire towards sharing resources and talents/skills as a Cluster. We aim to develop one Kirk Session comprising Elders from all five churches. We hope to support and learn from St Paul's award-winning success with its Youth Forum. Over time, we expect more of our Church members to engage in training to help deliver alternative forms of worship across our Cluster, recognizing that traditional MWS ministry will be difficult to maintain over such a diverse and widespread cluster area. We recognize that a period of adjustment will be essential to allow congregation members and communities to get to know each other and to adapt to the new ways of 'doing church'.

Tentative discussions have already taken place regarding shared pulpit supply; joint services of worship; congregational visits to other churches; creating a Cluster identity by adopting a new Cluster name to be utilized by all five congregations; joint social events; producing a Cluster newsletter and developing a Cluster Facebook page; possibly forming a Cluster Choir; encouraging members to share their skills across the Cluster for the benefit of all five churches.

The journey ahead

In one or two sentences and drawing on the information from answers in the previous section, outline the mission plan for your cluster.

First and foremost, our congregations need to get to know each other in order to recognize where our Cluster's strengths and weaknesses lie. Our overriding desire is to be a dedicated Christian presence in the North East of the City of Glasgow and through love and compassion for our communities to display the love of God through our actions.

What will help you achieve your mission plan?

e.g., teaching/discipleship, community engagement, communication, volunteer training?

- Being afforded time and space to embrace change and develop a collective vision for our future as a Cluster
- Identifying and making the optimum use of the skills and talents within our five churches
- Adopting a prayerful approach to the changes needed to move forward together

Which resources will you need to help you achieve your mission plan?

e.g., external funders, prayer support, buildings, personnel?

- Recognition from Presbytery and the national Church of the mammoth task facing churches in getting congregations to understand let alone get on board with required changes
- Patient support for a much-reduced Ministry team seeking to minister to a populous Cluster area with mixed needs
- Training for lay ministry
- Prayer support at national and local levels
- Access to funding advice for Cluster projects, particularly in Priority areas.

Outline the steps which you will take to achieve your cluster mission plan

Step	Timeline	Resources required	What will success look like?
1. Rolling out our Cluster Mission Plan to our respective congregations	Imminent- once approved	Clarity in delivery	Having our congregations get on board with the need for change and their embracing of a future together
2. Pulpit exchanges and creating opportunities for our congregations to meet socially and get to know each other	ASAP	Willingness on the part of our members to engage	The creation of warm fellowship amongst the five churches
3. Creating a Cluster identity to dilute the narrow allegiances to individual churches	ASAP	Creation of a Cluster name and logo to be utilized across the cluster	Having our members adapt to feeling part of the wider Cluster
4. Hold a Cluster unification service of worship, possibly followed by a lunch, to bring our peoples together	ASAP	Venue, joint ministry presentation, transport, food	Seeing friendships develop between different congregations
5. Grow and invigorate our Cluster congregation through joint effort and example	ASAP	Committed personnel to lead by example, financial support, prayer support	The birth of a thriving Cluster in the NE of the City
6. Create a single Kirk Session	December 2023	Training and enabling	Achieving an effective unified Kirk Session

Please add more steps if appropriate

Thank you for completing the pro forma. Please feel at liberty to add any other information below which you think may be helpful.

STAFFING ALLOCATIONS

Our Cluster was awarded 2.0 FTE by way of staffing allocation with a further 0.9 for the two Priority areas (Garthamlock & Craigend and St Paul's).

After detailed and facilitated discussion, it was agreed that the Priority Area allocation of 0.9 should be divided by 0.4 being allocated to Garthamlock & Craigend and 0.5 being allocated towards St Paul's. Recognising the vital youth work undertaken at St Paul's, a further 0.4 will be added to St Paul's from the Cluster allocation, giving them a total of 0.9 and leaving a staffing allocation of 1.6 FTE to be employed across the Cluster.

Some input across the Cluster will be expected from the priority area staff (job descriptions to be agreed).

The remaining 1.6 FTE allocation would go towards one full-time Minister of Word and Sacrament (1.0 FTE) and a part-time (0.6 FTE) Associate Minister to work across the whole Cluster.

BUILDINGS

Our Cluster comprises five churches and five manses.

We propose that all five Church buildings are categorized A and retained, at least for the next five years, given that each serves a distinct parish district which is significantly geographically distant from the others.

We propose that all five of our Manses are categorized B, all but one of which can be disposed of within the next five years, retaining only one (yet to be identified) for an MWS.