

**MIDSTOCKET PARISH CHURCH  
LOCAL CHURCH REVIEW ACTION PLAN**

**1. COMMUNICATION**

What has to be done	How has it to be done?	Who has to do it?	By when has it to be done?
Set up Communication Committee	<ul style="list-style-type: none"> <li>• Set up Communication Group</li> <li>• Agree communication priorities &amp; outcomes</li> <li>• Agree how to co-ordinate across magazine, web, social media etc</li> <li>• Agree standards on logo, look and feel</li> </ul>	Kirk Session  Communication Group  Communication Group  Communication Group	End December 2017  March 2018  March 2018  March 2018
Create new Web Site	<ul style="list-style-type: none"> <li>• Review best practice elsewhere</li> <li>• Design new web site</li> <li>• Implement new web site</li> <li>• Monitor and optimise traffic to new web site</li> <li>• Maintain and update web site content</li> </ul>	Communication Group  Communication Group  Communication Group  Communication Group  Web site editor/Church Secretary	End June 2018  End June 2018  End June 2018  Ongoing  Ongoing
Create Social Media Presence	<ul style="list-style-type: none"> <li>• Review best practice elsewhere</li> <li>• Prepare proposal and plan</li> <li>• Implement initial social media schemes</li> <li>• Assess and optimise response rates and interaction</li> </ul>	Communication Group	End March 2018  June 2018  Autumn 2018  Spring 2019

Refresh Magazine	<ul style="list-style-type: none"> <li>• Review other Church Magazines</li> <li>• Agree revised style and content</li> <li>• Start production of refreshed magazine and online version</li> </ul>	Outreach Committee	End June 2018
Refresh other Printed Material	<ul style="list-style-type: none"> <li>• Review and refresh format, style and delivery of Christmas and Easter Cards</li> <li>• Refresh welcome materials and printed history of the Church. Include online versions.</li> </ul>	Outreach Committee	End December 2018
Use of Audio Visual in Worship	<ul style="list-style-type: none"> <li>• Review potential uses in the context of worship and events – refer to practice in other churches.</li> <li>• Prepare proposal and costs for approval.</li> <li>• Review optional mechanisms for the electronic distribution of recordings of church services and related events</li> </ul>	Communication Group with assistance of specialist advisers	<p>End June 2018</p> <p>End June 2018</p> <p>End June 2018</p>
General improvement of internal communication	Create a management team (to include the Church Secretary) to develop plans, schedules, project teams and operational processes to ensure that the full range of Church and Church-related activities are managed effectively, expertly and competently with a balanced workload on volunteers.	Kirk Session	April 2018

## 2. OUTREACH

What has to be done	How has it to be done?	Who has to do it?	By when has it to be done?
Enhance the presence of the church spiritually, physically and socially as a focal point in the community. Connect the church to the neighbourhood.	<ul style="list-style-type: none"> <li>• Investigate use of open space around the Church building and redevelop areas where appropriate to minimise access barriers.</li> <li>• Create a Bible Garden as an educational, meditation and cultural area.</li> <li>• Develop a series of 'open-doors' and 'out-of-doors' events'.</li> </ul>	Property Committee  Specialist team to be appointed  Outreach Committee	Spring 2019  Spring 2019  Ongoing
Improve the arrangements for publicising and promoting events	<ul style="list-style-type: none"> <li>• Review and evaluate effectiveness of existing arrangements.</li> <li>• Identify local and national marketing opportunities and agencies.</li> <li>• Create effective administrative processes to streamline promotional work. Produce and distribute a guide to Church activities</li> </ul>	Outreach Committee	Ongoing
Plan and manage a programme of congregational and community social gatherings	<ul style="list-style-type: none"> <li>• Review options and arrange and manage a programme of events for members of the community.</li> <li>• Identify new opportunities for social events.</li> </ul>	Social Committee	Ongoing
Provide opportunities for a wider range of the general public to engage with activities initiated by the Church	<ul style="list-style-type: none"> <li>• Develop the Music@Midstocket programme to include new and additional genres of music and to include music for children.</li> <li>• Explore the possibility of instituting a programme of public lectures and debates</li> </ul>	Music@Midstocket team  Outreach Committee	Ongoing  Autumn 2018



#### 4. PASTORAL CARE

What has to be done	How has it to be done?	Who has it to be done by?	By when has it to be done?
Continue providing effective pastoral care suited to the needs of our congregation	<ul style="list-style-type: none"> <li>• Set up Pastoral Care Group</li> <li>• Hold regular reviews of elder visits for sharing of information and ensuring consistent level of visiting</li> <li>• Increase number of visitors by introducing role for non-elder visitors</li> </ul>	Kirk Session  Pastoral Care Group  Pastoral Care Group	End December 2017 Ongoing  June 2018
Review existing arrangements to ensure no groups are being missed	Provide for pastoral care to be given to specific groups:- <ul style="list-style-type: none"> <li>• Baptised children and their families</li> <li>• Adherents/those who come to church but do not wish to join</li> <li>• Newcomers</li> </ul>	District elders with assistance of Roll Keeper	Ongoing
Review the means of communication about those in need of pastoral care	<ul style="list-style-type: none"> <li>• Investigate means of maximising opportunities for sharing of information</li> <li>• Liaise with team who organise delivery of flowers</li> <li>• Liaise with team who distribute recordings of services</li> </ul>	Pastoral Care Group	June 2018  June 2018  June 2018
Develop support for the Minister with pastoral care after funerals/bereavements	Source appropriate training, eg. in bereavement counselling	Minister and Presbytery Elder	June 2018

## 5. WORSHIP AND CHRISTIAN EDUCATION

What has to be done	How has it to be done?	Who has to do it?	By when has it to be done?
<p>Explore introducing variety to Sunday morning worship and holding worship activities on alternative days and at different times</p>	<ul style="list-style-type: none"> <li>• Invite guest speakers / preachers perhaps from other churches and charities               <ul style="list-style-type: none"> <li>○ Invite outside musicians to take part in a service e.g. Salvation Army, Aberdeen Youth Theatre members to perform from their shows, a praise band</li> </ul> </li> <li>• Hold some form of alternative worship every 2-3 months</li> <li>• Consider Pram Sundays – decide on frequency</li> <li>• Expand Café Church events. Possibly hold on a more regular basis</li> <li>• Explore worship activities celebrating other seasons or in alternative places - Continue with outdoor worship @ Christmas and midsummer</li> <li>• Connect Sunday Worship to events in the world and organisations we are supporting               <ul style="list-style-type: none"> <li>○ by inviting speakers and / or regular reports from e.g. Guide dogs, Vine Trust and other charities</li> </ul> </li> <li>• Develop worship opportunities for families and young people               <ul style="list-style-type: none"> <li>○ Consider frequency of family services / all-age worship</li> <li>○ Explore opportunities to integrate families in traditional Sunday services</li> <li>○ Continue / expand (if more people are involved) Messy Church and Holiday Club activities</li> </ul> </li> </ul>	<p>Worship Committee and Minister</p>	<p>March 2018 onwards</p> <p>Ongoing</p> <p>March 2018</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>June 2018</p>

Involvement of more members of the congregation in developing our faith and in the life of the church	<ul style="list-style-type: none"> <li>Consider holding further periodic congregational discussions as part of Sunday worship such as "Conversations in Worship"</li> </ul>	Worship Committee and Minister	September 2018
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<b>6. PROPERTY</b>			
<b>What has to be done</b>	<b>How has it to be done?</b>	<b>Who has to do it?</b>	<b>By when has it to be done?</b>
Future of Church Centre	<ul style="list-style-type: none"> <li>Consult with Congregation and seek advice with a view to selling the Church Centre.</li> <li>Proceed with sale if approved</li> </ul>	Kirk Session  Property Committee and Finance Committee	Decision end December 2017  As soon as possible thereafter
Maintenance of Sanctuary, Halls and Manse	<ul style="list-style-type: none"> <li>Create a 5 year costed maintenance plan</li> <li>Identify any gaps and agree funding activities for any shortfall</li> </ul>	Property Committee with Finance Committee	End December 2017
Further Development of Sanctuary and Halls	<ul style="list-style-type: none"> <li>Subject to approval of sale and concluding successful sale, prepare options for further development using a portion of the proceeds from No 35 sale, particularly to address any key issues arising from sale of No 35.</li> <li>Agree preferred option(s), approve funding and implement</li> </ul>	Phase 2 Development Committee to be appointed  Kirk Session	<ul style="list-style-type: none"> <li>Proposals approved by End Dec 2018</li> <li>Implementation by end Dec 2020</li> </ul>

## 7. RELATIONSHIPS WITH NEIGHBOURING CHURCHES

<b>What has to be done</b>	<b>How has it to be done?</b>	<b>Who has to do it?</b>	<b>By when has it to be done?</b>
Adopt closer links and communication with our neighbouring Church of Scotland Churches in the first instance	Continue working with our neighbourhood churches towards appointment of a shared Youth Worker to liaise between several churches in the area.  Joint meetings with office bearers e.g Session Clerks, Treasurers and Presbytery reps and Kirk Sessions	Young People and Families Committee  Individual Office Bearers, Session Clerk	Begin process as soon as practical but no later than Spring 2018.  Ongoing
Pulpit Exchanges	Ministerial communication in the first instance but diary kept by the Church Secretary	Minister and Church Secretary	At their convenience initially but as soon as possible from 2018 onwards
Find out why some churches are successful in attracting more people including the young	Visit and speak to people in other churches that do attract larger numbers and also younger people to establish why they are so effective	A team of elders taking it in turns who will report back	Spring 2019
To establish links with other denominations will take greater effort as we do not have many on our doorstep but we need to make the effort	Invite other congregations to share in a service in either their church or ours. Explore holding a joint coffee morning to get to know each other first.	A team of people assisting the Minister.	Autumn 2019.



## 8. ONGOING REVIEW OF ACTION PLAN

<b>What has to be done</b>	<b>How has it to be done?</b>	<b>Who has to do it?</b>	<b>By when has it to be done?</b>
Review Action Plan	Undertake an annual review of progress and impact of Action Plan; assess whether any items should be amended, added or removed.	Kirk Session	August 2018-2021