

# Congregational Action Plan

## August 2027 – July 2032

Vision for the Future

Congregation name Church of Scotland

### Relationship to the approved Presbytery Mission Plan

|  | Yes | No | Comments |
|--|-----|----|----------|
| Have you united? (if applicable)                     |     |    |          |
| Have you received your full ministry allocation?     |     |    |          |
| Have you sold all buildings as outlined in the plan? |     |    |          |

## Worship and Teaching

**Desired Outcome:**

| How will this be achieved  | Other Areas Impacting this Outcome |  | Status (Not Started/In Progress/Complete) |
|--|------------------------------------|--|---|
| <p><b>We will do this in Year 1 by</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>We will do this in Year 2 by</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>We will do this in Years 3-5 by</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>What we might look for as signs of progress (what success looks like in reality)?</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> | Finance                            |  |   |
|  | Communication                      |  |   |
|  | Property                           |  |   |
|  | HR/Staffing                        |  |   |

| Finance | Communications | Property | HR/Staffing |
|---------|----------------|----------|-------------|
|         |                |          |             |

|   |
|---|
| <p><i>We will resource this area of mission by ...</i></p>  |
| <p><i>We have identified the following possible challenges for us in resourcing (including human resources) or achieving this area of mission ...</i></p> |

## Pastoral Care and Fellowship

**Desired Outcome:**

| How will this be achieved  | Other Areas Impacting this Outcome |  | Status (Not Started/In Progress/Complete) |
|--|------------------------------------|--|---|
| <p><b>We will do this in Year 1 by</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>We will do this in Year 2 by</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>We will do this in Years 3-5 by</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>What we might look for as signs of progress (what success looks like in reality)?</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> | Finance                            |  |   |
|  | Communication                      |  |   |
|  | Property                           |  |   |
|  | HR/Staffing                        |  |   |

| Finance | Communications | Property | HR/Staffing |
|---------|----------------|----------|-------------|
|         |                |          |             |

|   |
|---|
| <p><i>We will resource this area of mission by ...</i></p>  |
| <p><i>We have identified the following possible challenges for us in resourcing (including human resources) or achieving this area of mission ...</i></p> |

## Youth and Children

**Desired Outcome:**

| How will this be achieved   | Other Areas Impacting this Outcome |  | Status (Not Started/In Progress/Complete) |
|---|------------------------------------|--|---|
| We will do this in Year 1 by<br>•<br>We will do this in Year 2 by<br>•<br>We will do this in Years 3-5 by<br>•<br>What we might look for as signs of progress (what success looks like in reality)?<br>•<br>Governance<br>• | Finance                            |  |   |
|   | Communication                      |  |   |
|   | Property                           |  |   |
|   | HR/Staffing                        |  |   |

| Finance | Communications | Property | HR/Staffing |
|---------|----------------|----------|-------------|
|         |                |          |             |

|   |
|---|
| <p><i>We will resource this area of mission by ...</i></p>  |
| <p><i>We have identified the following possible challenges for us in resourcing (including human resources) or achieving this area of mission ...</i></p> |

## Local Mission/Community Outreach

**Desired Outcome:**

| How will this be achieved   | Other Areas Impacting this Outcome |  | Status (Not Started/In Progress/Complete) |
|---|------------------------------------|--|---|
| We will do this in Year 1 by<br>•<br>We will do this in Year 2 by<br>•<br>We will do this in Years 3-5 by<br>•<br>What we might look for as signs of progress (what success looks like in reality)?<br>•<br>Governance<br>• | Finance                            |  |   |
|   | Communication                      |  |   |
|   | Property                           |  |   |
|   | HR/Staffing                        |  |   |

| Finance | Communications | Property | HR/Staffing |
|---------|----------------|----------|-------------|
|         |                |          |             |

|   |
|---|
| <p><i>We will resource this area of mission by ...</i></p>  |
| <p><i>We have identified the following possible challenges for us in resourcing (including human resources) or achieving this area of mission ...</i></p> |

## Wider Mission, including Ecumenism, Interfaith Relations and World Church

**Desired Outcome:**

| How will this be achieved  | Other Areas Impacting this Outcome |  | Status (Not Started/In Progress/Complete) |
|--|------------------------------------|--|---|
| <p><b>We will do this in Year 1 by</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>We will do this in Year 2 by</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>We will do this in Years 3-5 by</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>What we might look for as signs of progress (what success looks like in reality)?</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> | Finance                            |  |   |
|  | Communication                      |  |   |
|  | Property                           |  |   |
|  | HR/Staffing                        |  |   |

| Finance | Communications | Property | HR/Staffing |
|---------|----------------|----------|-------------|
|         |                |          |             |

|   |
|---|
| <p><i>We will resource this area of mission by ...</i></p>  |
| <p><i>We have identified the following possible challenges for us in resourcing (including human resources) or achieving this area of mission ...</i></p> |

## Uniting the sections where noted above

| Section        | Desired Outcome | How Will This be Achieved | Status |
|----------------|-----------------|---------------------------|--------|
| Finance        |                 |                           |        |
| Communications |                 |                           |        |
| Property       |                 |                           |        |
| HR/Staffing    |                 |                           |        |

|  |
|--|
| <p><b><i>We will resource these areas of mission by ...</i></b></p>  |
| <p><b><i>We have identified the following possible challenges for us in resourcing (including human resources) or achieving these areas of mission ...</i></b></p> |

## Finance/Communications/Property/Staffing (Delete as appropriate)

Use this page to insert any specific outcomes you have for any of these four areas, adjusting the headings where needed.

**Desired Outcome:**

| How will this be achieved   | Other Areas Impacting this Outcome |  | Status (Not Started/In Progress/Complete) |
|---|------------------------------------|--|---|
| We will do this in Year 1 by<br>•<br>We will do this in Year 2 by<br>•<br>We will do this in Years 3-5 by<br>•<br>What we might look for as signs of progress (what success looks like in reality)?<br>•<br>Governance<br>• | Finance                            |  |   |
|   | Communication                      |  |   |
|   | Property                           |  |   |
|   | HR/Staffing                        |  |   |

| Finance | Communications | Property | HR/Staffing |
|---------|----------------|----------|-------------|
|         |                |          |             |

|   |
|---|
| <p><i>We will resource this area of mission by ...</i></p>  |
| <p><i>We have identified the following possible challenges for us in resourcing (including human resources) or achieving this area of mission ...</i></p> |