Cynllunio ar gyfer Cenhadaeth a Thwf

DATGLOI EIN POTENSIAL

UNLOCKING OUR POTENTIAL

Planning for Mission & Growth

Introduction

Planning for Mission and Growth uses the process of Mission Action Planning which can be summed up in three questions:

- Where are we starting from?
- Where do we want to get to?
- What is the best way to get there?

This document will help you to address these questions in order to develop your own, unique, plan for growth.

Where are we starting from?

This involves an honest conversation about your church and the community it serves.

You might find it helpful, for example, to discuss the character of the church and what has happened over the last few years. Data about attendance and finance can be obtained from the diocese.

You might also find it useful to talk about the community, its population, age profiles and needs.

When assessing the potential for growth it is important that you are realistic about what can be achieved. It is always better to do a few things well than many things badly.

Some churches use a **SWOT analysis** during this period of reflection.

It is often helpful to explore your strengths and opportunities first before discussing your weaknesses and threats. However, the order in which they are considered will be up to you.

Cyflwyniad

Mae cynllunio ar gyfer Cenhadaeth a Thwf yn defnyddio proses Cynllunio Gweithredu Cenhadol , y gellir ei grynhoi mewn tri chwestiwn:

- O le ydyn ni'n dechrau?
- I le ydyn ni'n dymuno cyrraedd?
- Beth ydy'r ffordd orau o gyrraedd yno?

Bydd y ddogfen hon yn gymorth ichi fynd i'r afael â'r cwestiynau hyn er mwyn datblygu eich cynllun twf unigryw eich hunain.

O le ydyn ni'n dechrau?

Mae hyn yn golygu sgwrs onest am eich eglwys a'r gymuned mae'n ei gwasanaethu.

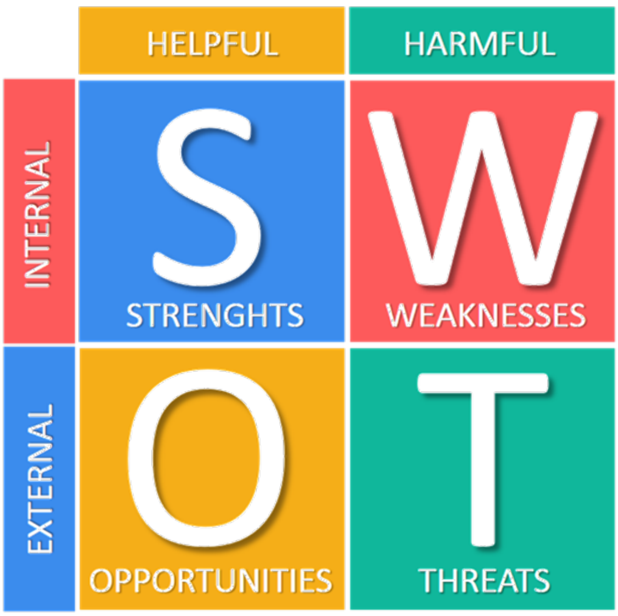
Efallai y bydd hi'n gymorth, er enghraifft, i drafod cymeriad yr eglwys a'r hyn sydd wedi digwydd dros y blynyddoedd diwethaf. Mae modd cael data am bresenoldeb a chyllid gan yr esgobaeth.

Mae'n bosib hefyd y bydd hi'n ddefnyddiol i sgwrsio am y gymuned, ei phoblogaeth, proffil oedran ac anghenion.

Wrth asesu'r potential am dwf, mae hi'n bwysig eich bod yn realistig ynglyn â'r hyn y gellir ei gyflawni. Mae hi bob amser yn well gwneud llai o bethau'n dda na gormod o bethau'n wael.

Mae rhai eglwysi'n defnyddio dadansoddiad SWOT i helpu'r cyfnod hwn o fyfyrio.

Mae'n aml yn ddefnyddiol i archwilio'ch cryfderau a'r cyfleoedd yn gyntaf cyn trafod eich gwendidau a'r bygythiadau. Fodd bynnag, chi sydd i benderfynu ym mha drefn y byddwch yn eu trafod.



Where do we want to get to?

When you have agreed the potential and limitations of each church you will be able to clarify your priorities for the next few years.

There are many ways of doing this. Some people allow their priorities to emerge by asking questions such as:

* What are we going to do to grow the church?
* What are we going to do to serve the community?
* What are we going to do to increase giving, resources and vocations?

Another way is to use the headings suggested by the *Leading Your Church Into Growth* (LYCIG) initiative that has been adopted by the diocese.

Prayer

This might include a regular prayer meeting; special prayer events; a Julian meeting or contemplative prayer group; prayer walking in the local community; developing growth prayer triplets; offering a church retreat or quiet day.

Presence

Most churches already hold presence events such as Spring fairs, garden parties etc. Other possibilities might include better advertising, organizing a church led trip, a community action day (such as litter picking or bulb planting), a community celebration event, church open days, events for older people, film nights, a Valentines dinner, beetle drive, or crazy Olympics.

Proclamation

This is an event where the Christian faith is presented in an appropriate or attractive way. Possibilities might include: Messy Church, food with a speaker (such as a breakfast, curry night, medieval banquet), an All Souls service, back to Church Sunday, a Mission weekend with a guest speaker, a themed outreach evening (chocolate, sport, quiz), a local pilgrimage, a book night, a games night with a speaker, or a Hard Questions' event.

I le ydyn ni'n dymuno cyrraedd?

Pan fyddwch wedi cytuno ar botensial a chyfyngiadau pob eglwys, fe fyddwch wedyn yn medru cadarnhau eich blaenoriaethau ar gyfer yr ychydig flynyddoedd nesaf.

Mae sawl ffordd o wneud hyn. Mae rhai pobl yn gadael i'w blaenoriaethau ddod i'r wyneb trwy ofyn cwestiynau megis:

* Beth fedrwn ni'i wneud er mwyn tyfu'r eglwys?
* Beth fedrwn ni'i wneud er mwyn gwasanaethu'r gymuned?
* Beth fedrwn ni'i wneud er mwyn cynyddu rhoddion, adnoddau, galwedigaethau?

Ffordd arall o wneud hyn ydy i ddefnyddio'r penawdau a awgrymwyd gan eich menter *Arwain Eich Eglwys at Dwf,* (LYCIG) a fabwysiadwyd gan yr esgobaeth.

Gweddi

Gall hyn olygu cyfarfod gweddi rheolaidd; digwyddiadau gweddi penodol; cyfarfod Julian neu grŵp gweddi myfyriol; taith gerdded gweddi yn y gymuned leol; datblygu triawdau gweddi tyfiant; cynnig encil eglwys neu ddiwrnod tawel.

Presenoldeb

Mae'r rhan fwyaf o eglwysi eisoes yn cynnal cyfarfodydd presenoli megis ffeiriau Gwanwyn, garddwest ayyb. Gall posibiliadau eraill gynnwys gwell hysbysebu, trefnu taith dan arweiniad yr eglwys, diwrnod gweithredu cymunedol (megis hel sbwriel neu blannu bylbiau), achlysur dathlu cymunedol, diwrnodau eglwys agored, digwyddiadau i bobl hŷn, nosweithiau ffilm, cinio Dydd Santes Dwynwen, gyrfa chwist, neu gemau gwirion.

Cyhoeddi

Digwyddiad lle caiff y ffydd Gristnogol ei gyflwyno mewn modd priodol neu ddeniadol. Ymysg y posibiliadau mae: Llan Llanast; bwyd gyda siaradwr gwadd (megis brecwast, noson gyri, gwledd ganoloesol), gwasanaeth yr Holl Saint, Sul nôl i'r Eglwys, penwythnos Cenhadol gyda siaradwr gwadd, noson estyn allan thematig (siocled, chwaraeon, cwis), pererindod leol, noson lyfrau, noson gemau gyda siaradwr gwadd, neu ddigwyddiad 'Cwestiynau Anodd.'

Persuasion

Possibilities might include: using ‘Table Talk’ or ‘Puzzling Questions’ resources; running an enquirers course (such as Start!, Alpha, Emmaus, Christianity Explored); a themed presentation/discussion evening (such as – faith and science, God and suffering, and other faiths); apologetics evening (E.g. ‘If you could ask God one question, what would it be?); an encounter evening with creative prayer stations; or an Agnostics Anonymous group.

Don’t forget that if you have too many priorities you will be in danger of not being able to fulfil any of them. This can lead to discouragement. Equally, if the priorities are too easily attained you may not have set yourself sufficient goals.

It is always advisable to have someone external check your list of priorities.

Perswadio

Posibiliadau i gynnwys: defnyddio adnoddau ‘Table Talk’ neu ‘Puzzling Questions’; cynnal cwrs i’r chwilfrydig (megis Start!, Alffa, Emmaus, Archwilio Cristnogaeth); noson gyflwyno/trafodaeth thematig (megis - ffydd a gwyddoniaeth, Duw a dioddefaint, a chredoau eraill); noson ymresymu (e.e. ‘Petai chi’n gallu gofyn un cwestiwn i Dduw, beth fase hynny?’); noson ddarganfod gyda gorsa foedd gweddi creadigol; neu grŵp Agnostig Anhysbys.

Peidiwch ag anghofio: os bydd ganddoch chi ormod o flaenoriaethau, bydd peryg ichi fethu â chyflawni’r un ohonyn nhw. Gall hynny arwain at ddigalondid. I’r un graddau, os ydy’r blaenoriaethau’n rhy hawdd eu cyrraedd, efallai nad ydych chi wedi gosod nod digonol i chi’ch hunain.

Mae hi bob amser yn ddoeth cael rhywun o’r tu allan i gymryd golwg ar eich rhestr blaenoriaethau

What is the best way to get there?

Once you have identified your priorities you will need to work out how they can be achieved. Some people do this by setting SMART targets:

Beth ydy’r ffordd orau o gyrraed yno?

Unwaith ichi nodi eich blaenoriaethau, fe fydd gofyn ichi ystyried sut orau i’w cyflawni. Mae rhai pobl yn gwneud hyn trwy osod targedau SMART:

S → M → A → R → T

Specific	Measurable	Attainable	Relevant	Time-Bound
Make sure your goals are focused and identify a tangible outcome. Without the specifics, your goal runs the risk of being too vague to achieve. Being more specific helps you identify what you want to achieve. You should also identify what resources you are going to leverage to achieve success.	You should have some clear definition of success. This will help you to evaluate achievement and also progress. This component often answers how much or how many and highlights how you’ll know you achieved your goal.	Your goal should be challenging, but still reasonable to achieve. Reflecting on this component can reveal any potential barriers that you may need to overcome to realize success. Outline the steps you’re planning to take to achieve your goal.	This is about getting real with yourself and ensuring what you’re trying to achieve is worthwhile to you. Determining if this is aligned to your values and if it is a priority focus for you. This helps you answer the why.	Every goal needs a target date, something that motivates you to really apply the focus and discipline necessary to achieve it. This answers when. It’s important to set a realistic time frame to achieve your goal to ensure you don’t get discouraged.

A suggested outline for doing this is included in the following pages. The outline uses the headings suggested by LYCIG, but these can easily be changed.

Ideally, for each priority, you will be able to identify a few people whose gifts will help them to bring your aspirations to completion. Their role will be to develop the details of the plan, by identifying the actions that will be taken to achieve the goals over a particular time-scale.

Identifying goals and being specific about what needs to be done, by whom and when, is a good way of making your vision become a reality.

Ceir awgrym o amlinelliad i wneud hyn yn y tudalennau dilynol. Mae’r amlinelliad yn defnyddio’r penawdau a awgrymwyd gan Arwain Eich Eglwys at Dwf, ond hawdd fyddai newid y rhain.

Yn ddelfrydol, ar gyfer pob blaenoriaeth, fe fydd modd ichi allu adnabod ychydig o bobl sydd â doniau a fydd yn helpu i wireddu eich dyheadau. Eu rôl hwythau fydd datblygu manylion y cynllun, trwy nodi’r camau sydd angen eu cymryd i gyflawni’r amcanion dros gyfnod penodol o amser.

Mae nodi amcanion a bod yn benodol ynghylch yr hyn sydd angen ei wneud, gan bwy a phryd, yn ffordd dda o wireddu eich gweledigaeth.

Aim / Nod	Action / Camau	Who / Pwy	When / Pryd	Cost

Planning for Growth: Presence

Cynllunio Twf: Presenoldeb

Aim / Nod	Action / Camau	Who / Pwy	When / Pryd	Cost

Planning for Growth: Proclamation

Cynllunio Twf: Cyhoeddi

Aim / Nod	Action / Camau	Who / Pwy	When / Pryd	Cost

Planning for Growth: Persuasion

Cynllunio Twf: Perswadio

Aim / Nod	Action / Camau	Who / Pwy	When / Pryd	Cost

https://dioceseofstasaph.org.uk/rural/