**[NAME OF CHURCH] ACTION PLAN 2025 – 2030 \*[See notes at end]**

**WORSHIP & TEACHING: Worship/teaching is at the heart of all that we do**

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| **AIMS/OBJECTIVES** | **Timescale** | **Progress Review Nov 2026** | **Progress Review Nov 2027** | **STATUS****[Red, Amber or Green]** |
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**PASTORAL CARE & FELLOWSHIP: To ensure that all people from the oldest to the youngest feel that they are loved and cared for, as this helps to develop a sense of belonging**

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| **AIMS/OBJECTIVES** | **Timescale** | **Progress Review Nov 2026** | **Progress Review Nov 2027** | **STATUS****[Red, Amber or Green]** |
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**YOUTH & CHILDREN: To support our younger Church family by providing a range of services and activities for young people, giving them a safe and fun place to learn, worship and grow their faith**

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| **AIMS/OBJECTIVES** | **Timescale** | **Progress Review Nov 2026** | **Progress Review Nov 2027** | **STATUS****[Red, Amber or Green]** |
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**LOCAL MISSION/COMMUNITY OUTREACH: To reveal the love of God for all people in our parish and our wider area**

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| **AIMS/OBJECTIVES** | **Timescale** | **Progress Review Nov 2026** | **Progress Review Nov 2027** | **STATUS****[Red, Amber or Green]** |
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**WIDER MISSION, INCLUDING ECUMENISM AND INTERFAITH RELATIONS AND RLEATIONSHIPS WITH THE WORLD CHURCH (AS APPLICABLE)**

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| **AIMS/OBJECTIVES** | **Timescale** | **Progress Review Nov 2026** | **Progress Review Nov 2027** | **STATUS****[Red, Amber or Green]** |
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**FINANCE**

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| **AIMS/OBJECTIVES** | **Timescale** | **Progress Review Nov 2026** | **Progress Review Nov 2027** | **STATUS****[Red, Amber or Green]** |
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**COMMUNICATIONS**

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| **AIMS/OBJECTIVES** | **Timescale** | **Progress Review Nov 2026** | **Progress Review Nov 2027** | **STATUS****[Red, Amber or Green]** |
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**PROPERTY**

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| **AIMS/OBJECTIVES** | **Timescale** | **Progress Review Nov 2026** | **Progress Review Nov 2027** | **STATUS****[Red, Amber or Green]** |
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**HUMAN RESOURCES/STAFFING WITHIN THE CHARGE, eg MDS, Reader, locally employed staff**

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| **AIMS/OBJECTIVES** | **Timescale** | **Progress Review Nov 2026** | **Progress Review Nov 2027** | **STATUS****[Red, Amber or Green]** |
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**RELATIONSHIP WITH PROVISIONS OF APPROVED MISSION PLAN FOR PRESBYTERY**

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| **AIMS/OBJECTIVES** | **Timescale** | **Progress Review Nov 2026** | **Progress Review Nov 2027** | **STATUS****[Red, Amber or Green]** |
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**Notes:**

Following the General Assembly of 2025, a new section 2A has been inserted into the Presbytery Mission Plan Act (Act VIII 2021). It requires each congregation to have an Action Plan, and this Plan will be taken account of by the Presbytery in Mission Planning (section 2.1.1).

An Action Plan is defined as follows:

1. “Action Plan” shall mean an Action Plan expressing the vision of a charge for its Mission over at least the next five years, taking account of the resources available in terms of personnel, property and finance, and also of the Approved Mission Plan for the Presbytery;

Section 2A reads:

2A. ACTION PLANS

“2A.1 Each charge shall have a five year Action Plan that brings together the vision of the charge for its mission, worship, life and service, taking account of its present position, its capacity and finances. The Action Plan shall set out aims/objectives, a timescale for achievement, notes of annual progress reviews and a traffic light indicator of status, in each of the following areas:

* Worship & Teaching
* Pastoral Care & Fellowship
* Youth & Children
* Local Mission/Community Outreach
* Wider Mission, including Ecumenism, Interfaith Relations and relationships with the World Church (as applicable)
* Finance
* Communications
* Property
* HR/Staffing within the charge e.g. MDS, Reader, locally employed staff
* Relationship with provisions of Approved Mission Plan for Presbytery

2A.2 The Kirk Session of the charge will initially prepare its Action Plan, and then submit it to the Presbytery for their evaluation, comment and support. After consultation with the Presbytery the Kirk Session will approve their five year Action Plan. Thereafter the Action Plan must be reviewed and updated annually in an ongoing process of reflection, planning & action by the Kirk Session with support, encouragement and input from the Presbytery as it sees fit and in light of the Presbytery’s Functions and Responsibilities as set out in section 10 of the Church Courts Act (Act VI 2023). The Action Plan must be submitted to the Presbytery as part of the annual attestation of records.”

While congregations are obliged to have an Action Plan, they are not obliged to use this template and can instead set up the Action Plan however they wish, locally, as long as it includes the new provisions as per the Act. It is expected that the Action Plan will be a living document which will evolve according to local circumstances.