



Baptist Churches
of NSW & ACT

Church Health Assessment Tool Summary Report

Anonymous Baptist Church

2023

How to interpret this report

Thank you for using the Church Health Assessment Tool (CHAT). We hope that doing so will result in a greater awareness of the church's overall health including its main strengths and areas for growth.

This report summarizes the data collected through the CHAT. It includes data visualisations, explanatory comments, and key recommendations. Please keep in mind that the CHAT is a qualitative instrument that assesses participants' perceptions of church life in certain key areas. The information presented in this report should thus be viewed through this lens and carefully considered along with the accompanying Excel spreadsheet and relevant quantitative data.

If you would find it helpful to discuss the results with a member of the Church Health Team then please email health@nswactbaptists.org.au

Church Health Overview



General Comments:

Anonymous Baptist Church (ABC) exhibits a very high degree of health. The majority of those who participated in the CHAT Survey tended to choose either “Agree” or “Strongly agree” when responding to most statements.

The church scored well across all six areas. Equal highest were being “Christ-centred” and “Well-governed”. Being “Relationally committed” came a close third. ABC should celebrate what is occurring in these areas of church life. However, the church should also continue to monitor the various markers that are used to assess these areas with the aim of fostering them further still and also leveraging off them in its strategic planning.

The main area for growth is that of being “People empowering”. Participants demonstrated a greater degree of uncertainty when responding to the statements in this section. Participants also demonstrated a greater degree of uncertainty when responding to some of the statements in the area of being “Partnership oriented”. This warrants reflection too.

Main Strengths:

- Being Christ-centred
- Being Well-governed
- Being Relationally committed
- Being Mission shaped

Areas for Growth:

- Being People empowering
- Being Partnership oriented

Key Recommendations:

1. That the Eldership ensures that the areas of strength identified in this report are fostered further still, and that future strategic planning leverages off them.
2. That the Eldership further equips the church in how to resolve conflict well. This should include:
 - a. Ensuring that appropriate conflict resolution policies and procedures are in place and are well understood by the congregation.
 - b. Providing training opportunities, such as those offered by Peacewise
3. That the Eldership develops and implements strategies that encourage a greater openness to change and innovation.
4. That the Eldership and Pastoral Staff support members of the congregation in identifying and using their spiritual gifts.
5. That the Eldership consults with Craig Corkill, the Association's Associate Director for Leadership Development, to develop and implement strategies that identify, develop, deploy, and support new leaders.
6. That as part of its future strategic planning the Eldership considers:
 - a. Appropriate opportunities to partner constructively with other local churches
 - b. Appropriate opportunities to partner with other organisation for the good of the community.

CHAT Survey

Survey Responses: 149 people participated

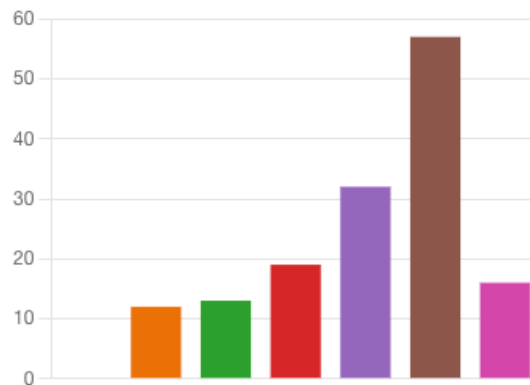
What is your Gender?

Female	89
Male	60



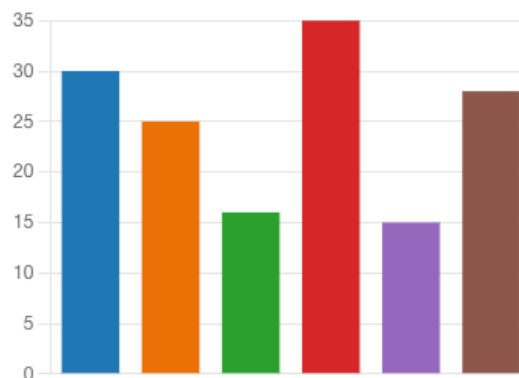
What is your age group?

0-11 years	0
12-18 years	12
19-25 years	13
26-40 years	19
41-55 years	32
56-75 years	57
76+ years	16



When did you first begin to attend the church on a regular basis?

0-3 years ago	30
4-6 years ago	25
7-10 years ago	16
11-20 years ago	35
21-30 years ago	15
More than 30 years ago	28



Are you a Church Member?

● Yes	102
● No	42
● Unsure	5



Does anyone else from your family attend the church with you?

● No, I attend by myself	34
● Yes, I attend with my husband/w...	49
● Yes, I attend with my husband/w...	46
● Yes, I attend with my children	4
● Yes, I attend with my parent/par...	16



Approximately how far from the main church building do you live?

● Less than 1 kilometre	18
● Between 1 and 2 kilometres	15
● Between 2 and 5 kilometres	47
● Between 5 and 10 kilometres	43
● More than 10 kilometres	26



In the box below write ONE word that expresses how you currently feel about the life of the church

Words used by more than one participant are show in the table below.

Word	Occurrences
Vibrant/Dynamic/Lively	19
Good/Positive	10
Active	6
Family	6
Growing	6
Happy	6
Ok/Satisfactory/satisfied	6
Encouraging/uplifting/enriching	6
Healthy	5
Connected	4
Stable/still	4
Welcoming	4
Exciting/engaging	4
Consistent/constant/Comfortable	4
Blessed	3
Community	3
Friendship/friendly	3
Hopeful	3
Belong	2
Biblical	2
Busy	2
Love	2
Rearrangement/renewal/revision	2
Thriving	2
Uncertain	2
United	2

If you BEGAN ATTENDING THE CHURCH IN THE LAST 3 YEARS, then what features did you find most attractive?

Themes	Occurrences
Good biblical preaching/teaching	14
Diversity (Age and cultural)	10
Welcoming	9
Community/church family	7
Mission/outreach focussed	3
The Pastor	3
Follow up of newcomers	2
Family is here	2
Nice food	2

Lots of young families and young people	2
Youth Ministry	2
Variety of ministries	2
Bible study group	2
Service Time	1
Encouraging people	1
Care for each other	1
Location	1
Yellow Belonging wall	1
Worship music	1
Not too big	1
Unity in Jesus	1
People my age	1

If you HAVE BEEN ATTENDING THE CHURCH FOR MORE THAN 3 YEARS, then what features do you most appreciate?

Theme	Occurrences
Caring Community/fellowship	42
Faithful biblical teaching/preaching	38
Youth and Children's ministry	17
Bible study group/small group	16
Diversity (age and cultural)	14
Friendly and welcoming	13
Sense of belonging/home/family	9
Morning tea/lunch	9
Pastoral care/visitation	6
Vibrant and diverse ministries/activities	6
Outreach to community/mission	6
Prayer ministry/support	5
Opportunities to serve/lead	5
Servant hearted people	5
Worship services	4
Worship/worship music	4
Church camps/picnics	3
Family atmosphere	3
Sound theology	3
Generosity	3

Live Streamed services	2
Accepting	2
Opportunity to grow	2
People of same age	2
Evening Service for young people	1
Worship songs include Hymns (am)	1
Formal Membership	1
Vison	1
Great role models	1
Ladies EQUIP	1

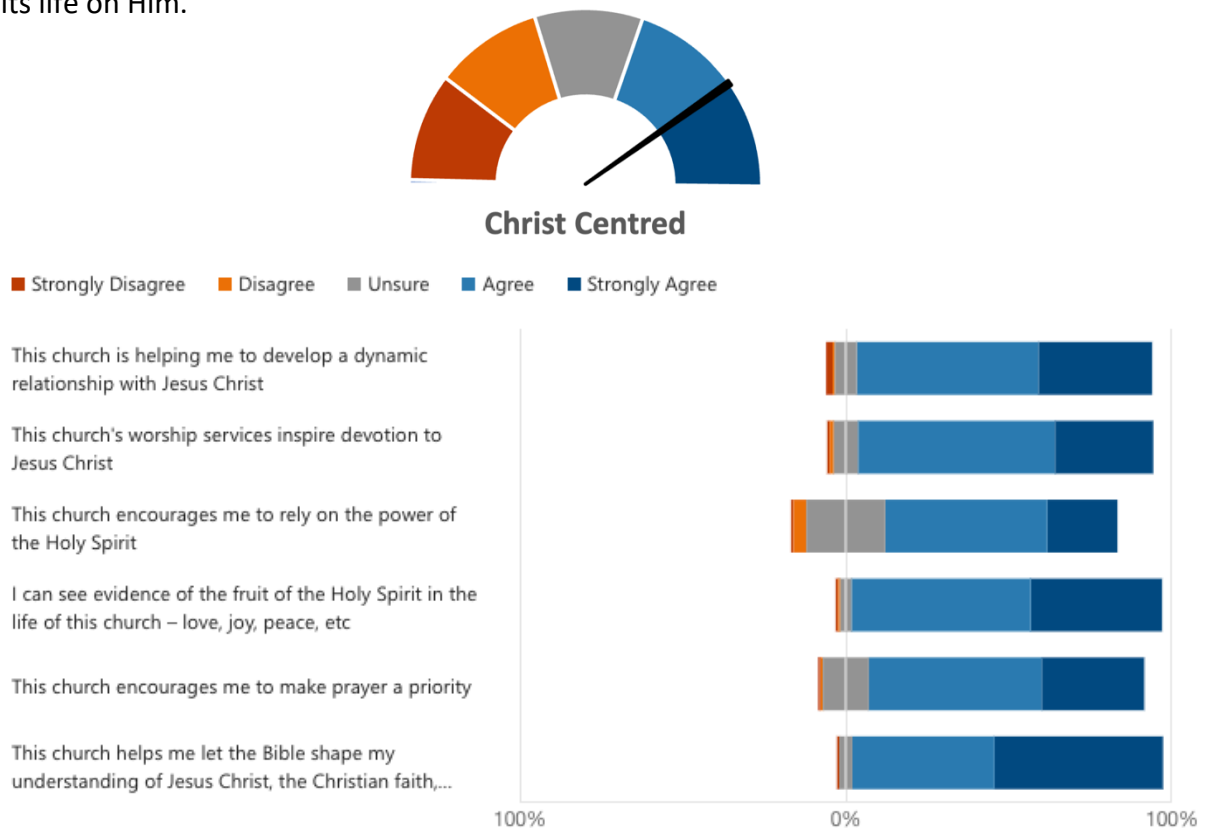
How often do you have a focused time of daily Bible reading and prayer?

● Daily	73
● Two or three times per week	52
● Two or three times per month	16
● Rarely	8
● Never	0



A healthy church is Christ-centred

Jesus Christ is Head of the Church. A local church is part of His body. Every member is united to Him. He is the common denominator and if a church is to be healthy then it must centre its life on Him.



Comments:

Most participants either “Agreed” or “Strongly agreed” with the statements in this section. The top scoring statement concerned how the church helps participants let the Bible shape their understanding of Jesus Christ, the Christian faith, themselves, and the world. The weakest scoring statement was, “This church encourages me to rely on the power of the Holy Spirit”. While no one “Strongly Disagreed”, 24% of participants indicated that they were “Unsure” and 4% that they “Disagree”. Given that God’s message to Zerubbabel was, “not by might nor by power, but by my Spirit” (Zechariah 4:6) the Eldership is encouraged to ensure that the Person and work of the Holy Spirit is well reflected in the church’s teaching. The words God spoke to Zerubbabel represented a foundational principle of service in the context in which they were given but represent a foundational principle in regard to salvation and sanctification as well.

Key strengths in this area:

“This church helps people to let the Bible shape their understanding of Jesus Christ, the Christian faith and the world”.

“People can see evidence of the fruit of the Holy Spirit in the life of this church”.

Key growth areas:

“This church encourages people to rely on the power of the Holy Spirit

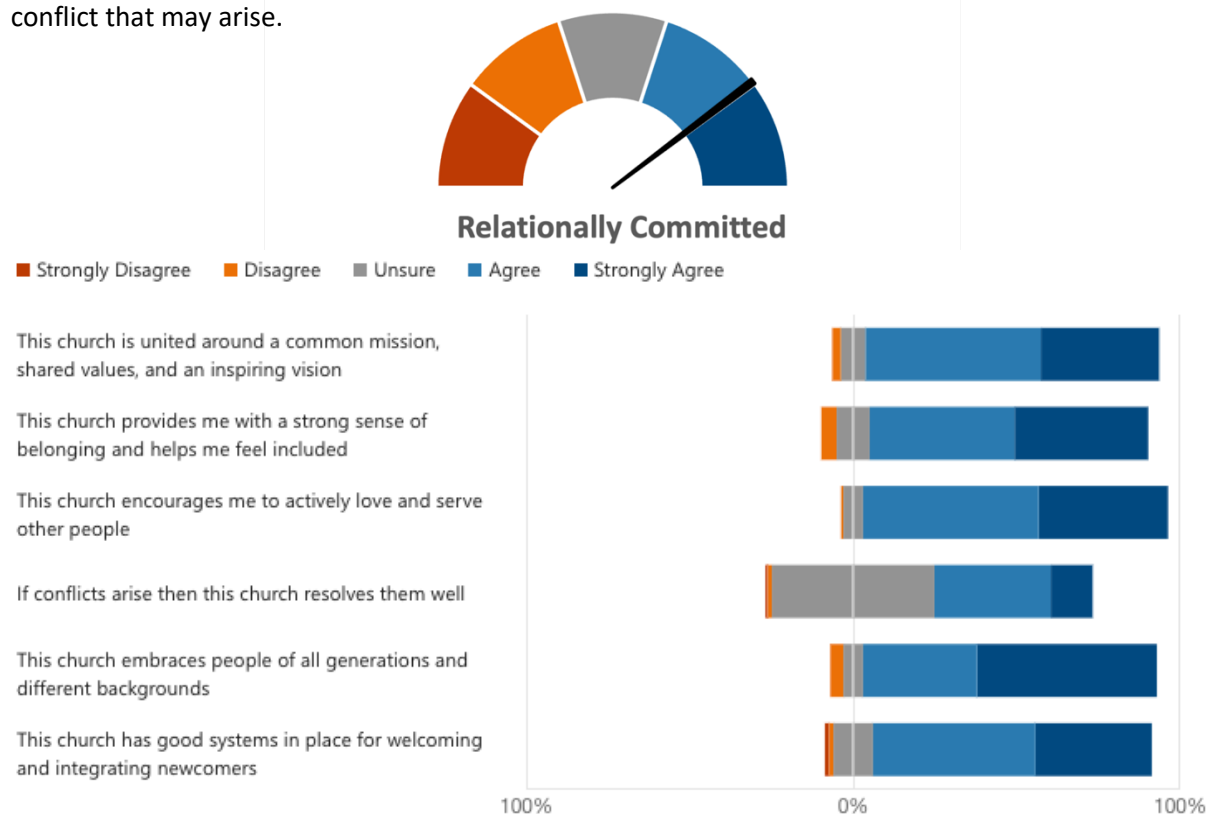
Most common suggestions to help the church become more Christ-centred:

67 suggestions were made details of which have been provided to the Eldership. These included

- Outreach and evangelism into the local community, including equipping church members for evangelism.
- More opportunities to hear stories and testimonies of how God is working in the lives of people in the church to encourage one another.

A healthy church is relationally committed.

Christian unity and authentic community are intrinsic to church health. In a healthy church relationships will be strong. Church life will be characterized by loving concern that expresses itself in practical action. Those who make up the church will feel welcome and included in its life. There will be a shared sense of belonging. All members regardless of gender, age or cultural background will feel equally at home. A climate of openness and trust will exist together with a willingness to manage any conflict that may arise.



Comments:

Most participants either “Agreed” or “Strongly agreed” with the statements in this section. The top scoring statement concerned how the church is united around a common mission, shared values, and an inspiring vision. However, almost 50% of participants indicated that they were “Unsure” if the church resolves conflicts well. The Eldership is encouraged to respond to this by ensure that appropriate policies and procedures are both in place and are well understood by the congregation.

The Eldership is further encouraged to investigate the excellent training resources that are offered by Peacewise with a view to running appropriate training in the church www.peacewise.org.au

Key Strength areas:

“This church has good systems in place for welcoming and integrating newcomers”
 “This church encourages people to actively love and serve others”

Key growth areas:

“If conflicts arise then this church resolves them well”

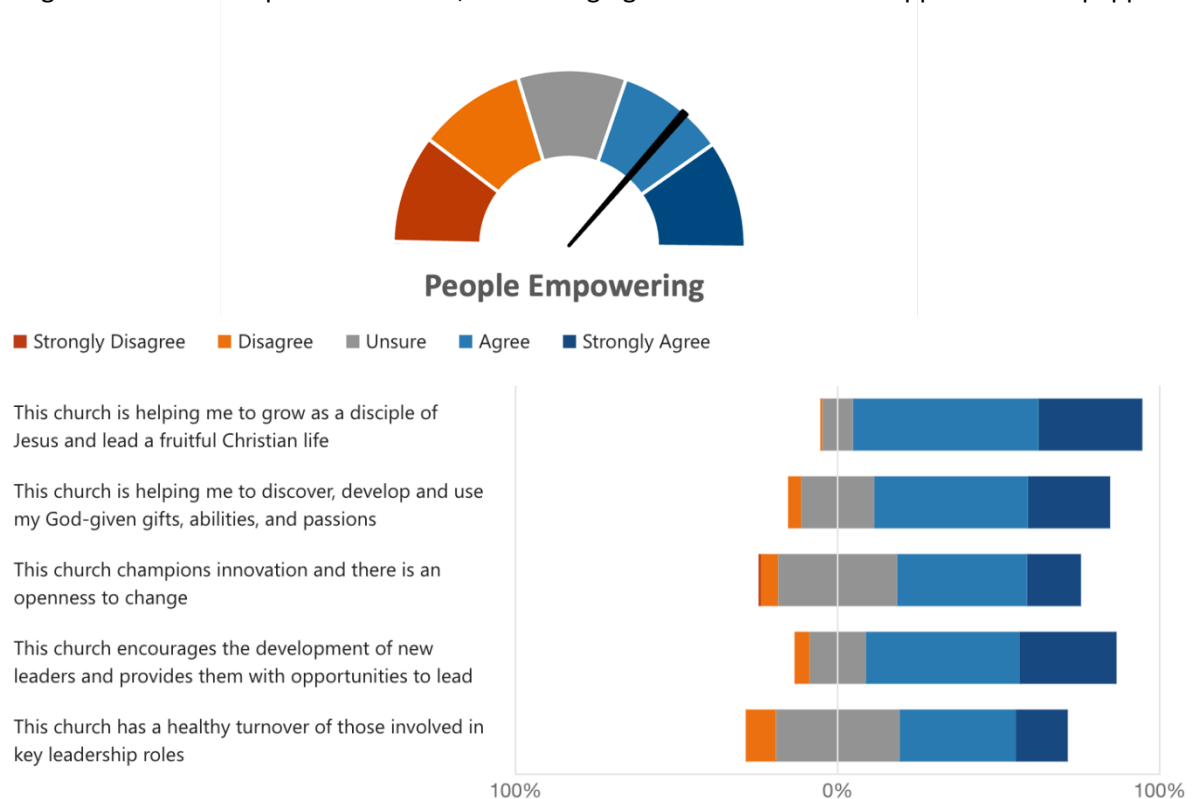
Most common suggestions to help the church become more relationally committed:

71 suggestions were made details of which have been provided to the Eldership. These included

- Creating more opportunities for intergenerational engagement including outreach and serving together.
- Organised opportunities for hospitality and sharing meals together in homes. Such as hospitality Sunday.

A healthy church is people empowering

Fruitfulness in life and mission is only possible in complete dependence on the Holy Spirit. Members of the congregation will have a growing understanding of Him, and a culture of prayer will permeate church life. The making of disciples will be a core focus, and a culture of discipleship making will produce followers of Jesus who are equipped to serve, lead, and witness well. Leaders will invest in the growth and development of others, and emerging leaders will be well supported and equipped.



Comments:

While the collective responses to the statements in this section reveal it to be the area for most growth it should be noted that the overall average score of 72% is still good. No participant indicated that they “Strongly disagree” with any of the statements and few indicated that they “Disagree”, however a larger proportion indicated that they were “Unsure” relative to markers in other sections. The top scoring statement concerned how the church is helping participants to grow as disciples of Jesus and lead a fruitful Christian life.

The Eldership is encouraged to conduct further research across those markers where people indicated “Unsure” to better understand the reasons for those responses and then to develop and implement strategies that lessen uncertainty.

The greatest uncertainty was apparent in the responses to the statement about the church having a healthy turnover of those involved in key leadership roles. Healthy turnover here is important to prevent burnout and to ensure that emerging leadership is fostered well. The Eldership is encouraged to consult with Craig Corkill, the Associate Director for Leadership Development, to develop and implement strategies that identify, develop, deploy, and support new leaders.

Key Strength areas:

“This church is helping people to grow as disciples of Jesus and lead fruitful Christian lives”

Key growth areas:

“This church has a healthy turnover of those involved in key leadership roles”

“This church champions innovation and there is an openness to change”

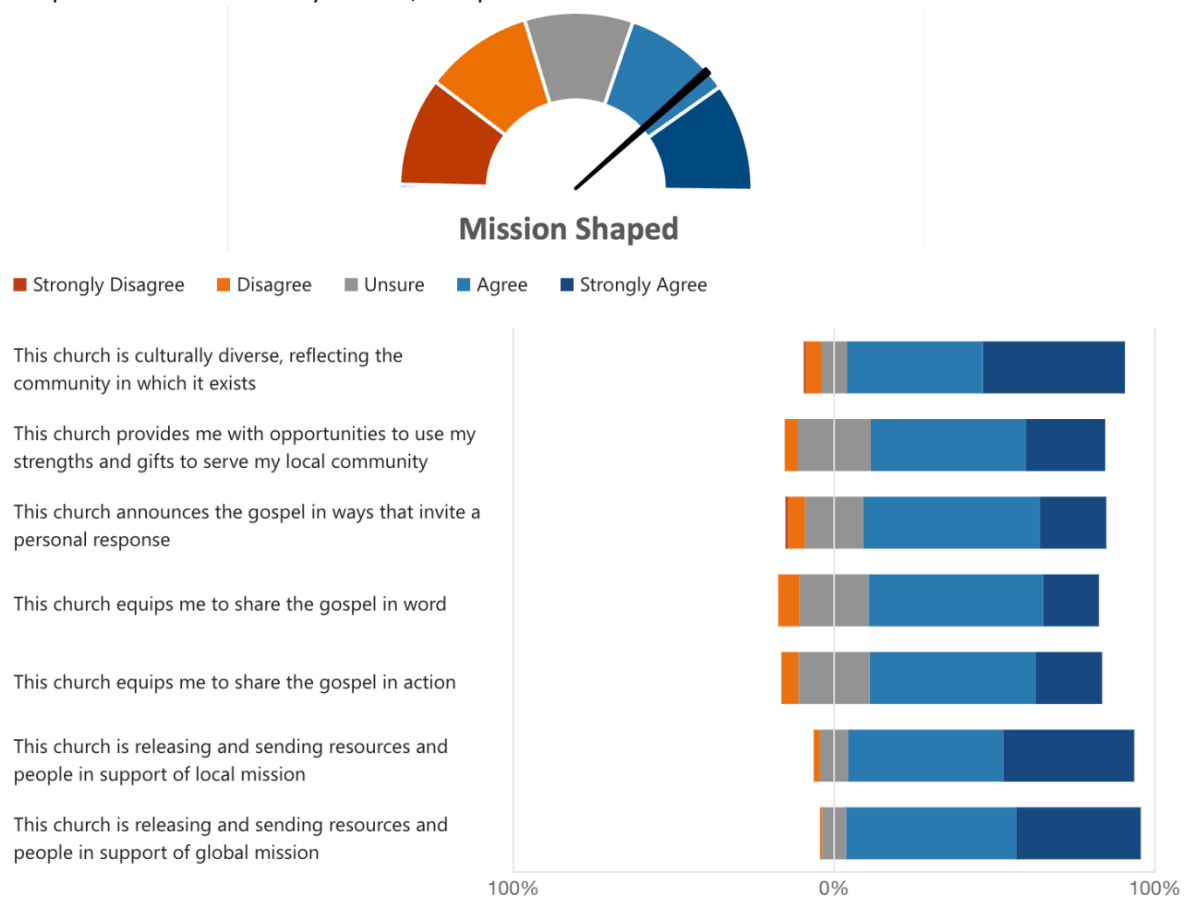
Most common suggestions to help the church become more people empowering:

60 suggestions were made details of which have been provided to the Eldership. These included

- Providing education and training opportunities in discipleship and leadership.
- The development of a mentoring program for emerging leaders.
- Ensuring that women are supported in discovering and using their gifts.

A healthy church is mission shaped.

Fruitfulness in life and mission is only possible when a church obeys Christ’s commands to make disciples. A healthy church will have a clear vision for advancing the gospel and for the transformation of individuals, communities and nations. The church will be well engaged with its local community. A culture of releasing and sending resources and people will prevail. A vision for multiplication will be widely shared, and plans will be made that see the vision realised.



Comments:

Most participants either “Agreed” or “Strongly agreed” with the statements in this section. The top scoring statement concerned the church releasing and sending resources and people in support of global mission. However, some participants indicated uncertainty in response to statements about the church equipping them to share the gospel both in word and in action. The Eldership is encouraged to respond to this by developing and implementing strategies that encourage, train, and support people to share the gospel in word and in action.

Key Strength areas:

- “This church is releasing and sending resources and people in support of local mission”
- “This church is releasing and sending resources and people in support of global mission”

Key growth areas:

- “This church equips me to share the gospel in word”
- “This church equips me to share the gospel in action”

“This church provides me with opportunities to use my strengths and gifts to serve my local community”

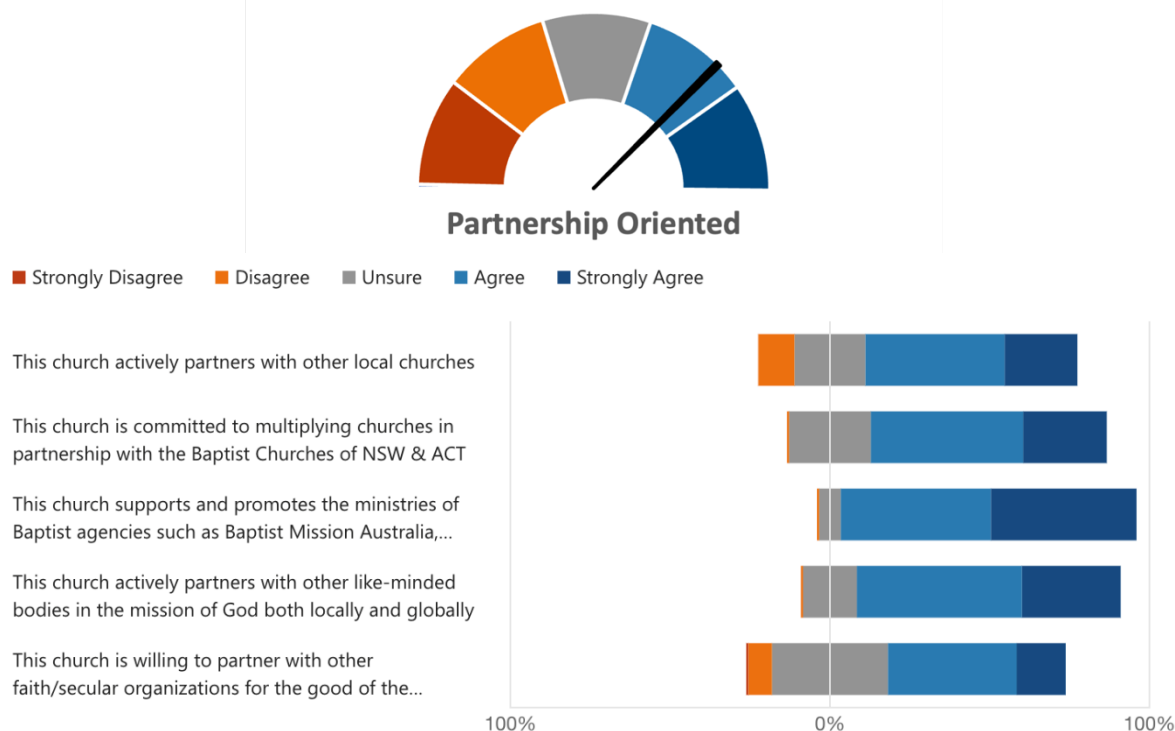
Most common suggestions to help the church become more mission shaped:

49 suggestions were made details of which have been provided to the Eldership. These included

- Invest in training and equipping people for local mission activities and to serve the local community.
- An intentional focus on encouraging people to be trained and sent out for mission.
- Short term mission trips.

A healthy church is partnership oriented.

Fruitfulness in life and mission is only ever enhanced by strategic and constructive partnerships with like-minded bodies in the mission of God. A healthy church will be fully engaged with its various Baptist networks – local, regional, and Association-wide. It will also be well-engaged with the other churches in its suburb and supportive of bodies like Baptist Mission Australia, Baptist World Aid, and other Christian agencies.



Comments:

Most participants either “Agreed” or “Strongly agreed” with the statements in this section. The top scoring statement concerns the church’s support for, and promotion of, the ministries of Baptist agencies. However, there was a greater degree of uncertainty over whether the church actively partners with other local churches and is willing to partner with non-Christian organisations for the good of the community. The Eldership should, as part of future strategic planning, reflect on both of these areas and, where appropriate, develop and implement strategies that foster constructive partnerships with other local churches and non-Christian organisations.

Key Strength areas:

“This church supports and promotes the ministries of Baptist agencies”

“This church actively partners with other like-minded bodies in the mission of God both locally and globally”

Key growth areas:

“This church actively partners with other local churches”

This church is willing to partner with other faith/secular organizations for the good of the community”

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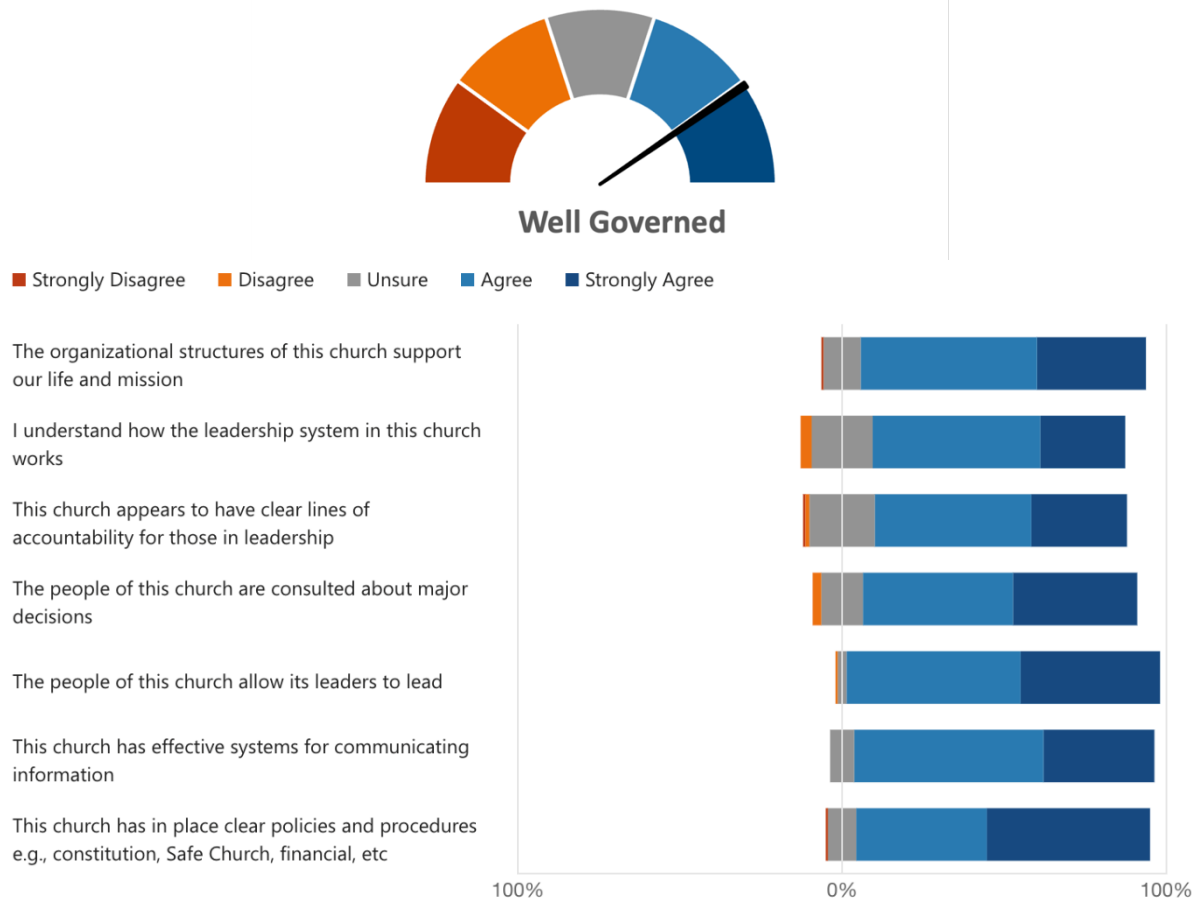
Most common suggestions to help the church become more partnership oriented:

44 suggestions were made details of which have been provided to the Eldership. These included:

- More proactive meeting with and working together with other local churches.
- Working together with other local churches on joint community events such as Community Christmas Carols

A healthy church is well-governed.

Fruitfulness in life and mission is only ever encouraged by best-practice structures, policies and procedures. The church will have a constitution that protects it while also allowing it to grow. The church will have a governance structure that fits its size and is agile enough to accommodate growth. The church will have appropriate Safe Church policies and procedures in place. The church will have appropriate financial policies and procedures in place.



Comments:

Most participants either “Agreed” or “Strongly agreed” with the statements in this section. The top scoring statement was “This church allows its leaders to lead” with more than 53% of participants indicating that they “Agree” and 43% indicating that they “Strongly agree”. However, in response to the statement, “I understand how the leadership system in this church works” more than 22% of participants indicated either “Disagree” or “Unsure”. The Eldership should respond to this by providing appropriate information about the leadership system, ensure that key leaders are known to the congregation, and ensure that church members are well prepared to nominate and elect key leaders.

Key Strength areas:

“The people of this church allow its leaders to lead”

“The church has in place clear policies and procedures”

Key growth areas:

“I understand how the leadership system in this church works”

This church appears to have clear lines of accountability for those in leadership”

Most common suggestions to help the church become more partnership oriented:

36 suggestions were made details of which have been provided to the Eldership. These included:

- Improved communication and transparency regarding decisions that are being made, including prior to church members voting on significant issues.
- Clear communication regarding how the leadership of the church functions, including in the absence of a Senior Pastor

Quantitative Markers

The third group of data that is assessed as part of a Simple Church Health Review is quantitative. The Church Health Team has identified seven quantifiable markers that it recognises to be integral to church health. These are:

- The number of attendees (an attendee is someone who attends the church’s public worship services on an average of at least on Sunday per month, or who is acknowledged to be a member of the church community but cannot attend public worship services because of age, illness, etc.)
- The number of baptisms
- The number of people who are currently active in ministry (a person who is active in ministry is an attendee who has been recruited and screened as per the Church’s Safe Church Policy, and is actively serving in a recognised ministry of the church)
- The number of people who are being developed as disciples (a person who is being developed as a disciple is a person who is engaged in a program or process of the church that specifically aims to develop them as a disciple)
- The number of people who are being developed as leaders (a person who is being developed as a leader is a person who is engaged in a program or process that specifically aims to develop them as a leader, including mentoring, coaching, etc)
- The number of people who have been released by the church in each of the last 5 years (a person who have been released by the church is someone who the church has set aside to train for ministry, e.g., a Bible College student, or a person who has been sent out into ministry by the church, e.g., a pastor, missionary, chaplain, or someone who has been released by the church to participate in a church plant)
- The average weekly offering

The Church Health Team believes that there is considerable benefit in a church tracking these markers and ensuring that strategic planning supports their growth.

Key Marker	2022	2023
Attendees	70-75	75-80*
Baptisms	0	0
Active in ministry	-	20-25
Disciples being developed	-	5-10
Leaders being developed	0	0
People being released	-	1
Average weekly offering	\$3070	\$3060