

**What does a healthy,
multiplying church
look like?**



Defining Church Health

A unified community of Jesus followers
fruitful in life and mission



Achieving Church Health

How do we measure church health?



Why attempt to measure church health?

- Tracking church health highlights what should be celebrated
- Tracking church health highlights what could be improved
- Tracking church health helps with strategic planning



What metrics are most significant/helpful?

You have 5 minutes to discuss and list the metrics you think should be tracked to provide the most helpful picture of the health of your church

NCLS

Faith

Worship

Belonging

Vision

Leadership

Innovation

Service

Faith-sharing

Inclusion



HILLSONG

Attendance

Follow-ups

Small groups

Volunteers

Giving



NATIONAL CHURCH DEVELOPMENT INT'

Empowering Leadership

Gift-oriented ministry

Functional structures

Inspiring worship services

Holistic small groups

Need-oriented evangelism

Loving relationships



BAPTIST CHURCHES OF NSW & ACT?



BAPTIST CHURCHES OF NSW & ACT

Christ-centred

Relationally committed

People empowering

Mission shaped

Partnership oriented

Well governed



MEASURING & TRACKING CHURCH HEALTH



Church Health Diagnostic Survey

Thank you for agreeing to take part in this church health diagnostic survey. Please respond to each statement as it relates to your church by choosing the option that best reflects how you think and feel .

Please also note the regular invitations to make suggestions about how the church might improve its health.

Opportunity to request helpful demographical data including:

Name?

Gender?

Age?

Length of time at church?

Membership status?

Do they attend church alone or with family?

What do they most appreciate about the church?

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

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.

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.



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.

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.

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.

Getting Started...

1. Check your email or use QR code to access Sign-up form
2. Complete the sign-up form during the learning intensive
3. Survey will be customized for your church
4. Check your email inbox for:
 - a. Link and QR Code for digital version of the survey
 - b. Printable PDF version of the survey
5. Collect responses from church
6. Feedback provided back to you



<https://forms.office.com/r/iyBSD4big7>

Feedback



Overall Church Health



General Comments:

Overall Anonymous Baptist Church has a good degree of health. The church is encouraged to reflect on the areas of high health as opportunities for strengthening the church and for future fruitfulness.

Whilst there is a good degree of health there is also significant room for growth. The church is encouraged to reflect on one or two key growth areas with a view to growing healthier in those areas. This will improve the overall health of Anonymous Baptist Church. Some general recommendations are included as a suggested way forward for improved health.

Strengths:

Christ Centred Church
Partnership Oriented Church

Growth Areas:

People Empowering
Well Governed

Recommendations:

1. Acknowledge, celebrate, and reflect on the strengths of being a Christ Centred Church and a Partnership Oriented Church as well as other areas of strong response within the other sections.
2. Develop a strategy for improved conflict resolution within Anonymous Baptist Church. This may include seeking conflict resolution training and reviewing conflict resolution procedures.
3. Develop a strategy for improving the process of welcoming and integrating newcomers into the community of Anonymous Baptist Church.
4. Explore the basis for a lower score on "healthy turnover of leaders." Develop strategies to address this area for the future.
5. Explore ways of improving systems of communicating information within the church.
6. Implement a strategy to improve clarity around lines of accountability.
7. That Anonymous Baptist Church repeat the Church Health Assessment Tool in 12 months time to assess growth.



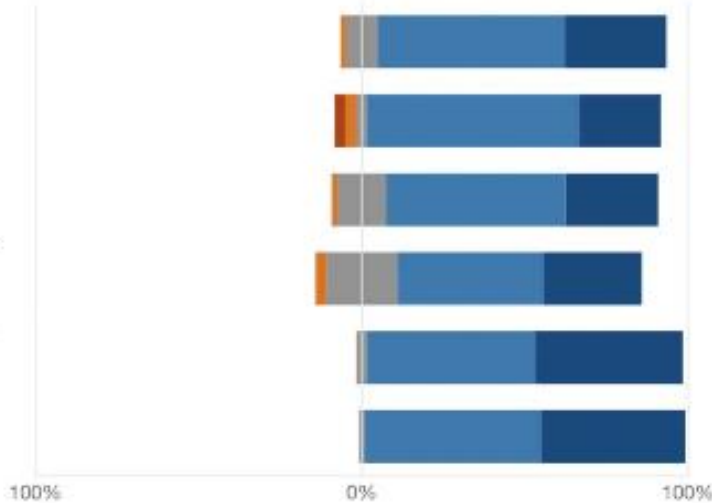
A healthy church is Christ-centred

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.



Strongly Disagree Disagree Unsure Agree Strongly Agree

- This church is helping me to develop a dynamic relationship with Jesus Christ
- This church's worship services inspire devotion to Jesus Christ
- This church encourages me to rely on the power of the Holy Spirit
- I can see evidence of the fruit of the Holy Spirit in the life of this church – love, joy, peace, patience,...
- This church encourages me to make prayer a priority
- This church helps me let the Bible shape my understanding of Jesus Christ, the Christian faith,...



Comments

A significant majority of respondents to the survey agreed or strongly agreed with each statement in this section. Together these responses amount to 80% of the highest possible response. This indicates that Anonymous Baptist Church has a high degree of health in being a Christ Centred Church, with some room for continued growth.

Key Strength areas:

- Encouraged people make prayer a priority
- Helping people to let the bible shape understanding of Jesus and Christian faith

Key growth areas:

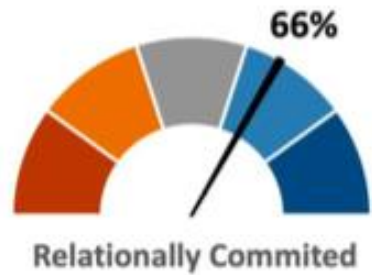
- Fruit of the Holy Spirit

Suggestions for growth from survey respondents:

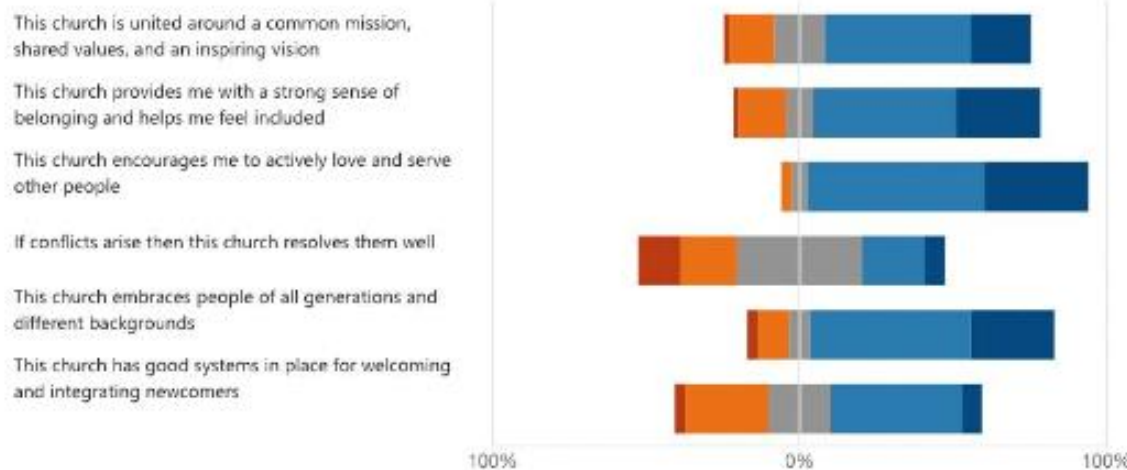
- Greater emphasis on prayer and bible in worship gatherings.
- Stronger focus on discipleship outside of worship gatherings.

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.



Legend: Strongly Disagree (dark red), Disagree (orange), Unsure (grey), Agree (light blue), Strongly Agree (dark blue)



Comments:

Respondents to the survey gave mixed results to this section. Some statements such as, "This church encourages me to actively love and serve other people," received a high level of agreement. Other areas such as "If conflicts arise then this church resolves them well," received 40% of people responding as unsure and the remainder of people almost evenly split between disagreement and agreement.

Key Strength areas:

Encouraging people to actively love and serve other people

Key growth areas:

- Conflict Resolution
- Welcoming and integrating newcomers

Suggestions for growth from survey respondents:

- Ensuring that older people are included in the life of the church, including ministry to seniors.
- Cross generational lunches and social meetings.
- Improved welcoming and hospitality at Sunday services.
- Training or seminars on conflict resolution from external provider.
- Improved systems for communication.
- Continued effort to return to connection and engagement post COVID

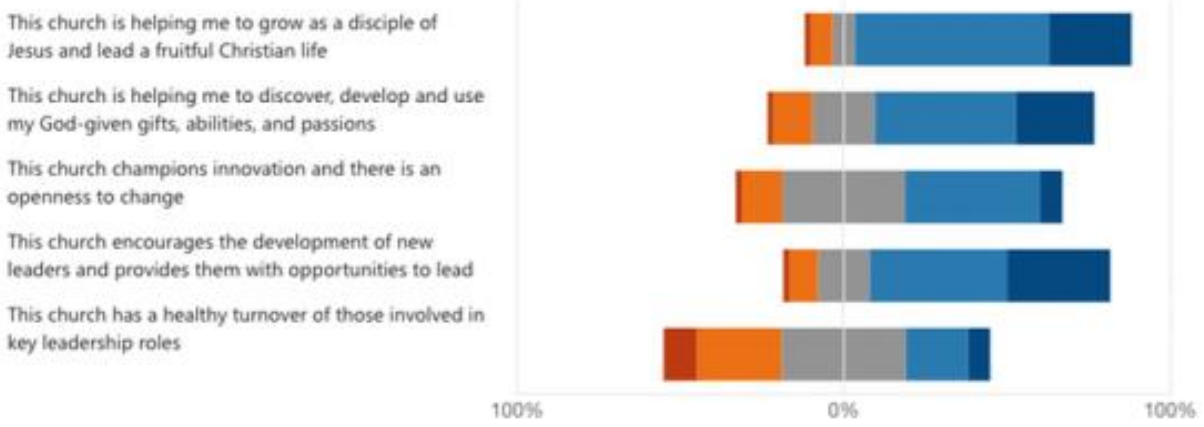
A healthy church is people empowering

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.



People Empowering

■ Strongly Disagree ■ Disagree ■ Unsure ■ Agree ■ Strongly Agree



Comments:

Feedback in most areas of this section is largely positive. It is worth noting that 85% of respondents to the survey agree or strongly agree that Anonymous Baptist Church is helping them to grow as a disciple of Jesus and lead a fruitful Christian life. Also, most respondents believe that the church encourages the development of new leaders and provides opportunities for them to lead. There are other areas in this section that the church could focus on to help it become a more people empowering church.

Key Strength areas:

Helping people to grow as a disciple of Jesus and lead a fruitful life
Encouraging the development of new leaders

Key growth areas:

Championing innovation and openness to change
Healthy turnover of those involved in key leadership roles

Suggestions for growth from survey respondents:

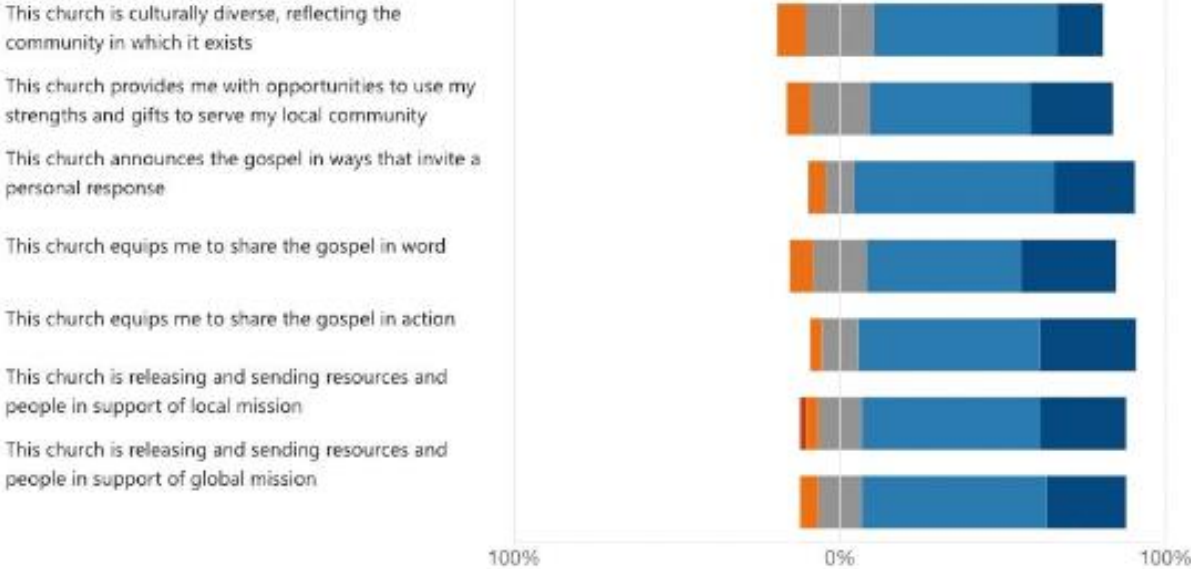
Training and info sessions for people exploring ministry and volunteering in the church.
Greater involvement and inclusion of people in church services. Eg. Bible reading.
More regular updates on what is happening in various ministry areas.
Increased freedom for people to perform their roles and express 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.



Strongly Disagree Disagree Unsure Agree Strongly Agree



Comments:

Anonymous Baptist Church exhibits a good degree of health in being a mission shaped church with room to grow. Overall, a significant majority of responders either agree or strongly agree with each statement in this section. The church might consider how It can build furhter on this strength.

Key Strength areas:

- Equipping people to share the gospel in action
- Announcing the gospel in ways that invite a personal response

Key growth areas:

Suggestions for growth from survey respondents:

- Opportunities such as mission days to hear about the missions the church partners with.
- Increased communication about various ministries and missions.

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.



Strongly Disagree Disagree Unsure Agree Strongly Agree

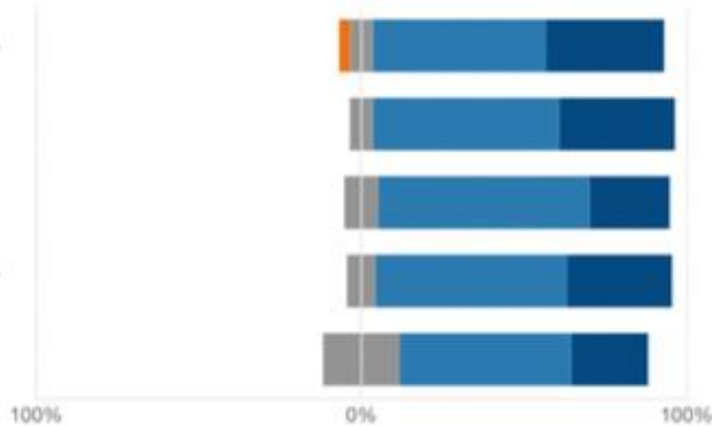
This church actively partners with other local churches

This church is committed to multiplying churches in partnership with the Baptist Churches of NSW & ACT

This church supports and promotes the ministries of Baptist agencies such as Baptist Mission Australia,...

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

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



Comments:

Anonymous Baptist Church has a high degree of health in the area of being a partnership oriented church. A significant majority of respondents either agreed or strongly agreed with each statement in this section, with very little disagreement. The church would do well to consider how it might build this strength in the future.

Key Strength areas:

Partnering with other local churches
Partnering with Baptist Churches of NSW & ACT

Key growth areas:

Partnering with other faith/secular organisations

Suggestions for growth from survey respondents:

Continue to communicate during services and email what is happening with church partners.
Initiate connection with new partners. E.g. Baptist Care

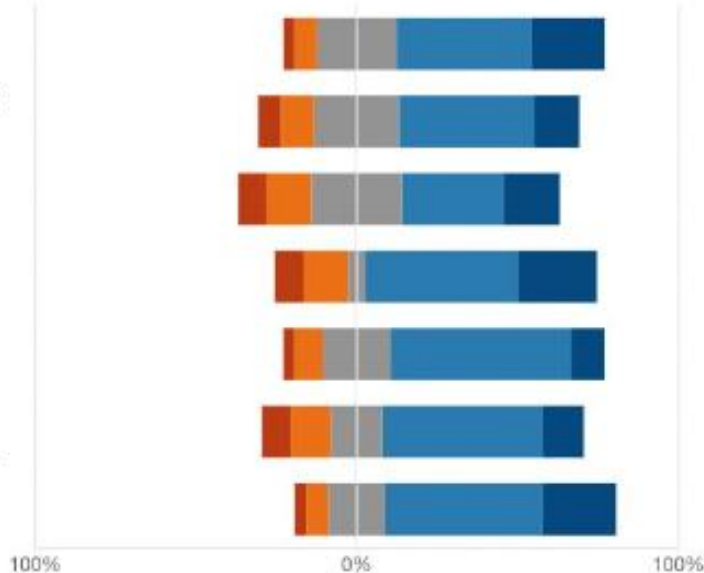
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Strongly Disagree Disagree Unsure Agree Strongly Agree

- The organisational structures of this church support our life and mission
- I understand how the leadership system in this church works
- This church appears to have clear lines of accountability for those in leadership
- The people of this church are consulted about major decisions
- The people of this church allow its leaders to lead
- This church has effective systems for communicating information
- This church has in place clear policies and procedures e.g., constitution, Safe Church, financial, etc



Comments:

Anonymous Baptist Church exhibits a good degree of health in being well governed. Most respondents agreed or strongly agreed to each statement in this section. However, with each statement there is a moderate degree of disagreement and uncertainty. This indicates that governance and clarity of governance is an area in which the church can seek to grow for greater overall health.

Key Strength areas:

Clear policies and procedures.

Key growth areas:

Clear lines of accountability for those in leadership
Effective systems for communicating information

Suggestions for growth from survey respondents:

Greater delegation of leadership roles and responsibilities.
Improved communication: e.g. weekly bulletins, budget reporting.

Quantitative Measures

- Number of attendees
- Number of baptisms in the last 12 months
- Number of people who are active in ministry
- Number of people being developed as disciples
- Number of people being developed as leaders
- Number of people being released by the church



Sign-Up Form

<https://forms.office.com/r/iyBSD4big7>



Baptist Churches
of NSW & ACT