

Congregational Health-check



From the Regs

3.4.5 (b) The purpose of the consultation shall be to strengthen the life and witness of the Congregation, to assess future ministerial and lay leadership needs, and to review the records of the Congregation.

3.4.5 (c) A consultation shall normally take place every five years at the discretion of the Presbytery regardless of the duration of any current placement.

3.4.5 (d) The Presbytery may conduct a consultation at any time on its own initiative, or at the request of the Church Council or of a Minister serving in a placement in the Congregation.



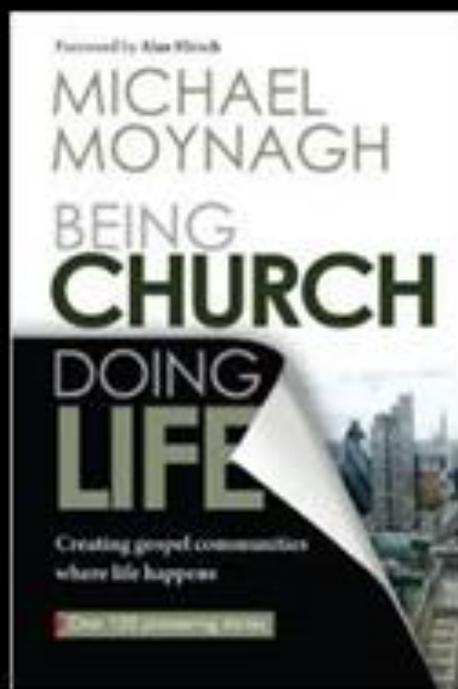
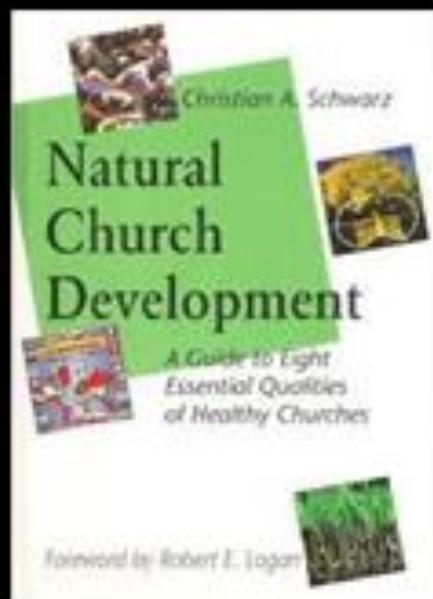
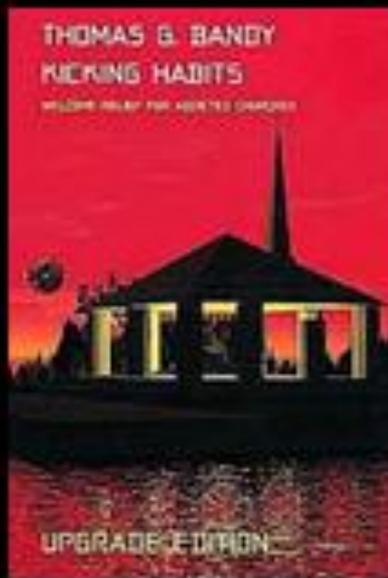
- ***The people who are produced by a given culture are unlikely transformers of that culture.***

- *William Willemon: Bishop: The Art of Questioning Authority by an Authority in Question*

Five Practices of Fruitful Congregations



Robert Schnase



Characteristics of a Healthy (fruitful) Congregation

1. Empowering leadership (Schwartz and Logan)
2. Gift oriented ministry (Schwartz and Logan)
3. Passionate spirituality (Schwartz and Logan, Moynagh)
4. Functional structures (Schwartz and Logan)
5. Inspiring worship (Schwartz and Logan, Schnase, Moynagh)
6. Intentional discipleship development (Schnase, Moynagh)
7. Holistic small groups (Schwartz and Logan, Moynagh)
8. Need oriented and risk taking mission, evangelism and service (Schwartz and Logan, Schnase, Moynagh)
9. Loving relationships (Schwartz and Logan, Moynagh)
10. Extravagant generosity (Schnase)
11. Radical hospitality (Schnase)

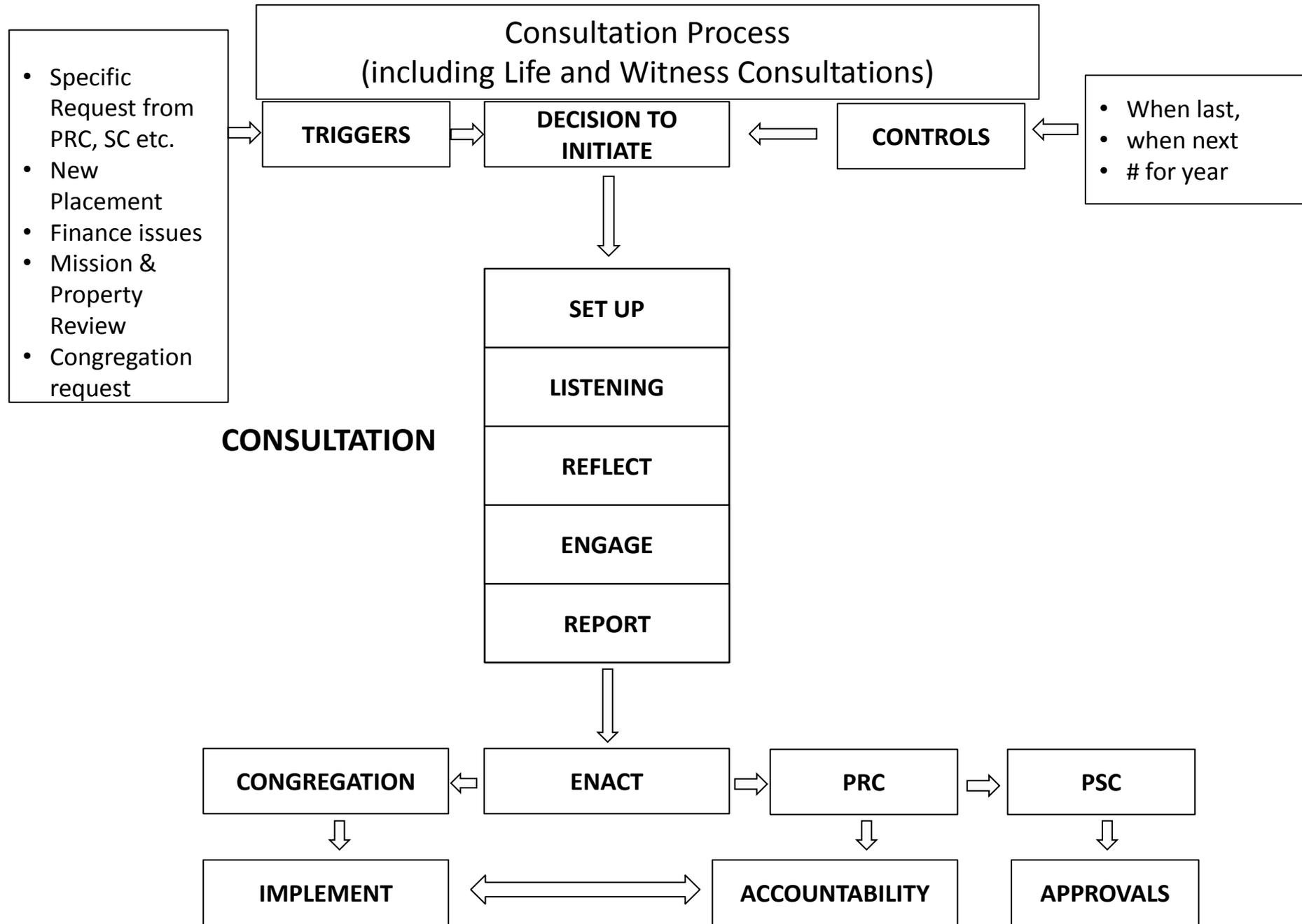
Some provocative positions

On a scale of 1-10, rate your anxiety levels in relation to the following:

1 2 3 4 5 6 7 8 9 10

Low anxiety

High anxiety



Stage	Objectives/Outcomes
SET UP	The Consultation is established with the Terms of Reference, a Team with appropriate leadership and skills and communication to all parties to ensure a smooth commencement to the relationship between the Team, the congregation and its ministry agents and the PRC.
LISTEN	The Team becomes familiar with the congregation and its ministry, its joys and challenges. It will meet the congregation and its leadership, and attend services and activities. The Team will understand the congregation's property and its use, its finances and its governance.
REFLECT	The Team prayerfully considers what it has observed. On consideration of the congregation, its strengths and challenges and its hopes for the future, the Team will formulate ways to engage with the congregation
ENGAGE	Through meetings, conversations and/or workshops, the Team will explore the hopes, questions and issues facing the congregation, seeking to guide the congregation to renew its vision and ministry.
REPORT	The Team seeks to formulate and document its recommendations. The Team will test the report with key leadership in the congregation, and seek peer review from outside the Team to ensure the document is of the highest quality and usefulness to the congregation and the councils of the church.
ENACT	The PRC and the Congregation take responsibility for enacting the recommendations of the report. The PRC schedules the date of the next Life and Witness consultation, noting the timing of ministry agent placements, and sets dates for follow-up of action for significant recommendations.

What makes a good Congregational Consultation?

Aspiring to excellence.

Consultations are important, and congregations deserve the best.

Consultation teams will be skilled and trained, and will have the right mix of abilities to suit the needs of the congregation they are working with.

Clear “Terms of Reference” will be developed at the beginning of a consultation.

Congregations and consultation teams will work together to ensure a timely process.

The conduct of consultations will be consultative and facilitative, seeking the active engagement of congregations.

Consultation Teams will work with congregations, affirming and building on the congregation’s mission plan.

Consultations will consider the needs of the wider church, the community and neighbouring congregations.

What makes a good Congregational Consultation?

Good stewardship of resources and good governance are worthy of attention as they underpin the mission of the congregation.

The safety (physical, emotional, spiritual) of all people involved in the mission and ministry is a central consideration.

Consultation Reports will be well reasoned, comprehensive, contain clear recommendations and plans for follow up and will be discussed with the Church Council in advance of the report being finalised.

Some helpful tools

When anxiety levels are reasonably low but there's some work to be done:

- Lifeshapes
- 5 Marks of Mission Mapping

If you need to discover new leaders:

- Sue and Peter Kaldor (Leadership Institute)

If you need to develop more capable and confident leaders

- Civic Leadership Course

Some helpful tools

If you want to find out more about your congregation and its community:

- NCLS data

If you want to understand your communities needs better:

- ABS Census data
- Community Engagement Training with Raymond Joso

Some helpful tools

If you want to think about discovering or releasing resources for mission:

- Suzanne Stanton and Dave Cornford, Alison Bleyerveen

If you want to think about 'pioneering' new ways of being the church:

- Raymond Josos, Emma Parr, Alison Bleyerveen

Some helpful tools

If you want help with mission planning:

- SMART goals
- Raymond Joso and Alison Bleyerveen

If you want to learn how to share your faith in a way that is relational and authentic:

- Makes You Wonder (Ian Robinson)

If you want to take intergenerational initiatives with children and youth:

- Bradon French and Emma Parr

Creating S.M.A.R.T Goals

Attainable - We will need to develop the attitudes, abilities, skills, and capacity to reach our goals. So the idea is to plan our steps wisely, establishing a time frame and grow and expand towards the goals.

EXAMPLE: I like sport, but aiming to be playing for Australia may be unrealistic. However, aiming to get into your local team may be realistic goal.

Specific - We need to be specific. A specific goal has a much greater chance of being accomplished than a general goal.

Who: Who is involved?
What: What we accomplish?
Where: Identify a location.
When: Establish a time frame.
Which: Identify requirements.
Why: Identify purpose

EXAMPLE: A general goal would be, "Get in shape." But a specific goal would say, "Join a health club and workout 3 days a week.

Realistic - We need to be willing and able to work towards our goals. Every goal needs to represent substantial progress. Experts tell us that a 'high' goal is frequently easier to reach than a 'low' one because a low goal exerts a low motivational force.

But we also need to believe that it can be accomplished.

EXAMPLE: Some of the hardest jobs you ever accomplished are actually the simple ones - a labor of love.

Measurable - We will try to establish a concrete criteria for measuring progress, which will help us stay on track, and spur us on to continue the effort required to reach our goals.

How much? How many? How will I know?

EXAMPLE: For instance 'to be happy' is a vague goal and is difficult to measure. It is also hard to know when you've achieved it because there are no clear endpoints. Ask your-self, "What do I need to do and be in order to be happy?"

Timely - A goal should be grounded within a time frame, with a sense of urgency.

T is also for Tangible – a goal is easier to attain when you can experience it with one of the senses, taste, touch, smell, sight or hearing.

EXAMPLE: If you want to lose 10 lbs, when do you want to lose it by? "Someday" won't work. But if you anchor it within a timeframe, "by May 1st", then you've set your unconscious mind into motion to begin working on the goal.

The
Church
has Left *the*
Building

