



# Reaching North NZ with the Good News of Jesus

## Healthy Adventist Churches Workbook & Report—SUMMARY

≈ This is an abbreviated version of an ever-changing and growing record—this edition **September 14, 2010** ≈

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# Chapter 1 – Introduction: Our Journey

## 1) The intention of Healthy Adventist Churches & this workbook...

- This workbook and report is a way for us to keep track of the most important facets of our shared Gospel effort in one convenient document
  - *Healthy Adventist Churches* is not a programme, a prescription or a special track—but a *framework* in which we might work to reach North NZ with the Good News of Jesus

What this <u>isn't!</u>	What this <u>is!</u>
Not a “programme” Only local congregations can effectively plan and carry out programmes to advance the Gospel	A <i>framework</i> drawn from the Word  A <i>description</i> of the thinking of NNZC leaders and the Executive Committee, reflecting expressions from all areas of our field
Not a “prescription” Only the Great Physician can write prescriptions	A <i>guide</i> for leaders as we face the challenge of sharing Jesus in our communities  An <i>inspiration, affirmation</i> and <i>challenge</i> for all of us as disciples of Christ
Not for just a few hand-picked churches	A <i>recommended</i> frame of reference for all congregations in NNZC—each working in a distinctive way as led by the Spirit

## 2) The re-shaping of Healthy Adventist Churches

- *Healthy Adventist Churches* started in NNZC as a potential special track for selected congregations, anticipating significant Conference-level involvement with those congregations
  - Leadership has come to recognise that:
    - a. The *vision* of *Healthy Adventist Churches* is steadily taking hold in many congregations, without special Conference-level involvement
    - b. The ability for Conference-level personnel to have time and opportunity to influence congregations with ongoing intensity is largely unrealistic—and normally not desirable
    - c. The Holy Spirit has a wonderful way of leading at the local level, when leaders at every level cast a vision, present the challenge, and hold each other accountable
- *Healthy Adventist Churches* is now viewed as “A *recommended* frame of reference for all congregations in NNZC—each working in a distinctive way as led by the Spirit”
  - The essence of this frame of reference is an **outward focus**—passion for those who need to find a Saviour
  - From Lead Pastor Eddie Tupa’i: *We do expect all churches to be moving toward health and growth—a “patient urgency”.*
- See more on this subject in the chapter “The *Healthy Adventist Churches* Approach”

### 3) Our mission field...

- A number of Protestant churches in the USA are declining in membership even while total church membership was up 0.5 per cent in 2008 (*Religion News Service, 2010*)

CHURCH TRENDS
• Southern Baptists, Methodists, Evangelical Lutherans, and Presbyterians are among groups with declines
• Declines are attributed to the “increasing secularisation” of post-modern society
• Robust immigration is boosting growth figures for some churches
• Churches that are more informal and less institutional are less affected by decline and are better able to draw new members
• Declines are particularly noted where there appears to be an <i>inability to read trends and make adjustments</i>

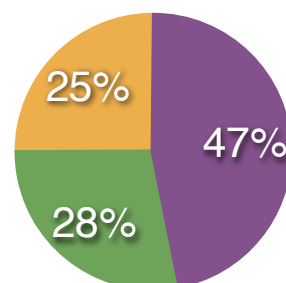
- In the Seventh-day Adventist context, rapid growth is experienced in many developing nations; while growth is occurring among some ethnic groups in Western nations
  - But it is hard to find sustained net growth in societies consisting predominantly of secularised European-descent people around the world
  - Though multi-cultural, North NZ is such a society; in our part of the world, population growth exceeds SDA Church growth by roughly 1,000 to one
  - God has given us the privilege of advancing the Gospel in one of the most challenging kinds of “mission fields” for Seventh-day Adventists and Christianity worldwide

### 4) NNZC—the journey

Vision	Mission
To see a Spirit-filled body of believers sharing Jesus in their community	To grow healthy Adventist New Zealand churches by mentoring, supporting and resourcing leaders

- Example of our challenge ...
  - Churches’ growth experience recorded 2005–2006:

- Negative Growth
- Growth up to 10%
- More than 10% Growth



- New congregations established in recent years:
  - 2008 ... Auckland Tuvaluan, South Auckland Tongan, Kelston Samoan, Mosaic, Powerhouse
  - 2009 ... Matamata, Meremere
  - 2010 ... Simple Church

- **2009 ... A change of wording in the *Healthy Adventist Churches* by-line: “Building Leaders, Growing Churches, Serving Communities”**

- “Communities” refers to local, national, and ultimately worldwide

- **2010 ... “Seven Shifts” adopted by NNZC leaders and Executive for the period 2011–2015:**

- 1) Leading an even more intensive focus on **prayer**
- 2) Leading a revival of inspiring **worship** in all our churches every Sabbath
- 3) Co-ordinating excellent **communication** at all levels of the church
- 4) Escalating an intentional **outward focus** by all churches, schools and entities
- 5) Empowering **local church leaders** to minister and pastors to ad-minister
- 6) Leading a shift away from a focus on the forms of church to the **dynamics** of church
- 7) Excelling in **best leadership practice** and responsible governance

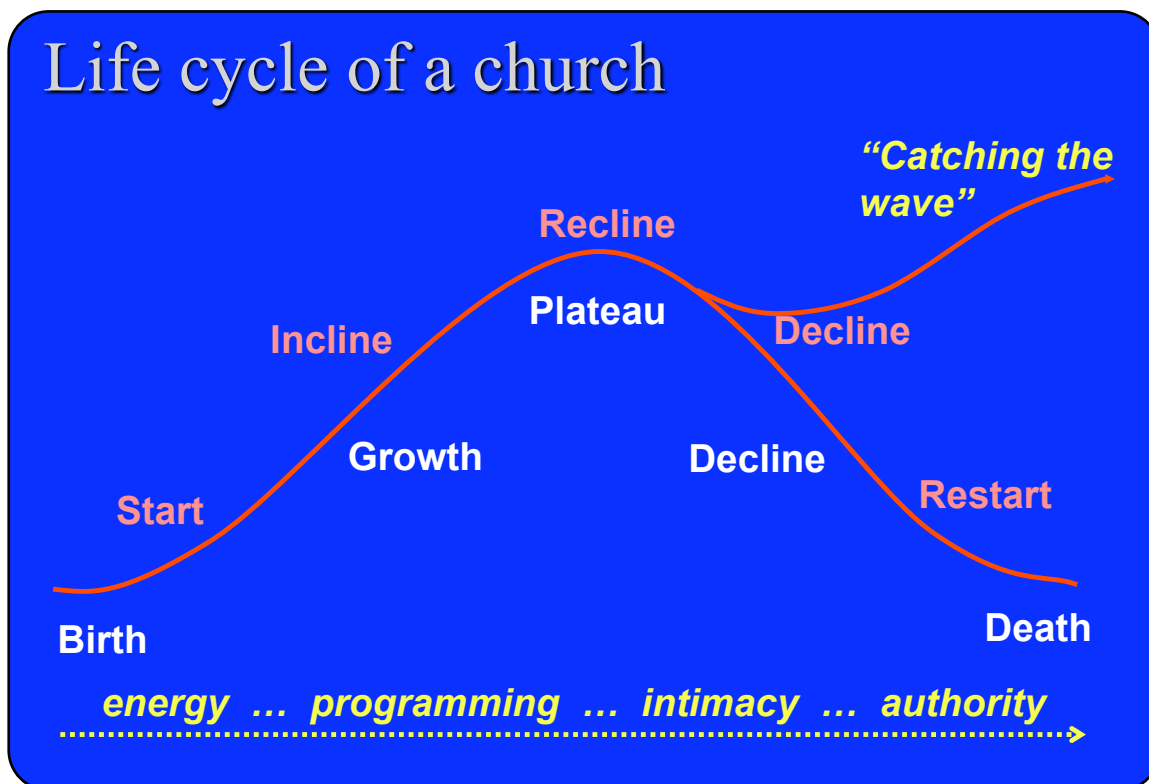


# # #

## Chapter 2 – Life Cycle of a Church

### 1) A helpful self-assessment tool

- “Where do we see ourselves right now in our congregational life and mission?”  
- Or “Where do we think *God* sees us in our life cycle?”
- There are several versions of “Life Cycle of a Church”, using a variety of terminology; the following is representative:



- Above and below the bell curve: Two different ways of describing the typical journey of a congregation

### 2) The “Energy–Authority” progression

- This represents the changing dynamics frequently observed as a congregation goes through its life cycle
  - *Energy* is the natural, almost subconscious enthusiasm that comes when a group is excited by its opportunity and connects with God’s Spirit through prayer and the Word
  - *Programming* is a strength to the extent that it represents prayerfully considered and targeted missional activity; while it can become a weakness to the extent that it displaces Spirit-led enthusiasm, spontaneity and flexibility
  - *Intimacy* is not bad in itself; but it can become a negative when members retreat into pleasant fellowship as a more comfortable alternative to the energy and stretching that characterised them previously, and that drives an outward, missional focus
    - “We’re very friendly; we don’t have any issues or divisions”—a possible indicator that the congregation has become a rest home rather than an army

- *Authority*—the growing exertion of ungodly control by a few over the many, especially in a congregation that is worn out or disheartened
- **Without a restart, “authority” is the end of a meaningful journey in the history of the congregation as presently constructed**
  - When the “authority” dynamic kicks in, issues of control lead inevitably to entrenched division and resistance
  - The congregation at this stage spends most of its time and energy on trying to keep itself together, rather than on reaching its community for Jesus
  - Anger, criticism and divisiveness are sure signs of decline; wise leaders must address and resolve these deficits if the church is to catch a new wave
- **Another version of the church life cycle uses the terms: *Vision, Relationships, Programmes, Management (VRPM)***
  - This is a similar progression that effectively switches the “programming” and “intimacy” points of focus but still describes the danger of retrogression from high hopes and dreams to mere management and descent into directed decay

### 3) “Catching the wave”

- **This is the essential, often-repeated dynamic of refreshment and renewal**
  - Born of the Holy Spirit and driven by prayer and the Word
  - This dynamic can keep us moving positively in discipleship, mission and growth
- ***For churches, decline and death are not inevitable!***
  - With God, all things are possible
- **Two options:**
  - The two models (above and below the line in the Life Cycle chart) represent two options for a church that finds itself in noticeable decline
  - The two options are: *Restart* or *Death*



# # #

## Chapter 3 – As We See It: The Kingdom and its Action

### 1) The Kingdom Enterprise: Four Elements for Success

The Element	What it Does	Found In:
A FOUNDATION	Builds an Identity	<b>Christ Jesus</b> Ephesians 2:19–20
A CHARTER	Outlines a Direction	<b>The Word of God</b> 2 Timothy 3:15–17
A SOURCE OF ENERGY	Provides the Drive	<b>The Holy Spirit</b> Acts 1:8; 2:17–18
A MISSION	Describes the Destiny	<b>The Kingdom of Heaven</b> Matthew 9:35; 16:19

### 2) Five Core Action Areas—with an outward focus

Action Area	A Description	Basis in the Word
WORSHIP	Active response to the <i>worthiness</i> of God—living our lives in deepening respect and love for the Almighty; while regularly coming together to express this respect and love	<b>The Father seeks people who <i>worship in spirit and truth</i>—believers presenting themselves in “living sacrifice”</b> John 4:23 & Romans 12:1
FELLOWSHIP	The miracle that happens when believers come together for worship—Spirit-inspired actions of unity, community, dependence, trust, affirmation, and service	<b>Forgiveness, love, progress, and purity take place in the <i>fellowship of the Spirit</i></b> 2 Corinthians 13:14 & 1 John 1:7
DISCIPLESHIP	The intentional translation of worship and fellowship into active ministry for people around us and for a world in need—an intimate following of Jesus that brings us into personal sacrifice for the sake of the Gospel	<b>“If anyone would come after me, he must deny himself and take up his cross and follow me”</b> Matthew 16:24
FAMILIES	Active continuation of the Judaeo-Christian story-line—a story steeped in families, worked out through families; understanding that regardless of our individual family status, we are privileged members of the family of God that unites Heaven and Earth	<b>Christ unites us in <i>the same family</i>—making us holy, calling us his brothers and sisters</b> Hebrews 2:11
MINISTRY / EVANGELISM	The arena where Worship, Fellowship, Discipleship, and Families converge for carrying out the action plan to save the world—our sacred privilege and responsibility as the body of Christ	<b>“Go and make disciples of all nations, baptising them ... teaching them”</b> Matthew 28:19

# # #

## Chapter 4 – Five Core Dynamics for Church Health & Growth

### 1) The NCD study—what makes churches grow?

- In recent years there has been a lot of research to find out what makes churches healthy and growing
  - The Natural Church Development (NCD) study produced in the 1990s is the most thorough body of research; it has stimulated progress in thousands of churches and has significant Seventh-day Adventist participation
  - NCD is based on the “all by itself” and “God makes things grow” teachings of Jesus and the apostle Paul—see Mark 4:26–29 and 1 Corinthians 3:6, 7
  - The NCD project included the Seventh-day Adventist Church in its slate of denominations studied
    - Australia was included in the many countries involved in the research
- The NCD study discovered eight characteristics that are *always* significantly present in churches that are healthy and growing:

<b>NCD – The Eight Characteristics</b>	
<b>1) Empowering Leadership</b>	<b>5) Inspiring Worship Service</b>
<b>2) Gift-based Ministry</b>	<b>6) Holistic [Whole-Life] Small Groups</b>
<b>3) Passionate Spirituality</b>	<b>7) Need-oriented Evangelism</b>
<b>4) Effective Structures</b>	<b>8) Loving Relationships</b>

- The NCD material is recommended for further study
  - See the websites: [ncd-international.org](http://ncd-international.org) / [ncd.net.nz](http://ncd.net.nz) / [ncd-australia.org.au](http://ncd-australia.org.au)
  - The *Healthy Adventist Churches* team recommends NCD as a helpful step in church self assessment—see the chapter in this report entitled “Church Self Assessment”

### 2) The NNZC expression ... Five Core Dynamics

- Encouraged by NCD and similar literature, the *Healthy Adventist Churches* team recommends expressing “What makes churches grow” in terms of Five Core Dynamics
  - *Memorability ...* The Five Core Dynamics are easier to remember than a longer list
  - *Value for study ...* The Five Core Dynamics make a good starting point of study and prayer for a congregation that wants to evaluate where it stands and where it would like to go for the sake of the Gospel in its community
  - *Basis ...* The expression of the Five Core Dynamics is based on Scripture, while also heavily informed by the writings of Adventist pioneer and teacher Ellen G. White
  - See the next page for a chart of these dynamics

Core Dynamic	A Description	Outcomes: Examples
<p><b>LEADERSHIP</b></p> <ul style="list-style-type: none"> <li>- Teaching</li> <li>- Training</li> <li>- Empowering</li> </ul>	<p>A church without leadership is a church wandering in a private and pain-filled circle. All true leadership springs from Christ, Founder of the Christian faith. Want to lead in your church? Get deeper into the humility and authority of Christ. Teach what he taught. Train as he trained. Be empowered by the same Spirit that empowered him. Lead not by command, but by relationship—drawing people not merely into a system of belief, but into the heart of God. You don't have to be a pastor to lead. If you're a true disciple, you may lead.</p>	<ul style="list-style-type: none"> <li>• Preaching and teaching focused on the Word of Truth, Christ, and the Spirit</li> <li>• A leadership <i>team</i> (not just one or two individuals), empowered to actually lead</li> <li>• Congregation is as self-determining as possible in these areas: money, staff, ministries, facilities</li> <li>• Members becoming disciples—continuously trained and empowered for connecting in society, engaging in service</li> </ul>
<p><b>DEPENDENCE</b></p> <ul style="list-style-type: none"> <li>- Trusting</li> <li>- Praying</li> <li>- Studying</li> </ul>	<p>Our society admires self-made people who despise dependence, especially on God. But disease, crime, war, loss, and death remind us that strength comes from trust in God. As the church ministers to the world, it will cultivate this trust. Humility, prayer, study of Scripture—these must saturate the lives of Christians, individually and together. It's not by mighty determination that the church reaches the world; nor by the power of plans and programmes. It's by the Spirit of God, and humble dependence on that Spirit (Zechariah 4:6).</p>	<ul style="list-style-type: none"> <li>• Significant prayer and prayer ministry—real, sustained, specific; knowing it is God who gives the growth</li> <li>• A focus on preaching faith, teaching faith, and exercising faith</li> <li>• Emphasis on depth of spiritual life rather than mere church activity</li> <li>• Fearlessly calling members to scriptural truth and godly living—with love in the context of the Gospel</li> </ul>
<p><b>LOVE</b></p> <ul style="list-style-type: none"> <li>- Knowing</li> <li>- Sacrificing</li> <li>- Serving</li> </ul>	<p>Not mushy, sentimental, cosy feelings of niceness; but strident sacrifice of yourself for the good of people around you. Love is not merely avoiding pride and criticism. That's only a start, though some church members have yet to make that start. Love is engaging people for the Kingdom of God as Jesus engaged them—through personal ministry. Love is when the church gets out of its committees and into its communities. First the church must fall in love with God. Then it can fall into compassion with the world that God so loved.</p>	<ul style="list-style-type: none"> <li>• Compassion for people in need—evidenced by action and giving</li> <li>• Intentional presence in community, including evangelism—prayer-filled, need oriented, of various kinds as the Spirit leads</li> <li>• Funds prioritised for reaching the lost</li> <li>• Godly, short-term intervention at the first sign of distracting conflict and division among members</li> </ul>
<p><b>PASSION</b></p> <ul style="list-style-type: none"> <li>- Receiving</li> <li>- Giving</li> <li>- Worshipping</li> </ul>	<p>People get passionate about sports, money, entertainment, and social causes. But passion for Christ and for church is rare. Churches known for their sadness, formalism and mediocrity don't represent the best of Hebrew worship, nor the ministry of Jesus, nor the beginnings of Christianity at Pentecost. Passionate discipleship is not manufactured; it comes from God's Spirit. "Do not put out the Spirit's fire" (1 Thessalonians 5:19). A dead church is like a dead fire—no light, no warmth, no comfort, no joy. But when the wind blows, the embers stir, and a church flames into life again.</p>	<ul style="list-style-type: none"> <li>• Priority given to the Word and the Gospel</li> <li>• Seeking and experiencing the Spirit—with his baptism, filling, fruits, and gifts for ministry</li> <li>• High quality worship experience, with a passion for <i>potential</i> attenders—worship as outreach</li> <li>• Joy, creativity and excellence replace sadness, formalism and mediocrity</li> </ul>
<p><b>ADAPTATION</b></p> <ul style="list-style-type: none"> <li>- Searching</li> <li>- Targeting</li> <li>- Adjusting</li> </ul>	<p>Babies grow or die. Businesses change or fail. Churches adapt or perish. Change and adaptation are not options for life and health. They are essential to it. Healthy churches follow the method of Jesus and the apostles—searching, stretching, targeting, adjusting. The established church of Jesus' time had grown rigid, unbending, intoxicated with doctrinal definition, self-focused, and obsessed with the control of behaviour. Disaster! Every church must preserve core truth and values, while following the Spirit where <i>he</i> goes (John 3:5–10). The mission is never a comfortable church. The mission is the Kingdom of Heaven.</p>	<ul style="list-style-type: none"> <li>• Congregation commits to avoid intoxication with peripheral issues—the goal is souls for Jesus</li> <li>• Organisational and financial structures reshaped around core function—effective ministry, connecting with people in our culture for Christ</li> <li>• Special attention to small group ministry and children/family ministries</li> <li>• Sabbath School redesigned with its original focus—<i>potential</i> attenders</li> </ul>

### 3) CREATION Health

- **Choice ... Rest ... Environment ... Activity ... Trust ... Interpersonal Relationships ... Outlook ... Nutrition**

- See the website: [creationhealth.tv](http://creationhealth.tv)

- **CREATION Health is:**

- 1) An excellent expression of the “Adventist” perspective of Healthy Adventist Churches
- 2) A visually attractive way of describing a healthy Adventist community in faith and practice
- 3) A good way of helping congregations in the Healthy Adventist Churches pathway determine how they will translate the vision into their local ministry



- **The CREATION Health model is not a stand-alone programme so much as a philosophy or framework that can serve us particularly in the *implementation stages of Healthy Adventist Churches***

**creation**  
H E A L T H

<b>CHOICE</b> .....	The first step toward improved health
<b>REST</b> .....	Taking the time to relax
<b>ENVIRONMENT</b> .....	All that surrounds you
<b>ACTIVITY</b> .....	Getting out and moving more
<b>TRUST</b> .....	Your faith and belief in God
<b>INTERPERSONAL</b> .....	People are essential to well being
<small>RELATIONSHIPS</small>	
<b>OUTLOOK</b> .....	Living happier can make you live longer
<b>NUTRITION</b> .....	The fuel that drives your whole system

- **NNZC contact personnel for liaison with CREATION Health: Hana Isaac, Paul Rankin (NZPUC)**

- Special relationship established with representatives Des Cummings and Dick Duerksen

# # #

## Chapter 5 – The Healthy Adventist Churches Approach

### 1) The “Conference DNA”

- *Healthy Adventist Churches must be “in the Conference DNA”—not a mere programme or passing fad*
  - From Lead Pastor Eddie Tupa’i: *Create building blocks that can go on into the future, regardless of leadership changes*
- *Healthy Adventist Churches is “A recommended frame of reference for all congregations in NNZC—each working in a distinctive way as led by the Spirit”*
  - *We do expect all churches to be moving toward health and growth—a “patient urgency”*

### 2) “Bubble-up” is best!

- **Best communication approach?**
  - *Leadership (“Filter-down”) is important, but “Bubble-up” is best!*
  - Leaders are called to assert godly *leadership* in these important things—and it can have significant effect
  - What will work best is a supporting *partnership* or *alliance* between Conference leadership and the field
- **The “bubbling” field ...**
  - “Bubble-up” evokes the hot pools of the thermal areas—interest and enthusiasm springing up from the field, through the working of God’s Spirit and the power of relationship and conversation
  - There is enormous value in “bubble-up” stories, ideas and counsels
  - Encouragement and counsel from peer to peer (for example, from one local leader to another) has phenomenal power—and it “bubbles over” in wisdom for leaders outside the local area
- **Conference leadership ...**
  - Our job is to provide an environment for health and growth in a way that works for pastors and churches
- **Question: How directive should the process be for Conference leadership?**
  - *Answer:* It depends! Some congregations and their pastors/leaders are extremely motivated toward and knowledgeable about health and growth. Other congregations and their pastors/leaders are less so. It’s critical to establish a good feel for what is needed and desired, and work from there. The relationship and level of direction will be unique for each situation.
  - Need to give each congregation “space”—not crowded, not under compulsion; must be primarily self-directed, but might need some clear direction and assistance at times



### 3) The HAC Leadership Team

- The *Healthy Adventist Churches* Leadership Team presently consists of Eddie Tupa'i (Lead Pastor for NNZC), Ed Gallagher (Sr Pastor for HAC), Anton Van Wyk (Regional Pastor for HAC, based in Whakatane), Bob Larson (Regional Pastor for HAC, based in Palmerston North), Pastor Paora Teaukura from Auckland, and Pastor Doug McLeod from North Shore.
  - The rest of the NNZC team—Russell Jones, Ben Timothy, Hana Isaac, Lisa Kask, Val Jones—together with the various NZPUC ministry directors, are closely allied with the *Healthy Adventist Churches* team
  - The regional pastoral Cluster Groups are also a key component of *Healthy Adventist Churches*, though the relationship is somewhat informal at this point
- Role of the HAC Leadership Team:



# # #

## Chapter 6 – Regional Pastors

### 1) Role of Regional Pastors for HAC

- This is a newly formed and developing role, as of July 2010
- Role description for Regional Pastors:
  - 1) HAC (Healthy Adventist Churches) Team members with specific responsibility for designated congregations and pastors, primarily within a defined geographic region
  - 2) “Fire stokers” ... “ambassadors for revival and church health” ... “sent ones” ... “spiritual overseers” ... “catalysts for positive change” ... “mentors” (see Paul’s letters to the Corinthians and to Timothy)
  - 3) In close connection with pastors, providers of added support, inspiration, training and resourcing to and for congregations—based on invitation, opportunity, or need
- “The Regional Pastor for *Healthy Adventist Churches* is a senior pastor in the field who provides added support, inspiration, training, and resourcing for pastors and congregations. Each Regional Pastor generally serves a selection of geographic regions. The Regional Pastor can be thought of as a ‘fire stoker, an ambassador, a spiritual overseer, a catalyst, a mentor’ whose ministry assists pastors and congregations toward the goal of healthy, growing churches for the sake of the Gospel.”
- Initial availability of Regional Pastors for HAC (two at present):
  - Anton Van Wyk: Focus on Taranaki, Manawatu and Hawke’s Bay
  - Bob Larsen: Focus on Waikato, Bay of Plenty, Rotorua, Taupo, and Gisborne
    - Note that Anton and Bob serve full-time as Regional Pastors for HAC; however, in the future we may have additional Regional Pastors for HAC who are part-time in that role while they also pastor a congregation or congregations
- Relationship with local pastors—key to success
  - It’s important for Regional Pastors to relate to pastors with understanding, respect, cooperation, support, and encouragement
  - The method is one of *influence* (relationship, example, testimony); *leadership* (vision casting, affirmation, consultation); and *accountability* (listening, comforting, asking the important questions)—*not* a method of authority, control or evaluation



### 2) Examples of specific involvement

- Examples only—many more might be thought of
  - A week-long “plunge” for visioning, spiritual enhancement, healing, or outreach (might involve two Sabbaths and 3–4 days during the week)
  - A day-long training or visioning session with leadership; or a Sabbath afternoon and Sunday morning sequence
  - A day (or half-day) of prayer with the pastor and one or two key local leaders—go to a peaceful setting that’s different—e.g. a park, or a beautiful home borrowed for the purpose

- Assistance with a planned course of church revitalisation for mission and growth (an intentional *Healthy Adventist Churches* pathway)
  - Participation in a congregational prayer experience—e.g. 40 Days of Prayer, Seven Days of Prayer, A Day of Prayer and Fasting
  - A weekend leadership retreat; or a weekend general membership retreat
  - A Church Life Session—a specially called half-day or full day for local leaders, for self-assessment, prayer, and strategy
  - Home visitation with key local leaders; or with key individuals who present significant opportunity or challenge
  - A worship message focused on vision, mission strategy, or church health and growth; followed up in the afternoon by a session for prayer and healing
- **Some notes . . .**
    - Each opportunity is pursued with the pastor present, contributing, and highly engaged; the Regional Pastor or other HAC representative can never be a “stand-in” for the all-important local leadership
    - Adequate advance notice and preparation is advised for these opportunities
    - Some congregations may be well on track and need no special assistance except affirmation and continued prayer support—in these cases, there is no need to press for anything more (the “no other burden” perspective, Rev. 2:24, 25)

# # #

## Chapter 7 – Guides

### 1) The Guide

- **The Guide is a person representing NNZC who supports a pastor and congregation in their process of spiritual life, health and growth**
  - Guide support is supplementary to the support of any Regional Pastor who might also be involved at a different level
  - If a congregation is intentionally pursuing a path of church health and growth, and it would like to have a Guide appointed, it may ask the Sr Pastor for HAC (Ed Gallagher)



- **Sometimes called a Coach or a Mentor; but these names imply an intensity of presence and direction that is unrealistic**
  - However, some coaching and some mentoring may be included
- **“Guide” in the Dictionary = “A person who advises or shows the way to others”**
  - A guide is one who has taken the route before, and has the desire and skills to help others take it too
  - *Synonyms from a Thesaurus:* attendant, advisor, counsellor, pointer, example, leader, shepherd, helper, overseer, guiding light
  - *To these we add:* advocate

The Role of the Guide		
<b>G</b>	<b>To Guide!</b>	Sometimes on location and sometimes from another point, the Guide ensures a safe route, with good markers, targets for progress, and tools for the job
<b>U</b>	<b>To Understand</b>	As a servant-leader, the Guide identifies with those on the journey, taking time to understand their hopes, dreams, difficulties, and needs
<b>I</b>	<b>To Inspire</b>	Being replenished in person with the Word and the Spirit, the Guide shares inspiration toward goals—stretching, resting, regrouping, being willing to challenge, and pressing on
<b>D</b>	<b>To Defend</b>	The Guide maintains alertness to threats from within and without, joining the spiritual warfare and courageously protecting those on the journey
<b>E</b>	<b>To Encourage</b>	The Guide stands beside the journeyers to affirm them while realistically discerning their progress—ensuring the group stays on track with its own objectives and makes corrections as it continues

- **Focus: The Guide works primarily with the pastor or other designated leader for a congregation**
  - But the Guide will also have some direct presence with the congregation when possible

## 2) Support

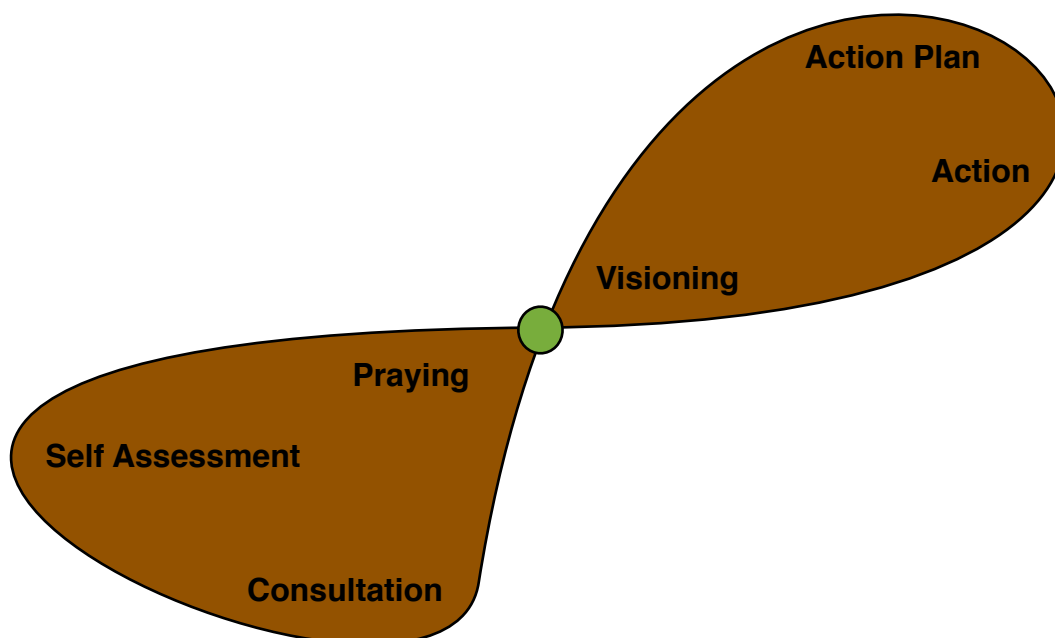
- **Kinds of “Guide” support desired by pastors/congregations (expressed so far):**
  - a. *Presence*—being there for big occasions, key moments, significant meetings
  - b. *Training and direct support* for specific needs, programmes and opportunities—e.g. children’s programmes
  - c. *Active prayer support*
  - d. *Affirmation and encouragement*—e.g. regular phone calls: “How is it going?” “How are you holding up?”
  - e. *Case studies and “Healthy Church Stories”* for learning and encouragement, including some presented directly by people involved in the project or story
  - f. *Help accessing NNZC financial support* for particular growth/ community projects
- **Note that Guides are part of a larger support picture—support in addition to Guides:**
  - Cluster groups—leaders and members
  - Regional Pastors—Anton Van Wyk, Bob Larsen
  - Ongoing support from NNZC office (open door approach)

# # #

## Chapter 8 – The Healthy Local Church

### 1) The congregational (local church) cycle

1. Praying
2. Visioning
3. Self Assessment
4. Consultation
5. Action Plan for an initial 2-year focus period, and beyond
  - Includes Self Assessments at least once a year
  - “Wouldn’t it be wonderful . . .” if every church in our Conference had one, two, or three mission goals for the current year and the approaching year—and if most members of each congregation could say what those goals are!
6. Action according to the Plan
  - **Important:** Each step must be taken in progression
    - E.g., Self Assessment is best undertaken after a period of Praying and Visioning
    - If there is a stumbling point at any step, it is best to linger there and do thorough process before going on to the next step—always with the option to put the process on hold and re-evaluate
  - **Equally important:** Once under way, these are not so much “steps” as a rotating process—the six activities of the cycle become a dynamic and repeating propulsion system, like a propeller that drives a boat



- **Helpful exercise:** For a local congregation with which I am involved, to what extent do I see the congregation realising each of the six activities of the local church cycle?

Praying \_\_\_\_\_

Visioning \_\_\_\_\_

Self Assessment \_\_\_\_\_

Consultation \_\_\_\_\_

Action Plan \_\_\_\_\_

Action According to the Plan \_\_\_\_\_

## 2) Tiers—an index of intentionality

- **Identifying three Tiers of congregational interest helps us allocate Conference time and resources in the *Healthy Adventist Churches* initiative**
  - The sole purpose of the Tiers exercise is resource allocation, along with accountability to our Executive Committee
- ***Important: The Tiers have nothing to do with value as congregations; they serve only as a guide to help focus energy and resources in the *Healthy Adventist Churches* process***
  - The Tiers are not suitable as a measure of whether the pastor or church leaders are “doing a good job”—health and growth depend largely on the congregation as a whole
  - Tier allocations are not specifically shared outside the *Healthy Adventist Churches* team; one congregation’s tier allocation is never shared with another congregation (regarded as “patient confidentiality”)
- **How does a congregation become placed in a particular Tier?**
  - Through communication (a “significant conversation”) with the *Healthy Adventist Churches* leadership team—Eddie Tupa’i, Ed Gallagher, Anton Van Wyk, or Bob Larsen (the door is open to all)
  - Through perceptions conveyed over a period of time—obviously subjective, and always subject to reconsideration and change
- **Tier allocation, derived from the level of *intentionality* on the part of congregations:**

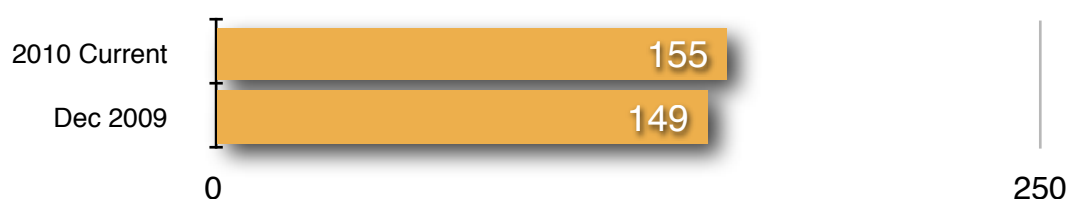
<b>Tier One</b> ≈ Yet to commence	<ul style="list-style-type: none"> <li>• The congregation as a group has yet to commence a planned and deliberate path toward greatly increased life, health and growth.</li> <li>• The pastor or local leaders for the congregation have yet to let the <i>Healthy Adventist Churches</i> leadership team know that there are “stirrings”—evidence of a strong desire to see the congregation move toward greater health and growth, with an outward focus.</li> </ul>
<b>Tier Two</b> ≈ Expressed intention	<ul style="list-style-type: none"> <li>• The congregation as a group has expressed intention to enter a <i>Healthy Adventist Church</i> process, in communication with the NNZC team and with the team’s specific support.</li> <li>• <i>Or</i>, the congregation on its own initiative is making progress toward a strong outward focus, with a deliberate emphasis on community involvement and adaptation for mission.</li> </ul>
<b>Tier Three</b> ≈ Intensive process	<ul style="list-style-type: none"> <li>• The congregation has formally requested or already entered an intensive process of becoming a <i>Healthy Adventist Church</i>, in communication with the NNZC team and with the team’s specific support.</li> <li>• <i>Or</i>, the congregation has not entered into a formal process with NNZC, but on its own initiative it is clearly and intensely on a <i>Healthy Adventist Church</i> pathway, with a definitive outward focus.</li> </ul>

- **Here’s an easy way . . .**
  - Here’s an easy way for a church in Tier I to step into Tier II—complete the recommendations for Self Assessment (see chapter 11); and under God’s guidance with much prayer, develop one, two, or three mission goals for the current and/or the approaching year (and communicate those goals well with the majority of the congregation)
  - This is not all that’s involved in putting the status quo behind and entering a new era of health and growth—but it’s a great start!

### 3) Status report—churches

- **HAC Index—perceived progression at-a-glance**

- This is a simple method for visualising perceived progress (or lack of it) in *Healthy Adventist Churches*
- God is the only true Assessor—he gives the growth, and he knows how it’s going!
- At the same time, our own accountability and encouragement are helped by some kind of measure
- The three Tiers are allocated a basic 1–2–3 score (1 for Tier I, 2 for Tier II, 3 for Tier III)
  - The result is calculated based on percentages so that the changing total number of churches is not a variant
- If there were 0 churches in Tier I, 50 percent of churches in Tier II, and 50 percent in Tier III, the score would be 250—a goal we’ve established arbitrarily as an Index, and something we’d love to see!



- **Tier allocations are based subjectively on NNZC leadership observation and perception, checked with pastor/leader perception as opportunity arises**

- A large part of the evaluation will continue to be subjectively based: How does it look? How does it feel? What are its characteristics?
- Components with objective elements are now available and can be applied when possible—“Nine Dashboard Indicators”, NCD Survey, and a NNZC Church Life Questionnaire
  - For more on these components, see the chapter “Church Self Assessment”

- **Note an alternative method for gauging health and growth—by *weighting* for relative attendance rather than giving full value to each unit**

- E.g. a church with 200 members that is “healthy and growing” forms a much larger piece of the picture than a church with 35 members that is not “healthy and growing”
- This method gauges church health by *population* rather than by individual unit
- By this method, NNZC leadership estimated in 2008 that about 60 per cent of church attendees were on a *Healthy Adventist Churches* pathway

# # #

## Chapter 9 – Home-Style Church

### 1) Home-Style Church / Home Church

- May also be referred to as “Café Style Church” or “Community Style Church”
- *Highly recommended:* That very small congregations pray about and consider modelling their fellowship, worship and outreach along the lines of a small group, rather than along the lines of a large congregation
- This approach additionally describes in large part an outreach focused on home churches, or house churches—although not as radical as the “Simple Church” option that is a separate component of *Healthy Adventist Churches*

<b>HOME-STYLE CHURCH or HOME CHURCH—distinct from regular church</b>	
<b>Character</b>	<ul style="list-style-type: none"> <li>- Not a new category of church, but a regular Adventist congregation that completely adapts to its size and opportunity</li> <li>- Informal style of meeting and a loose-knit, adaptable, flexible structure</li> <li>- May alternatively be shaped as a “Café Style Church” or “Community Style Church”</li> <li>- Meets in a home, a hall, or a meeting room; if in a church building, with changes to its physical setting that reflect a more intimate or home-like environment</li> </ul>
<b>Size</b>	Small—typically just a handful of attendees, though could be up to 40
<b>Reason</b>	Participants believe it’s a mistake to try to act and feel like a regular, larger church; when the reality is that the group is small and can be most effective when it reflects small-group dynamics
<b>Purpose</b>	Take the supposed weakness of few numbers and turn it into an <i>asset</i> —a home-like or café-like atmosphere that is more likely to attract people who don’t appreciate formal “church”; and that is better able to create spiritual friendships, the most important source of spiritual community
<b>Challenge</b>	Deliberately replace many of the expected modes and processes of regular church with modes and processes that intensely follow the dynamics of a <i>small-group ministry model</i> (see <i>Serving Christ Through Groups</i> , NNZC website)
<b>Trap 1</b>	Thinking that all it takes to be a “Home-Style Church” is to stay small and act intimate, while the physical setting and the processes continue to be much the same as in a larger congregation
<b>Trap 2</b>	Thinking that growth is not a goal—members have growth is a goal, but with willingness to consider a range of growth options: starting another Home-Style Church; making a significant transition into Simple Church with its secular target audience; or transitioning into a regular, larger church with the changed dynamics attending such a step
<b>Trap 3</b>	Thinking of a home-style church as an opportunity for one group to get away from another group with which it is in conflict—the goal is mission and humble service, and the same leadership safeguards apply to a home-style church as to any congregation or company
<b>Items addressed</b>	Leadership, physical facility and setting, worship, Sabbath School, community presence, ministry roles process, social ministry, prayer ministry, family ministry, accountability—mission and evangelism always in mind with each item addressed
<b>Sponsorship</b>	May be self-sufficient as a company or church in the Conference; or sponsored by another appropriate congregation

# # #

## Chapter 10 – Simple Church

### 1) Gaining acceptance in Adventism internationally

- A separate and distinctive model for House Church, called “Simple Church”, is slowly gaining acceptance in the international Seventh-day Adventist community and has been formally adopted by NNZC
  - A component of *Healthy Adventist Churches*
  - Simple Church is a challenging ministry designed to reach secular society for Jesus
  - Perhaps best described as “Adventist Frontier Missions for the Western World”
- “Church planting movements are based on (1) prayer, (2) planters from within the harvest, (3) ‘people of peace’, (4) obedient faith in spite of suffering, (5) multiplying churches without money for buildings or staff. Luke 10. Church is being taken back by the people! Five hundred years ago the Bible was taken back—and now it is church! Believers are cultivating multiplying networks of simple church in homes, cafés, restaurants, gardens, etc.”—Peter Roenfeldt, Adventist authority on church planting

### 2) A distinctive New Testament model

- The table below provides an overview
  - For more information, ask for the separate, more extensive Simple Church Development Report

<b>A DISTINCTIVE HOUSE CHURCH MODEL</b>	
<b>Character</b>	<ul style="list-style-type: none"> <li>- A lay-led, missional congregation in a home setting—informal, personal, intimate, relationally based, interactive, vibrant—not unlike the practice of “cottage meetings” in early Adventist history</li> <li>- An “un-church” or “simple church”—uncomplicated, basic, personal; a “backyard missionary movement”</li> <li>- Collectively regarded as an active congregation (company) in its own right—distinctive from a Branch Sabbath School or a small group ministry</li> <li>- Like “Frontier Missions”, a Conference-sponsored entity with accountabilities, guidance and support</li> </ul>
<b>Size</b>	About 10–35 typically attending, but may go higher in some settings
<b>Distinctions</b>	<ul style="list-style-type: none"> <li>- Meets solely in private homes</li> <li>- Led by committed Seventh-day Adventist lay members, rather than clergy</li> <li>- One-third to one-half of attendees are new or potential members</li> <li>- No church buildings, mortgages, building maintenance, or administration burden—so most funds and the majority of time are focused on community service and witness</li> <li>- Truly community-based: “We meet you where you are” rather than “You come to us, where we are”</li> </ul>
<b>Reason</b>	<ul style="list-style-type: none"> <li>- Leaders and participants feel called to reflect this particular New Testament model to reach people in secular society—see Matthew 18:18–20; Mark 14:3; John 14:23; Acts 1:12–14; 2:46, 47; 12:11, 12; Romans 16:3–5; 1 Corinthians 16:19; Colossians 4:15; Philemon 1, 2</li> <li>- “Simple Church is similar to Adventist Frontier Missions, but for western cultures who were Christian at one time and have now turned secular” (Milton Adams)</li> </ul>

<b>A DISTINCTIVE HOUSE CHURCH MODEL</b>	
<b>Purpose</b>	<ul style="list-style-type: none"> <li>- To employ the power of small-group relationships to reach a target population not usually reached by established churches; spawning new Simple Church units as each group realises a typical attendance of around 20</li> <li>- Adventist volunteers as front-line missionaries, reaching people for Christ in secular communities</li> </ul>
<b>Challenge</b>	<ul style="list-style-type: none"> <li>- Take a decided step into a new and different manner of “church”, sacrificing the security of a large group for the intimacy and vulnerability of a fledgling small group</li> <li>- A step out into a specific missionary endeavour; not a simple addition to regular church</li> </ul>
<b>Methodology</b>	<ul style="list-style-type: none"> <li>- Luke 10 provides a stunning description of Christ’s methodology for making disciples, and serves as a model for Simple Church</li> <li>- “Christ's method alone will give true success in reaching the people. The Saviour mingled with men as one who desired their good. He showed His sympathy for them, ministered to their needs, and won their confidence. Then He bade them, ‘Follow Me.’</li> <li>- “There is need of coming close to the people by personal effort. If less time were given to sermonising, and more time were spent in personal ministry, greater results would be seen. The poor are to be relieved, the sick cared for, the sorrowing and the bereaved comforted, the ignorant instructed, the inexperienced counselled. We are to weep with those that weep, and rejoice with those that rejoice. Accompanied by the power of persuasion, the power of prayer, the power of the love of God, this work will not, cannot, be without fruit.” <i>Ministry of Healing</i>, 143, 144.</li> </ul>
<b>Trap 1</b>	False motivation—a Simple Church group established <i>as an expression</i> by people disgruntled with regular Adventist church and organisation, or for the purpose of promoting an individual brand of theology or a particular “hobby horse” or point of view
<b>Trap 2</b>	Misplaced target—a Simple Church group established to appeal to current Adventist members, or to Christians from other backgrounds
<b>Trap 3</b>	Misplaced purpose—a Simple Church group established primarily as a feeder or recruitment tool for an existing Adventist congregation (Simple Church may sometimes be a feeder, but the primary purpose is to establish more and more Simple Church units as a pathway of evangelism and overall church growth)
<b>Trap 4</b>	Poor attitude—a Simple Church group established as an act of free-spirited independence from the umbrella community of faith; or as a personal point of superiority or pride (New Testament simple churches were closely associated with the apostles, accountable to them, and respectful of their role)
<b>Key ingredients</b>	<ul style="list-style-type: none"> <li>- Teaching, Fellowship, Breaking of bread, Prayer (Acts 2:42)</li> <li>- The Gospel, the Word, the Holy Spirit, Prayer, and Community (Five Keys to Spiritual Health)</li> <li>- “B-E-L-L”: Blessing, Eating, Listening, Learning (John White)</li> </ul>
<b>Sponsorship</b>	By the local Conference (no direct funding necessary—Simple Church is self-funding)

# # #

## Chapter 11 – Church Self Assessment

### 1) Purpose of congregational self assessment

1. **An essential part of the local church cycle—Praying, Visioning, Self assessment, Consultation, Action Plan, Action According to the Plan**
  - See the chapter, “The Healthy Local Church”
2. **A mirror for the congregation, allowing members to see themselves in clear perspective**
  - Especially in the outworking of the Five Core Dynamics (Leadership, Dependence, Love, Passion, Adaptation)—see the chapter, “Five Core Dynamics”
3. **An opportunity to identify points of strength, weakness, opportunity, and threat (S.W.O.T. analysis)—and to act with wisdom accordingly**
  - *Not* a tool for judgement of leadership; *not* an opportunity for personal attack; *not* a means of making comparisons with other identified congregations
4. **A courageous and necessary spiritual act!**
  - “Let us examine our ways and test them, and let us return to the Lord.” Lamentations 3:40.
  - “This is what the Lord Almighty says: ‘Give careful thought to your ways.’” Haggai 1:7.
  - “Examine yourselves to see whether you are in the faith; test yourselves. Do you not realise that Christ Jesus is in you?” 2 Corinthians 13:5.
  - “Wake up! Strengthen what remains and is about to die, for I have not found your deeds complete in the sight of my God. Remember, therefore, what you have received and heard; obey it, and repent. But if you do not wake up, I will come like a thief, and you will not know at what time I will come to you.” Revelation 3:2, 3 (to the church in Sardis).
  - In the Bible, God asks his people hundreds of questions, beginning with “Where are you?”
    - The teachings of Jesus might be seen as an ongoing questionnaire. “Why were you searching for me?” “Where is your faith?” “Who do you say that I am?” “What do you want me to do for you?” “Are your hearts hardened?” “What are you arguing about?” “You do not want me to leave, too, do you?” “Do you understand what I have done for you?” “Do you have anything here to eat?” “Do you love me?”



### 2) Key characteristics of an effective self-assessment process

- 1) **Simplicity.** Can the process be performed efficiently, inexpensively, and easily?
- 2) **Indicative Accuracy.** Does the process reveal to us, with a fair degree of reliability, the most important things we need to know about our church condition?
- 3) **Comparative Consistency.** Is the process useful and reliable as an ongoing and comparative tool?
- 4) **Challenge Factor.** Does the process effectively serve the spiritual purpose of helping leaders and members get to the heart of the congregation’s true condition?
- 5) **Encouragement Factor.** Does the process effectively serve the spiritual purpose of identifying biblical strategies that can be pursued with trust and optimism?

### 3) Recommended steps

- The *Healthy Adventist Churches* team recommends three different self assessment tools, each with a distinct and important focus
  - There are many church assessment tools available in the Christian community; pastors and congregations may certainly explore their own options and make their own choices
  - The recommended three steps can be taken in a different order and used selectively at different times—this is always up to the individual congregation
    - Note that to maintain the integrity of the survey process, actual samples of Steps 2 & 3 are *not* available ahead of time—this way all participants come to the surveys on the same basis

### 4) Recommended Step 1 in church self assessment: Nine Dashboard Indicators (NNZC)

- A quick-view statistical report that shows *numerical* index patterns including membership, accessions, attendance, and giving
  - *Limited but valuable*—does not get to the spiritual dynamics or quality indicators, but takes care of basic statistical information essential to self assessment
  - A one-page report that can be quickly completed by the pastor and local leader, with some help from the treasurer, church clerk, and local elder
  - Not intended to presume that these kinds of statistics should show “full speed” all the time—churches, like vehicles, vary their pace depending on circumstances
  - Note that the NCD survey (recommended Step 2) calls for a few additional numerical measures, in the pastor-only portion of the survey process

SDA Church – North New Zealand Conference

### Nine Dashboard Indicators

Recommended Step 1 in a 3-Step Church Self Assessment Process  
Third Edition, July 2010

Name of Congregation \_\_\_\_\_ Date of this Report \_\_\_\_\_

1. Membership—Current .....
2. Membership—4 years ago .....
3. Accessions (baptisms + prof. of faith)—Total of the past 12 months .....
4. Accessions (baptisms + prof. of faith)—Total for each of 3 years prior
  - Year: .....
  - Year: .....
  - Year: .....
5. Net Transfers In (transfers in minus transfers out)
  - Total net figure for the past 12 months .....
6. Average Weekly Attendance (adults and children)
  - Most recent 6 months .....
7. Average Weekly Attendance (adults and children)
  - 4 years ago .....
8. Current Attendance By Age Group (good estimates OK)
  - Seniors: over age 65 .....
  - Middle Adults: ages 35–64 .....
  - Young Adults: ages 16–34 .....
  - Children: ages 0–15 .....
9. Number of persons giving regularly at present (tithes and/or offerings)
  - (Count couples giving jointly as 2 persons) .....



- For a copy of the **Nine Dashboard Indicators** report, ask any HAC team member
  - A PDF fillable-forms version is available (to provide for digital sending and filing of the completed report)
- **Repeatability**
  - The Dashboard Indicators report can be repeated at any time
  - Recommended the report be repeated annually at the same time each year

## 5) Recommended Step 2 in church self assessment: Natural Church Development (NCD)

- **Very effective assessment of eight essential characteristics:**
  - 1) Empowering Leadership
  - 2) Gift-based Ministry
  - 3) Passionate Spirituality
  - 4) Effective Structures
  - 5) Inspiring Worship Service
  - 6) Whole-life Small Group Ministry
  - 7) Need-oriented Evangelism
  - 8) Loving Relationships
- **No longer brand-new (originating in the 1990s)—but a classic evaluation instrument that remains highly relevant**
  - Has not been superseded for thoroughness, statistical validity, and biblical authenticity
- **Advantages:**
  - 1) **Authenticity**—the massive body of research identifies eight characteristics that are always present in churches that are healthy and growing; characteristics firmly derived from Scripture
  - 2) **Consistency**—unmatched for wide-ranging comparability, and ability to indicate effective directions for individual congregations
  - 3) **Applicability** for NNZC—research includes Australia and the SDA Church; SDA Church has one of the highest international utilisation levels of NCD; scores are standardised for NZ and updated annually; spiritual base is amply affirmed in Ellen G. White writings
  - 4) **Efficiency**—the panel of 91 questions and graduated responses can be completed in about 20 minutes by the recommended number of 30 participants (NCD research shows more than 30 yields no additional information)
- **A NNZC PowerPoint presentation on NCD is available upon request from the HAC team**
  - Helps prepare a congregation for taking the questionnaire, and for taking action toward church health and growth
    - A member of the HAC team is happy to come and share this presentation
- **Some helpful details ...**
  - Responses are anonymous
  - Medium-sized and large churches should ask 30 people to complete the survey, focused on leaders who are involved with some kind of ministry team or group
  - Small churches should ask their most active attendees to complete the survey, up to a maximum of 30



- The pastor completes a separate NCD survey that has additional questions, including some statistical information about the congregation
  - There are no open responses in the NCD survey—all multiple-choice answers (graduated responses)
  - The full survey process with a comprehensive report (Profile Plus) costs \$395 (incl. GST, which is not paid by a church; same for follow-up surveys)
  - *Conference subsidy for all churches*: 50 per cent of the cost of the survey process and report
    - Pay the bill in full to NCD, then send a 50 per cent reimbursement request, with the receipt, to the Sr Pastor for *Healthy Adventist Churches*
  - Turnaround time on the surveys, if working through the NZ contact, is about a week
  - A booklet, *The ABCs of NCD*, is \$5—should be given to survey participants ahead of time
  - *Implementation Guide*, \$30, very helpful
  - The CD, *Releasing Your Church's Potential*, \$180—helpful for congregations wanting guidance for the ongoing spiritual process of becoming healthy and growing
  - Additional materials are available if desired
  - Small churches needing additional help with materials costs: Talk with a member of the HAC team
- **The process ...**
    - a. **Go through the NNZC PowerPoint description of NCD**—*Healthy Adventist Churches* team members are available to give this presentation in local churches
    - b. **Contact the NZ representative for NCD:** Neil Adams, 07 376 5792 or 027 7335 065, neil@ncd.net.nz; see the website [ncd.net.nz](http://ncd.net.nz)
      - The survey logistics and all materials are best worked directly through Neil Adams
      - The Conference HAC team is ready to assist congregations through the process if desired; as is NCD representative Neil Adams (based in Taupo)



- **Repeatability**
  - The survey can be repeated at any time (with the same fee as initially)
  - Recommended the survey be repeated one year after its initial completion, and then about every two years

## 6) Recommended Step 3 in church self assessment: NNZC Church Life Questionnaire

- **An online questionnaire with a focus on quality indicators, and opportunity for open responses**
  - This questionnaire assumes that the NCD survey will also be undertaken at some point
  - While there is some overlap in the kinds of questions asked, this questionnaire focuses on quality measures and open-ended responses that are *different from* or a valuable *addendum* to the NCD survey

- If the NCD survey is not done, this questionnaire will pick up on some of the areas covered by NCD, but it is not intended to be a substitute for NCD
- The Church Life Questionnaire includes some questions designed to help advance goals within the NNZC *Healthy Adventist Churches* framework
- HAC team members are happy to provide a sample of the online questionnaire

- **Some details**

- Easily completed online at SurveyMonkey.com (access information will be provided when a church indicates it is ready to proceed); typically takes about 10 minutes
- Responses are anonymous
- For a medium-sized or large church, a minimum of 30 respondents are needed
- More than 30 respondents may join in (the more the better for this exercise)—no limit on the total number
- The pastor(s) may complete this questionnaire if desired
- All regular attendees age 15 and over can be invited to respond (a “regular” is one who attends at least once a month; the age 15 item is not a hard-and-fast rule)
- Key leaders should be strongly encouraged to respond
- For a small congregation, all regular attendees 15 and over should be asked to respond
- Membership is not required in order to respond
- People who wish to participate who do not have computer access or who are not familiar with computers—leaders can make an arrangement for them so they can still participate (printed copies can be used and responses later entered online)
- Leaders establish and communicate a date for everyone to complete the questionnaire



- **Valuable reports**

- The SurveyMonkey process provides reports that are immediate, attractive, and useful; including graphs and charts
  - Before sharing free comments with the congregation, those comments should be edited as necessary to prevent identifying the authors; or they may be combined into a summary of comments
- There is no charge to churches for the use of SurveyMonkey—a modest annual subscription is paid by NNZC

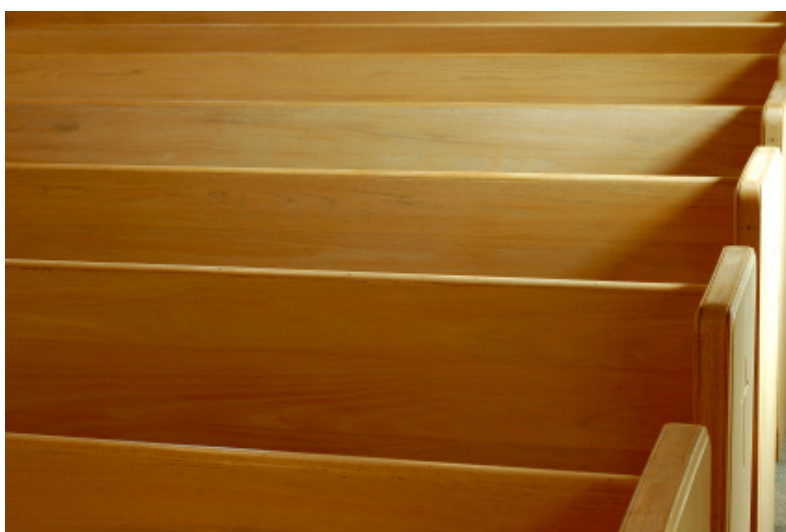
- **Most valuable part: A Church Life Session to go through the findings**

- This should be a significant session, with adequate time provided (e.g. a full morning or afternoon, with refreshments)
- “The most significant business meeting of the year—if we believe our real business is saving souls”
- Those who completed the questionnaire should be present

- A general invitation can be given to church members and attendees, to come and contribute, and catch a vision for the future
- The Church Life Session should be “bathed in prayer” and have a spiritual atmosphere and focus
- Most important to create and maintain a non-threatening and non-judgemental atmosphere—“We’re all in this together; we rise or fall together in Christ”
- *Strongly recommended* that the “Life Cycle of a Church” paradigm be shared and considered during this session; using findings from the self-assessment process to help the group understand where it might be on the Life Cycle, and how it might “catch the wave” (see the chapter, “Life Cycle of a Church”)
- **This session is a great opportunity to begin a process of determining one, two, or three chief goals in church health and growth for the year**
- Conference HAC team members welcome an invitation to be present and assist as desired

- **Areas of self assessment—focus on perceived church action in eight areas**

- 1) *Leadership Development*—pastoral support and improvement, local leader training, balanced teaching, goal setting, prayer integration
- 2) *Relationship Evangelism*—friendship development, small groups, social ministries
- 3) *Community Presence and Service*—corporate exercise of spiritual gifts, awareness of community needs, action in community
- 4) *Direct Evangelism*—worship services, Sabbath School, Bible studies, small group ministry, church planting, other direct outreach
- 5) *Giving of Time*—personal contribution of spiritual gifts
- 6) *Global Vision*—intercessory prayer, mission support, sense of end-time calling
- 7) *Physical Environment (Facility)*—attractiveness to unbelievers, representation of the Gospel, safety for participants
- 8) *Our Experience as a Whole*—Life Cycle assessment, what we appreciate, what we’d like to see in the future



- **Repeatability**

- The Church Life Questionnaire can be easily repeated online at any time
- Recommendation: The questionnaire is repeated annually at the same time of year

## 7) Steps at-a-glance

- See next page for a comparison table for the three recommended steps in church self assessment

<b>CHURCH SELF ASSESSMENT RECOMMENDED STEPS</b>			
<b>Item</b>	<b>Nine Dashboard Indicators (NNZC)</b>	<b>NCD (Natural Church Development) Survey</b>	<b>Church Life Questionnaire (NNZC)</b>
<b>Type</b>	Quick-view statistical report	- Statistically validated qualitative report - Graduated (multiple choice) responses	- Qualitative report - Mix of graduated (multiple choice) responses and open responses (free comments)
<b>Purpose</b>	Provide a statistical snapshot of key indicators	- Establish comparative standing across 8 essential characteristics - Identify areas of strength and weakness so that strengths can be harnessed to address weaknesses	- Provide understanding of dynamics specific to the congregation in the Adventist context - Provide a starting point for a significant Church Life Session - Stimulate desire for church health and growth within the HAC framework
<b>Comprises...</b>	Membership, Accessions, Net Transfers, Attendance, Giving	Leadership, Ministry, Spirituality, Structures, Worship Service, Small Group Ministry, Evangelism, Relationships	Leadership Development, Relationship Evangelism, Community Presence & Service, Direct Evangelism, Giving of Time, Global Vision, Physical Environment, Experience as a Whole
<b>Cost</b>	No cost	- About \$350 (without GST)—subsidised 50% by NNZC - Plus about \$180 for helpful printed materials	No cost (website subscription paid by NNZC)
<b>Completed by</b>	The pastor, with some input from the church clerk, treasurer, and elder	- 30 attendees who are involved in team ministry of some kind - The pastor (separate survey)	As many attendees as possible, and at least 30 (for a smaller group, all attendees)
<b>Estimated time to complete</b>	30 minutes; a little more if some figures have to be researched	20 minutes for members (more for the pastor)	10 minutes
<b>Format</b>	A PDF fillable form, 1 page, easily kept and shared as a computer file	Manual form with 91 questions	Our own questionnaire, 52 questions, completed online through MonkeySurvey.com
<b>How received &amp; completed</b>	- Request from HAC team - Complete manually or on computer	Work through the NZ representative for NCD, who processes the survey and provides a complete report and gives further guidance if desired	- Request set-up and access through the HAC team - Graphic report provided to the HAC representative, then given to the pastor or church leader
<b>Repeatability</b>	- Easily repeated - Recommended annually at the same time each year	HAC recommends repeating 1 year after initial, then about every 2 years	- Easily repeated at any time - Recommended annually at the same time each year

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