

Statement Score

Statement	1	2	3	4	5	6	7	8	9
Score									

Key actions

Please copy down here the key actions / 'smart' goals you identified under the different sections in the *Growth Planning Framework*.

1.	2.	3.
4.	5.	6.
7.	8.	9.

Areas for wider review

Please copy down here any areas for wider review you identified.

1
2



Anglican Church of Southern Africa



Our Parish Development Plan



Foreword

†Martin Breytenbach: Growing the Church (GtC) Liaison Bishop

Jesus calls the church to make disciples of all peoples (Matthew 28:18-20) and to continue his mission of healing, proclaiming, liberating, loving and forgiving (Luke 4:18-21 and John 20:20-23). For this to happen, we need to do many things: welcome people, worship, pray and study the Bible, recognise and nurture vocations, lead and empower, serve and send, reach out and evangelise, administer the church, care pastorally, release people in the gifts of the Holy Spirit.

It can all be a bit overwhelming! There is so much to do! Where do we start? Or do we just give up and maintain things as they are?

Here is a tool that has been developed in the Liverpool Diocese of the Church of England and, with their permission, refined through experience here in southern Africa – in suburban, township and rural contexts. It will help you to identify where to start and give you some pointers about what to do. Remember that there are many resources available in all these areas of life, mission and ministry; and GtC can help you find them and provide training. Other ministries in ACSA can also help—for example, HOPE Africa and Provincial Youth.

May God bless, guide and empower you as you work together on your Parish Development Plan using this guide. And may you experience much life, light and joy in the process.



The Rt Revd Martin Breytenbach

There are different kinds of gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them in all men. Now to each one the manifestation of the Spirit is given for the common good.
(1 Corinthians 12:4-7)

“The role of church leadership is to help its members identify their gifts and integrate them into ministries that match their gifts. This principle sounds quite simple, but its practical application will have enormous implications for all areas of church life.

When you live according to your spiritual giftedness you are no longer working in your own strength, but the Holy Spirit works in you. Thus even though you are “just an ordinary person” you can accomplish, in the true sense of the word, extraordinary things.” (Natural Church Development: Christian Schwarz)

GOALS

What is the one thing we could do over the next 12 months to facilitate the use of the Gifts of the Spirit in our church? Add another 1 or 2 goals if you have enough time.

Has our discussion suggested a need for a more-wide ranging review of the use of the Gifts of the Spirit for ministry in our church?

Having discussed this area do we need to revise our Starter Score?

9. A place where the gifts of the Spirit are used for ministry

ASSESSMENT

Starter Score: on a score of 1 – 5 (1 completely disagree, 5 fully agree, and anywhere in-between) how do you rate the following statement:

Our church helps members discover their spiritual gifts and helps them to find matching ministries

1	2	3	4	5
Completely Disagree				Fully Agree

1	We have received teaching on the gifts of the Spirit, training in their use, and a periodic assessment of our members' gifts				
	1	2	3	4	5
2	Some of the following 'shepherding' gifts are used in our church: administration, apostleship, leadership, pastoring, teaching				
	1	2	3	4	5
3	Some of the following 'serving' gifts are used in our church: craftsmanship, giving, helping, hospitality, serving				
	1	2	3	4	5
4	Some of the following 'strengthening' gifts are used in our church: encouragement, healing, mercy, music, prophecy				
	1	2	3	4	5
5	Some of the following 'salvation' gifts are used in our church: evangelism, faith, miracles, missions, tongues				
	1	2	3	4	5
6	Some of the following 'spiritual Insight' gifts are used in our church: discernment, interpretation of tongues, knowledge, prayer, wisdom				
	1	2	3	4	5
7	We have heard testimonies about how people's lives have been gifted for ministry in the power of the Holy Spirit				
	1	2	3	4	5
8	We have heard testimonies about how people's lives have been miraculously impacted, healed, and transformed by the work of the Spirit in their lives.				
	1	2	3	4	5

INTRODUCTION

'Our Parish Development Plan' booklet is a new tool to help churches assess how well they are doing in key areas covering every aspect of parish life. Each area starts with a statement for you to agree with or disagree, giving you a sense of how strong you are in this area. You then have a few questions to help you reflect and unpack what you do well or with what you need help. We hope this will then inspire you to take action to develop and grow – spiritually, numerically and holistically.

We suggest that a small group selection from representatives of the church spends some time prayerfully working through the document to gain an honest assessment of your church and its ministry. Our prayer is that the reflections will stimulate positive discussions about the health of your church and invigorate you with a renewed sense of purpose about your future.

We would therefore like to offer this booklet to you as an opportunity to take stock and realistically explore before God the life of your church. Then set yourself some realistic goals to grow in some of the ways to which this process has led you.

A STEP BY STEP GUIDE

If you are new to this document, it may look intimidating. Don't panic: we've designed it to make it easier for you to reflect on your development. Churches like yours have already used this plan to their benefit, so simply follow these suggested steps.

1. First get a small group together

We have tested the booklet on an entire Sunday morning congregation of 120 people and found that in some ways that was unhelpful because not everyone knows what is going on throughout the church. It is better to have a small representative group of people who are regularly involved in the life of the congregation. The best possible group would probably be a diverse group - age, sex, culture – about 30-40 people.

2. Hold one or two meetings to work through the 9 sections of the framework

Working through the booklet will take three to four hours. We have found that the most effective way is for each member to read the whole booklet before working through each section in turn as a group. Every section is laid out with an assessment, a vision summary, and an opportunity to set some goals.

3. Begin with the assessment

1. Begin by asking everyone to read through the whole booklet, without filling in anything yet. (*Break up and work in small groups of five. Perhaps the booklet could be given to people a week before the time.*)

2. Ask everyone to rate individually the 'Starter Score' for each section by putting an 'X' in the box that most accurately reflects his/her answer to the question in italics. It may seem obvious but the assessment can be a '1' (completely disagree) or a '2' or a '3' or a '4' (with increasing agreement) or a '5' (fully agree)

3. In your group find out what everyone has scored. Try to come to a single score with which you all can agree and then put a circle around that score.

4. Once you have agreed your 'Starter Score' then as a group look at each question in turn, discuss it, and then decide which score most accurately reflects your agreement/disagreement with the statement

4. Have a look at the 'Vision' for each section

Ask one or two volunteers to read aloud the scripture passage and comments. You may expand a little on the statements for clarification, and invite people to comment; but don't let the discussion go on too long (5 minutes max).

5. Answer the questions under 'Goals'

What is the one thing you could do over the next 12 months to improve your church with regard to that section. If you have time, you may add another 1 or 2 goals, but make sure you leave enough time for the remaining sections.

Your goals should be **SMART**:

You need to avoid the risk of becoming too ambitious or general. A statement like "Get lots more families into church" is too vague. If you want more families, then be specific about how will you do it: Messy Church, change the service time, etc.

To help achieve this, you might like to think of taking SMART actions. These are:

Specific - something that you can definitely say you have or haven't done – ie starting a new service.

Measurable - something you can clearly record the success of – ie numbers coming to a service.

VISION 8

We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness. (Romans 12:6-8)

The gift of administration found in the writings of Paul (Romans 12:6-8 and 1 Corinthians 12:28) and good pastoral care are both essential gifts of God, and these gifts are to be released. If we don't get our administration right or fail to organise ourselves, we can significantly undermine our mission and ministry. Good pastoral care allows people to identify and develop their gifts and leads to more opportunities for people to be involved in ministry.

GOALS

What is the one thing we could do over the next 12 months to enhance our administration and pastoral care? Add another 1 or 2 goals if you have enough time.

Has our discussion suggested a need for a more wide-ranging review of our pastoral care and administration?

Having discussed this area do we need to revise our Starter Score?

8. A place of good administration and pastoral care

ASSESSMENT

Starter Score: on a score of 1 – 5 (1 completely disagree, 5 fully agree, and anywhere in-between) how do you rate the following statement:

Our church is well organised, things run smoothly, and people are cared for well.

1	2	3	4	5
Completely Disagree			Fully Agree	

1	People feel well informed about what is going on				
	1	2	3	4	5
2	The day-to-day tasks and responsibilities are appropriately spread out among different people & the priest is not expected to do everything				
	1	2	3	4	5
3	There are things we can stop doing				
	1	2	3	4	5
4	We are good at identifying people who may be isolated or overlooked in church				
	1	2	3	4	5
5	We offer effective and supportive pastoral care for those going through difficulties				
	1	2	3	4	5
6	We are providing adequate care and opportunity for the older members of our church				
	1	2	3	4	5
7	We have a trained and appropriately monitored pastoral visiting team				
	1	2	3	4	5
8	In general, we are equipped to enable people with different gifts to engage fully in our worship and church activities				
	1	2	3	4	5

Achievable - something that is realistic rather than a pipe dream.

Relevant - something that is related to the section at which you are looking.

Timed - something on which you have put a deadline.

If you follow some SMART actions, then you are more likely to push yourself to make it happen.

6. Review your 'Starter Score' and adjust if necessary

7. Repeat the process for each of the sections

8. Complete the Summary Form

Having completed and agreed on scores, questions, and actions for each section, then complete the summary form by transferring them to the Key Action table, the Statement table, and the Wider Review table.

A TWO-YEAR GUIDE

We're suggesting that you do this over a two-year cycle. Once you have your nine actions, then your group can monitor progress. Appoint a small team to champion each goal.

Fully review your progress after 12 months. Think about what you have learnt, what is still lacking and what you would do differently. You will be ready to start the next two-year cycle after 24 months.

If you have any questions, please contact
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1. A place of welcome and belonging

VISION 7

ASSESSMENT

Starter Score: on a score of 1 – 5 (1 completely disagree, 5 fully agree, and anywhere in-between) how do you rate the following statement:

We give a warm welcome to visitors to our church and people want to come back.

1	2	3	4	5
Completely Disagree				Fully Agree

Now rate yourself on a score of 1-5 for each of the following:

1	Our welcome and hospitality quickly help people feel comfortable and settled in our church	1	2	3	4	5
2	We have an attractive welcome pack/welcome literature	1	2	3	4	5
3	We are good at spotting new people	1	2	3	4	5
4	Everyone in our church plays their part in welcoming people and helps them belong	1	2	3	4	5
5	Newer people quickly find their way around our church and our various activities	1	2	3	4	5
6	Our church feels like a loving and supportive family	1	2	3	4	5
7	Our church is a place where people feel comfortable bringing their friends.	1	2	3	4	5
8	In general, our members look out for new people in our church and we also notice if people stop coming	1	2	3	4	5

Praising God and having the goodwill of all the people. And day by day the Lord added to their number those who were being saved. (Acts 2:47)

Just as growth in nature is a sign of health and vitality, so we welcome every sign of spiritual and numerical growth in the life of the Church. Church growth however comes out of intentional aims and actions that focus beyond the horizon of where we are now. It sets its sights on the inclusion and 'favour of all' in the community and seeks to build a church that reflects and celebrates growth as one of its core values.

GOALS

What is the one thing we could do over the next 12 months to grow our church? Add another 1 or 2 goals if you have enough time.

Has our discussion suggested a need for a more wide-ranging review of the way in which we help people to share their Christian faith?

In general have we identified and started to address our biggest obstacles to growth?

7. A base for evangelism, outreach, and numerical growth

VISION 1

ASSESSMENT

Starter Score: on a score of 1 – 5 (1 completely disagree, 5 fully agree, and anywhere in-between) how do you rate the following statement:

Our church is committed to numerical growth.

1	2	3	4	5
Completely Disagree				Fully Agree

1	We make the most of our major festivals, school services, community services etc.				
	1	2	3	4	5
2	We build good, supportive and on-going relationships with families seeking baptism, couples preparing for marriage, and those we connect with through bereavement				
	1	2	3	4	5
3	If there are any particular generations currently missing from our church, we are addressing this				
	1	2	3	4	5
4	There are no particular parts of the parish which are largely untouched by the current ministry of our church				
	1	2	3	4	5
5	We have specific plans to connect with and reach out to people as yet untouched by our church (meeting their questions & and needs)				
	1	2	3	4	5
6	We have plans to start a new ministry, a fresh expression, or a new church plant within the next 2 years				
	1	2	3	4	5
7	In general, we do challenge and equip people to be witnesses to Jesus where God has called them to be and to bring the Gospel to those who have never heard it before				
	1	2	3	4	5
8	In general, we do have a flow of people coming to faith in our church				
	1	2	3	4	5

Do not neglect to show hospitality to strangers, for by doing that some have entertained angels without knowing it (Hebrews 13:2)

It is often said that people who attend a service of worship will decide within minutes if they will come back. It is also clear that for some people church is a strange place. And even if people stick with it, it can take many months, or even years, for people to come to faith in Christ.

Therefore we have to work hard to welcome people and help them feel that they belong, that they matter and if they weren't there they would be significantly missed. This type of hospitality is much more than a handshake at the door or a quick 'hello' at the end of the service before we go off and talk to our friends. And it's not just the responsibility of the sides-people and welcome team. We all have to try and make sure that people leave church feeling welcomed and valued and that they want to come back.

GOALS

What is the one thing we could do over the next 12 months to make our church a more inviting place? Add another 1 or 2 goals if you have enough time.

Has our discussion suggested a need for a more wide-ranging review of the ways in which we welcome and help people feel they belong?

Having discussed this area do we need to revise our Starter Score?

2. A place where all can worship

VISION 6

ASSESSMENT

Starter Score: on a score of 1 – 5 (1 completely disagree, 5 fully agree, and anywhere in-between) how do you rate the following statement:

The worship in our church is attractive, inspiring and inclusive.

1	2	3	4	5
---	---	---	---	---

Completely
Disagree

Fully
Agree

1	We have a varied diet of worship that includes everyone and takes place at convenient times				
	1	2	3	4	5
2	Our church is child friendly with appropriate safeguarding procedures in place				
	1	2	3	4	5
3	Our liturgy is accessible and easy to follow				
	1	2	3	4	5
4	Our preaching is biblical, helpful, and applicable to people's daily lives				
	1	2	3	4	5
5	We involve a variety of people in the organisation and conducting of services (eg welcomers, sides people, readers, and lay ministers)				
	1	2	3	4	5
6	Our worship draws in and engages the outsider, including those who may never have worshipped in a church before				
	1	2	3	4	5
7	Our music is varied, is well organized, meets various needs and draws us into worshipping God				
	1	2	3	4	5
8	In general, our regular worship is enjoyable and inspiring and draws people into the presence of God				
	1	2	3	4	5

7

You will be my witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth. (Acts 1:8b)

As Jesus ascended to heaven he promised his disciples that they would receive the power of the Holy Spirit to be witnesses. Their witness would begin where they were in Jerusalem and would ripple out through Samaria and to the ends of the earth.

Our mission begins in our local community - but it cannot stay there. The Gospel challenges us to go beyond the walls of our church and the boundaries of our community, and we have to be intentional about this. Partnerships with other churches and mission agencies help us keep in mind the big picture of the church.

GOALS

What is the one thing we could do over the next 12 months to help people make more of a difference in and beyond our own community? Add another 1 or 2 goals if you have enough time.

Has our discussion suggested a need for a more wide-ranging review of the way in which we help people engage with the world beyond the walls of the church?

Having discussed this area do we need to revise our Starter Score?

16

6. A place of service and sending

VISION 2

ASSESSMENT

Starter Score: on a score of 1 – 5 (1 completely disagree, 5 fully agree, and anywhere in-between) how do you rate the following statement:

Our church makes a difference to and beyond our local community.

1	2	3	4	5
Completely Disagree				Fully Agree

1	Our community knows that we are here: we have a good reputation as a faith community, and build bridges to our community				
	1	2	3	4	5
2	We talk to other faith and community groups, and we are actively involved in local initiatives that make our community a better place to be				
	1	2	3	4	5
3	We are sufficiently and creatively involved with our local schools (both church and non-church), involving both lay and ordained members of our church				
	1	2	3	4	5
4	We actively support NGOs and/or other ministries				
	1	2	3	4	5
5	We actively support some Christian agencies working in South Africa				
	1	2	3	4	5
6	We actively engage with mission partners outside of South Africa				
	1	2	3	4	5
7	We celebrate and affirm the vocation of our church members in their workplace, their home and voluntary work				
	1	2	3	4	5

When he was at the table with them, he took bread, blessed and broke it, and gave it to them. Then their eyes were opened, and they recognized him... They said to each other, 'Were not our hearts burning within us while he was talking to us on the road, while he was opening the scriptures to us?' (Luke 24:30,32)

To worship is to change. Worship opens our eyes and our hearts to the kind of encounter with God that changes our perspective, then changes our lives. Worship, then, needs to offer all in our community an easy, open and accessible route to such an encounter. Its first concern is for transformation and its focus should therefore always be more mission-shaped than simply church-shaped.

GOALS

What is the one thing we could do over the next 12 months to create a place where all can worship? Add another 1 or 2 goals if you have enough time.

Has our discussion suggested a need for a more wide-ranging review of our worship?

Having discussed this area do we need to revise our Starter Score?

3. A place of prayer and Bible study

VISION 5

ASSESSMENT

Starter Score: on a score of 1 – 5 (1 completely disagree, 5 fully agree, and anywhere in-between) how do you rate the following statement:

As a church we believe that all Christians should pray and read their Bibles faithfully and we do all we can to help them.

	1	2	3	4	5
	Completely Disagree				Fully Agree
1	A daily office is said, and it is open to all				
	1	2	3	4	5
2	We guide and equip people to pray and grow in their spiritual lives (e.g. a 'school of prayer', spiritual direction, a prayer diary, guided retreats)				
	1	2	3	4	5
3	We create opportunities for people to pray together and for others (e.g. in prayer partnerships, meetings, breakfasts, email/sms requests, ministry, etc.)				
	1	2	3	4	5
4	We help people to read and reflect upon the Bible (e.g. Bible study notes, sermon notes, recordings, life-groups, lectionaries)				
	1	2	3	4	5
5	In our services the Bible is read well, the prayers are well prepared, and people are trained for these ministries				
	1	2	3	4	5
6	We challenge and encourage people to make regular time for personal prayer and Bible reading				
	1	2	3	4	5
7	In general, people in our church actually live out their faith with commitment, fire, and enthusiasm				
	1	2	3	4	5

It is he whom we proclaim, warning everyone and teaching everyone in all wisdom, so that we may present everyone mature in Christ. For this I toil and struggle with all the energy that he powerfully inspires within me. (Colossians 1:28-29)

The 'body' is one of the ways in which Paul describes our relationship to one another as Christians, all parts function together and make up the Body of Christ. A well-led church is one in which everyone is able to discover and recognise their God-given gifts and have opportunities to exercise those gifts for the benefit of the body of Christ. As such, the leadership of the church needs to be clear about where they believe God is leading their church and be confident in their ability to exercise their leadership so that each person can be fully empowered to exercise their ministry in the fullness of Christ.

GOALS

What is the one thing we could do over the next 12 months to help develop and empower people in leadership? Add another 1 or 2 goals if you have enough time.

Has our discussion suggested a need for a more wide ranging review of the way in which we empower and release people in leadership?

Having discussed this area do we need to revise our Starter Score?

5. A place of leadership, empowerment, and release

ASSESSMENT

Starter Score: on a score of 1 – 5 (1 completely disagree, 5 fully agree, and anywhere in-between) how do you rate the following statement:

Our church is well-led, enabling people to identify and grow their God-given gifts and talents.

1	2	3	4	5
Completely Disagree			Fully Agree	

1	We are confident that we are receiving and supporting good, clear leadership (clergy and lay) within our church				
	1	2	3	4	5
2	Our church demonstrates a good balance between maintenance and mission				
	1	2	3	4	5
3	We are consciously developing our current leadership and a new generation of leaders within our church, especially in the light of the Growth Agenda				
	1	2	3	4	5
4	We are committed in principle and practice to growing shared ministry and leadership				
	1	2	3	4	5
5	We have more people in leadership positions now than 12 months ago				
	1	2	3	4	5
6	Our church welcomes and embraces change				
	1	2	3	4	5
7	Our church is intentional in setting clear goals for development and change				
	1	2	3	4	5
8	In general, people do feel they have a place within church life and are given opportunities to be mobilised				
	1	2	3	4	5

VISION 3

While we, for our part, will devote ourselves to prayer and to serving the word. (Acts 6:4)

Martin Luther said, “As is the business of tailors to make clothes and cobblers to make shoes, so it is the business of Christians to pray.” Prayer is indeed our calling, the heartbeat of the church. And with prayer we must also read our Bibles if we are to be formed with the mind of Christ.

Just as no athlete acquires their skill without training and discipline, so we cannot hope to mature in faith without learning the twin disciplines of prayer and Bible reading. To become mature believers requires us to put down deep spiritual roots. Our church must attend to the creative ways in which people can learn to pray and to read scripture.

GOALS

What is the one thing we could do over the next 12 months to make more opportunities for prayer and Bible study? Add another 1 or 2 goals if you have enough time.

Has our discussion suggested a need for a more wide ranging review of prayer and bible study within our church?

Having discussed this area do we need to revise our Starter Score?

4. A place of nurture, discipleship and vocation

ASSESSMENT

Starter Score: on a score of 1 – 5 (1 completely disagree, 5 fully agree, and anywhere in-between) how do you rate the following statement:

Our church enables people from across our parish/parishes to explore their journey of faith and come to know, love and serve Jesus Christ.

	1	2	3	4	5
1	We help prepare people well for baptism and confirmation				
	1	2	3	4	5
2	We have appropriate ways of helping children and young people grow in and express their faith				
	1	2	3	4	5
3	We regularly run basic church courses				
	1	2	3	4	5
4	We have effective ways of helping people to become mature disciples in their faith and in their walk with God				
	1	2	3	4	5
5	Our church has a system of small groups where individual Christians can find intimate community, practical help and intensive spiritual interaction				
	1	2	3	4	5
6	We help people to talk about their faith				
	1	2	3	4	5
7	We help people see their daily walk with the Lord as part of their vocation				
	1	2	3	4	5
8	We actively seek to identify and encourage people who God may be calling into ordained ministry				
	1	2	3	4	5

VISION 4

Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit (Matt 28:19)

Christian growth and maturity don't just happen. Nurture and discipleship are core challenges for any church in any generation. Many new people now come to church with little or no Christian understanding so we have to work particularly hard to help people come to and make sense of their faith and how it effects their daily lives.

Similarly Christianity isn't just about church. Our day-to-day life and witness is central to our vocation. It isn't easy to be a Christian today. A standard complaint about church is that it may be a great help and encouragement on a Sunday but does not help me through the rest of the week.

GOALS

What is the one thing we could do over the next 12 months to help people mature in their faith and sense of vocation? Add another 1 or 2 goals if you have enough time.

Has our discussion suggested a need for a more wide-ranging review of the way in which we help people move on in their Christian faith?

Having discussed this area do we need to revise our Starter Score?