



PARISH HEALTH CHECK

Parish:

INDICATORS OF PARISH HEALTH	Key to colour coding			Rating for this Parish
	Serious Ill Health	Requires monitoring	Healthy	
Outwardly Mission Focused	Unwelcoming. No efforts to invite people.	Friendly to newcomers but not proactively inviting people.	Evidence of a proactive culture of invitation and welcome where personal and organisational efforts combine.	
Clergy Leadership	No clergy, disengaged clergy or clergy with insufficient connection with parish. Lack of trust between clergy and others. Evidence of conflict and dysfunctional relationships due to lack of effective leadership.	Clergy focused on maintaining status quo or ineffective at providing leadership into new areas.	Clergy Leadership is collaborative, visionary, strategic and communicates effectively. Displaying transparency and integrity, promotes a healthy and safe culture where everyone can flourish.	
Vision and Purpose	No written Mission Plan. Evidence of fragmented efforts.	A written Mission Plan but no evidence of shared vision and moving forward together. Members unaware of Mission Plan.	A Mission Plan is being implemented. Evidence of a shared vision and moving forward together.	
Making New Disciples	The only new members are those transferring from another church.	Some new members but no action taken to help their spiritual growth.	Evidence of spiritual growth across the membership and growth in numbers through new members.	
Scope of lay ministry and capacity of LLMs	No visible lay ministry or lay ministry confined to assisting clergy at worship.	Active lay ministers but ministry undervalued, uncoordinated or lacking coordination.	Lay ministry is actively affirmed & resourced. A team of LLMs is actively engaged in a variety of ministries & mission.	

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Cohesive relationships	Members unaware of “Being Together”. Factions, conflict and lack of trust exist.	Some sense of belonging and community.	Strong sense of belonging and community with evidence of trust and respect, honouring the principles of ‘Being Together’.	
Financial Viability	Repeated large deficit budgets or parish operating at an income below \$150,000 per annum or operating with less than one fulltime ministry person.	Parish operates with a balanced budget but can only afford a single fulltime ministry person. Key maintenance deferred. Heavily reliant on Op Shop, event income and/or savings and trust funds.	Regular income covers operating budget. Planned giving dominates income. Able to fund at least 1.5 FTE Stipend and 0.5 Admin. Savings and trusts used for special projects, not for maintenance or running costs.	
New Mission Initiatives	No new mission initiatives for several years.	Some mission initiatives have been tried but not adequately resourced or targeted to the local community.	Actively seeking new ways to engage with the local community (e.g Pioneer Ministry). A new initiative in past 12 months.	
Strategically engaging with the new model of ministry	Resisting living into the new structure of the diocese. No involvement with Ministry Area or Network.	Participating in Ministry Area or Network but failing to allocate resources or priority to this work.	Implementing and living into the new structure of the Diocese. Actively taking part in the Ministry Area and/or Network.	
Governance capacity of Parish Council	Unable to raise enough members to fill governance roles and/or minimal turnover of Council membership from year to year. Council members unaware of their role.	Council has adequate membership but uncertain of their role. Council confine their consideration to administration and maintenance.	The Council has effective oversight of the parish as per the Ordinance; all positions are filled with a range of skills and experience. There are some new members annually who are adequately inducted; there is an improvement focus where decisions are aligned with ministry and mission.	