

Church Health Team Update

October 2007

Church Health Team

- Formed by Board of Trustees in 2006 to investigate opportunities to enhance parish health
- Team members:
 - Rick Wagner (chairman)
 - Fr. Stacy Richter
 - Bernie Gulachek
 - Nina Stenach
 - Ron Tucci
 - Fr. Jonathan Ivanoff (consultant)
 - Warren Griggs
 - Chris Smith
 - Cheryl Morse
 - Lynn Barnes
 - Dan Tich
- Team is following a process referred to as ***Natural Church Development (NCD)***

Why do we go to the Doctor ?

Emergency. When I know I'm sick.

Prevention. So, I don't get sick.

How does the doctor diagnose your condition ?

He or She will run blood tests, get x-rays, etc.

Review: **Natural Church Development**

The concept:

- 1) "Scientifically" measure the current health of our church
- 2) Analyze/understand our current status relative to other Christian churches
- 3) Create and implement a plan to release our church's full potential

Review: Natural Church Development

Who is using this method ?

Nine parishes in the Midwest Diocese

Diocese Parish Health Program Begun

Natural Church Development

NCD surveyed:

1.5 million people

50,000 Christian parishes

60 countries; 50 languages

Natural Church Development

- Defined **8** Universal and Biblical Quality Characteristics:
 - *Empowering Leadership*
 - *Gift-oriented Ministry*
 - *Passionate Spirituality*
 - *Functional Structures*
 - *Inspiring Worship Services*
 - *Holistic Small Groups*
 - *Need-oriented Evangelism*
 - *Loving Relationships*
- Characteristics are interconnected
- All must be present to ensure a healthy church

Quantifying the Eight Characteristics

- Results of the worldwide **NCD** surveys used to create a “**grading**” system:
 - A score of 50 (out of 100) is “average”
 - More than 50 is typical of a healthy/growing church
 - Less than 50 indicates room for improvement
- Parishes that achieve a score of **65** or more for all eight characteristics always flourish and grow.

Phase 1: St. Mary's Initial Survey

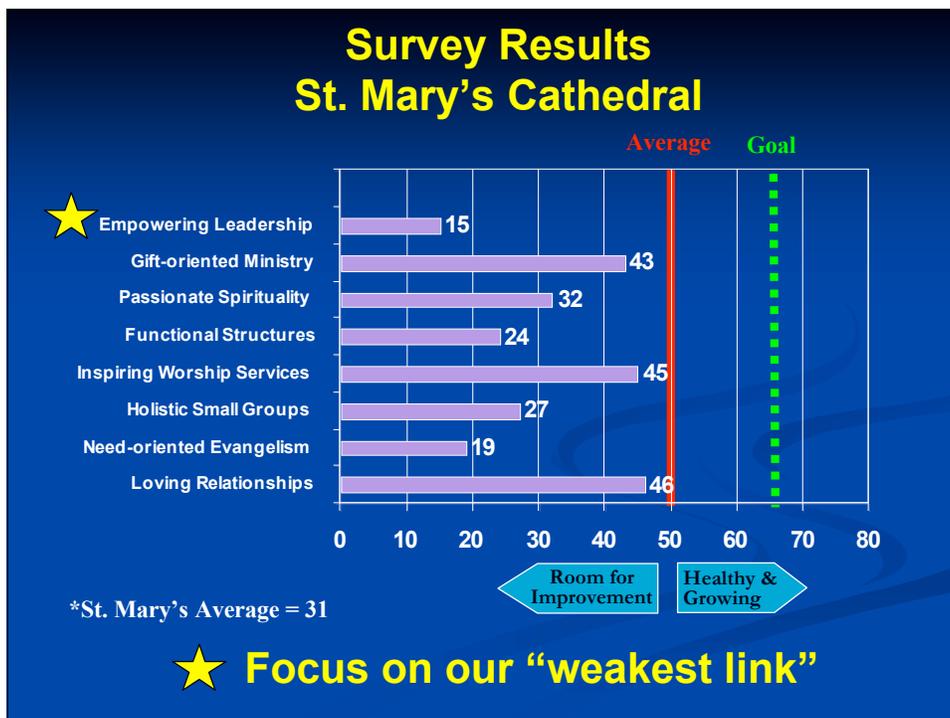
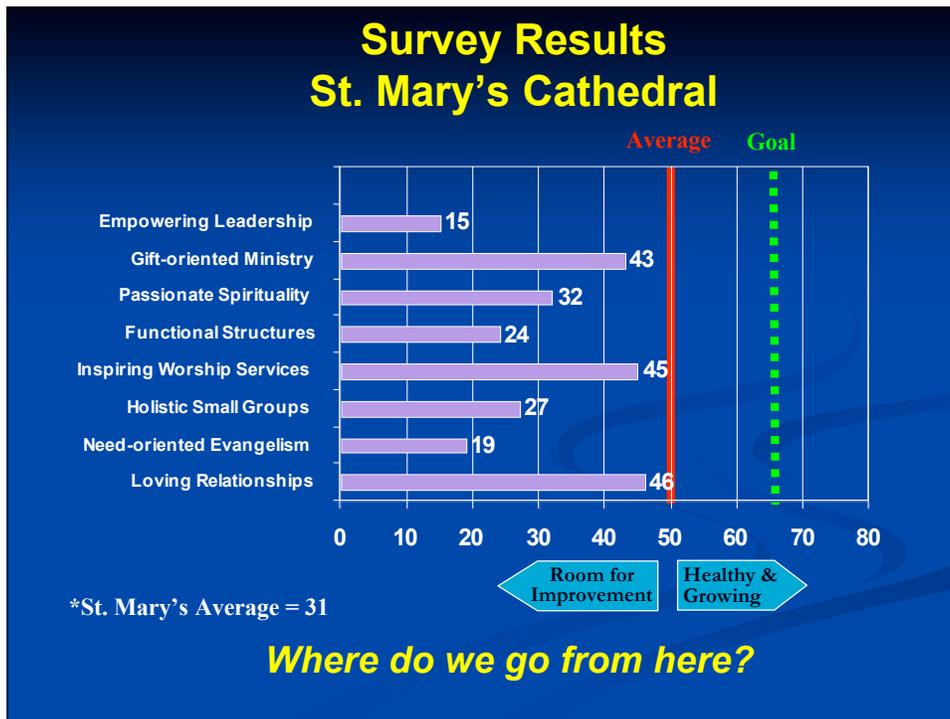
- Thirty parishioners took the **NCD** survey in late **December, 2006**
- Cross-section of men/women, young/old, clergy/laity, newcomers/long-time members, leaders/team players
- About **80** questions long
- Results analyzed and compared to responses for 50,000 other Christian churches around the globe.

So how did St. Mary's do???

Survey Results St. Mary's Cathedral



***St. Mary's Average = 31**



So . . .what is “**Empowering Leadership**”?

Empowering Leadership

The development of effective parish leaders that multiply, guide, empower and equip disciples to realize their full potential in Christ and work together to accomplish God’s vision.

Empowered Leaders . . .

- Identify and empower others to take ownership of ministries.
- Help identify the gifts that others can bring to a ministry.
- Delegate and share responsibilities for ministries.
- Develop and share compelling visions for ministries.

Empowering Leadership

Act 6:3-6 *3Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them 4and will give our attention to prayer and the ministry of the word."*

St. John Chrysostum, *"The most basic task of the Church leader is to discern the spiritual gifts of all those under his authority, and to encourage those gifts to be used to the full benefit of all. Only a person who can discern the gifts others and can humbly rejoice at the flowering of the gifts is fit to lead the Church."*

Phase 2: “Empowering Leadership” Focus Groups

- Developed prepared questions to gather input on St. Mary’s and Empowering Leadership
- Identify and train focus group facilitators
- Conducted 11 focus group discussions with over 100 parishioners
- Compiled and summarized parishioner opinions as follows . . .

Focus Groups Results

- Leadership at St. Mary’s is much larger than the priests and church board (includes leaders of all formal and informal groups)
- Current leaders are **passionate** about their roles
- Current leaders need to expand their role as a leader, rather than serving as the “**chief doer**”
- Future leaders need to be identified and trained **before** they assume their offices.
- Parishioners may find it difficult to contribute because they are often **unaware** of activities currently underway

Overall Conclusions

- The clarity of leadership roles within each parish organization should be improved
- The parish needs to be better informed of current and future organizational activities
- Leaders need to be better equipped to lead (training and tools)
- Need to identify and mentor our future leaders (both young and senior leaders)

Phase 3: Action Projects

- The Church Health Team identified several “action projects” enhance parish leaders.
A few examples:
 - Quarterly meeting for all parish leaders
 - Parish-wide video calendar and bulletin board
 - Personal Stewardship program
 - Booklet of Organizations
 - Leadership training seminar
 - NCD Team will **empower** parishioners to define and implement these projects within the next few months.
 - We will attempt to measure the impact of these efforts.
- [Note: we do not expect these projects to “solve all our problems” but they will move us towards a healthier position]

What can you do?

- Volunteer to help with (maybe even lead) one of the action projects
- Brainstorm new ideas and convey additional project opportunities to a Church Health Team member
[remember: there are several factors we need to work on, if you are more interested in helping with those, we will be addressing them in the future]
- Help out current and emerging leaders any way you can.
- Participate in future focus groups assessing our Health Characteristics.

A Big Thank you !!

- **Focus Group Leader Training.**
Alice Woog
- **The Focus Group Leaders**
Bernie Gulachek Toni Miller
Dan Tich Alex Walker
Nina Stenach Todd Pilacinski
Steve Tomczyk Warren Griggs
- **Data compilation**
Cheryl Morse and Lynn Barnes