

Direction

With the appointment of a new lead officer, Rev Clive Hicks, we are aiming to make a fresh start with the **Healthy Churches** agenda, reflecting the aims of the latest Diocesan Strategy:

Target churches – Mission Hubs, and selected Benefices and churches across the Diocese, where the desire is to further embed healthy church principles, to conduct surveys in 2023

Vacancies – to support any church in vacancy to take a fresh look at their purpose and direction, as they seek to appoint new clergy, and conduct surveys when appropriate

It is arguable that a survey may be a very good way to assess where any church sits, after the pandemic, and also begin a fresh wave of NCD surveys to build a picture of the collective health of our churches.

To have commissioned at least 10 new surveys before the end of May 2023, and up to 25 surveys (mainly amongst churches where the 8EQs are already embraced) through to April 2024.

Other churches will be very welcome to request a survey, but execution of a survey in 2023/24 may depend on the availability of a new team of mentors and enablers.

Enabling

Clive's role will be to,

- support Mission Hubs, churches and Benefices already using the Healthy Church resources
- oversee the effective administration of the 8EQ processes across the Diocese
- build a learning community for Healthy Church – both clergy and lay leaders – including use of the Equip Hub for shared learning
- review and inform Diocesan strategy in the area of Healthy Church
- work closely with other Mission & Discipleship team colleagues in the area of Healthy Church

This represents a change of gear and integration, with Healthy Church remaining a key focus across the Diocese.

For any church, irrespective of size or context – there is a significant discount for around 30 surveys from September 2022 for a period of 12 months.

Natural Church Development (NCD) Charges

First and Repeat Surveys – standard charge £275

Discounts – *occasionally free surveys* - may be available under certain circumstances. Please contact Clive.

Healthy Church Themes

1. **Prayer**, as bearers of life – for life-changing encounters across each community
2. **Refresh & review** post-pandemic - addressing deeper pastoral questions, restoring health, healing, and fulness of life
3. **Engaging in the NCD growth spiral** – what is the current context? where is there scope to grow further? what should be pruned?
4. **Affirming the 'healthy' target** (a score of 65 or more on *all* 8EQs) – repeating the surveys *can* be a key to sustainable health and growth
5. **Identify scope for new forms of Christian community**, following the principles for healthy churches
6. **Support a learning community with shared interest in e.g. spirituality, evangelism/sharing**; using the Equip Hub to share learning and tools
7. Sourcing, commissioning or developing **high quality resources** to serve Mission Hubs, Deaneries, Benefices and churches

Strategy

8EQs

The Diocesan growth strategy (September 2020) makes it clear that “strengthening the health

of churches and organisations across the diocese in the 8EQs...” remains one of its six shared objectives.

The growth objective is rooted in a long-term investment in the development of healthy churches using NCD tools; the intention is to focus work with churches most actively participating with the 8EQs.

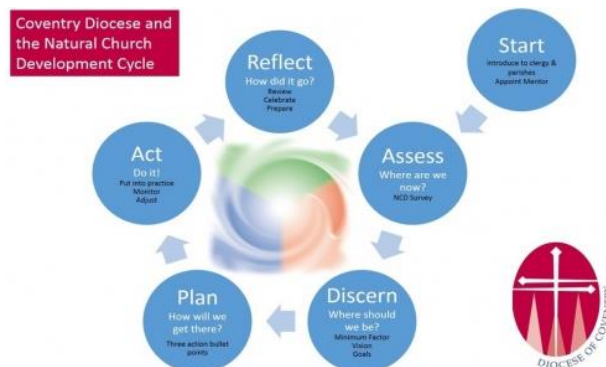
Prior to the pandemic ‘churches across the diocese had improved by an average of 7 points between first and current surveys.’

Success was most commonly observed with churches which were in poor health before a first survey, and those that tracked change though multiple surveys.

The intention is to target the health of churches still wishing to follow the 8EQ principles, but also make the NCD surveys available to all churches. And the principles could also be applied to new and emerging church communities.

Going forward it is recognized that Healthy Church resources will complement the enabling work from Mission Hub churches.

Consultancy



In practice, Clive will be happy to engage any church or new worshipping community at any point in the *NCD Cycle* to facilitate exploratory reflection (before an NCD survey), realise open ended discernment (after a survey) or support more focused planning and action.

For more information contact:

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Next Steps

Being a Healthy Church



The Diocese of Coventry