



Baptist Churches
of NSW & ACT

SIMPLE CHURCH HEALTH REVIEW REPORT

BLACKTOWN BAPTIST CHURCH

2023

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Introduction

Dear Elders,

Thank you for the invitation to conduct a Simple Church Health Review of Blacktown Baptist Church (BBC). It has been a pleasure to spend time talking with the key leaders of the church. We are encouraged by the positive signs of church health and sense of hope that is shared amongs the leaders of BBC.

Nick is an Accredited Minister with over 15 years of pastoral experience in both urban and regional settings. He now works with the Association's Church Health Team as a Church Health Facilitator. He has completed the Association's Consultancy Training course and has consulted with several churches. He is also the Canberra Regional Minister.

Tony has been an Accredited Minister with the Baptist Association for 24 years. After a long ministry at Westview Baptist, he was called to assist churches in Church Health with GWFC, a regional expression of the Baptist Association. He has had experience working with churches in conflict or transition, including churches at Blacktown, St Marys, Glenbrook, Penrith and most recently Hawkesbury Valley Baptist. He also is involved in mentoring and pastoral supervision of pastors.

This report presents the data that was collected using both the Church Health Assesment Tool (CHAT) and a Strenghths, Concerns, Opportunites and Threats (S.C.O.T) analysis. The Report also contains quantitative data relating to key areas of church life that are important to local church health.

We hope that you find this report helpful in identifying the strengths of BBC, important growth areas and key recommendations.

Grace and peace,

Rev. Nick Barber and Rev. Tony Calman



Executive Summary

The Church Health Team were invited to conduct a simple church health review of BBC following the recent conclusion of the Senior Pastor's ministry with the church. During the 7 years of this Pastor's ministry the church experienced significant change including becoming more open to different styles of worship and connection with the local community. BBC's leaders report that during this time there was also significant work carried out to improve the health of the church's governance.

BBC currently appears to have good overall health. The Church's main strengths include being a Christ centred church and being a well governed church. BBC is located on a large property in a strategic location within Blacktown. The leaders of BBC sighted the church's property as both a significant strength and as a resource for future opportunities to connect with the local community. Currently four other church congregations meet in the BBC buildings as well as several other community groups.

The congregation of BBC is multicultural, increasingly representing the diverse community of Blacktown. The congregation includes a significant number of people who have been long term members of the church and a significant number of those who have joined the community in the past 3 years. There has also been more recent growth in the church community, and this has served as significant encouragement for the leadership.

Areas for growth at BBC include becoming an increasingly people empowering church through the development of leaders and fostering a culture of innovation and openness to change. BBC's Elders sighted the scarcity of volunteers and leaders amongst their biggest concerns for the church. This scarcity further presents the threat of burnout for existing leaders.

Whilst the church's property is a strength it is also a source of concern with significant investment needed for repairs, maintenance, and/or potential redevelopment. Other concerns include the amount of energy that goes into maintaining worship services and the administrative burden faced by the church make it difficult to engage in much beyond this. One leader summed up this concern well with the comment "we need help to be able to get beyond keeping the wheels turning."

In summary, BBC is a church with a good health, a small number of very capable leaders, recent growth and momentum, and a strategic location. The church has significant potential opportunities for future growth in a growing community. The church also faces significant challenges regarding the condition of existing buildings, shortage of leaders and volunteers, and the operation and administration demands in keeping the church going. The next season for BBC will be pivotal in shaping the long term health and fruitfulness of the church.

We recommend that the Eldership of BBC bring to the members a proposal to adopt a 3-5 year transitional leadership process in partnership with the Baptist Association (GWFC) with the goal of becoming a "Resourcing Church" impacting the community of God throughout the Blacktown LGA and beyond.

Church Health Assessment Tool - Summary Report

How to interpret this report

Thank you for using the Church Health Assessment Tool (CHAT). We hope that doing so will result in a greater awareness of the church's overall health including its main strengths and areas for growth.

This report summarizes the data collected through the CHAT. It includes data visualisations, explanatory comments, and key recommendations. Please keep in mind that the CHAT is a qualitative instrument that assesses participants' perceptions of church life in certain key areas. The information presented in this report should thus be viewed through this lens and carefully considered along with the accompanying Excel spreadsheet and relevant quantitative data.

If you would find it helpful to discuss the results with a member of the Church Health Team then please email health@nswactbaptists.org.au

Church Health Overview



General Comments:

Blacktown Baptist Church (BBC) exhibits a good degree of health. The majority of those who participated in the CHAT survey tended to choose either “Agree” or “Strongly Agree” when responding to most statements.

The church scored well across all six areas, with some key growth areas identified. The highest scoring areas was being “Christ-centred” followed by being “Well governed.” BBC should celebrate what is occurring in these areas of church life and seek to foster them further still, leveraging off them in future strategic planning.

The main areas for growth include being “people empowering” and “mission shaped.” Participants demonstrated a degree of uncertainty and disagreement to some statements in these sections.

Main Strengths:

Being a Christ-centred church.
Being a well-governed church.

Areas for Growth:

Being a people empowering church.
Being a mission shaped church

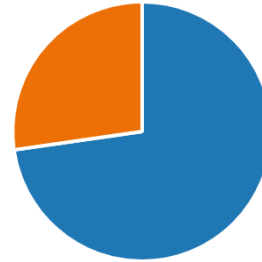
CHAT Survey

Survey Responses:

22

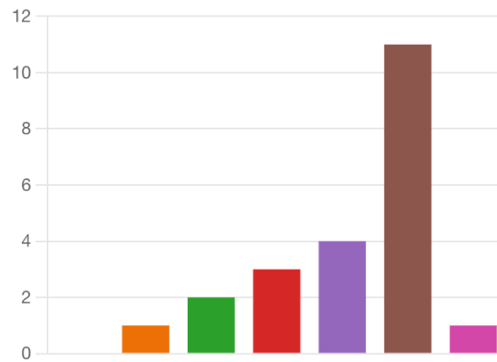
What is your Gender?

Female	16
Male	6



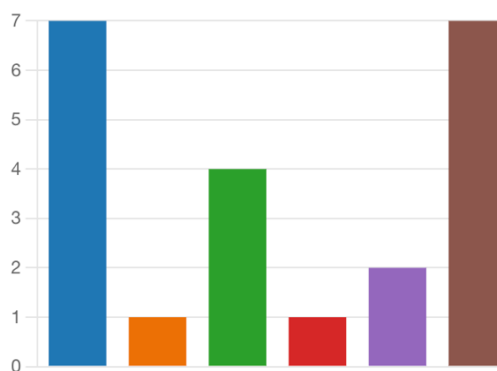
What is your age group?

0-11 years	0
12-18 years	1
19-25 years	2
26-40 years	3
41-55 years	4
56-75 years	11
76+ years	1



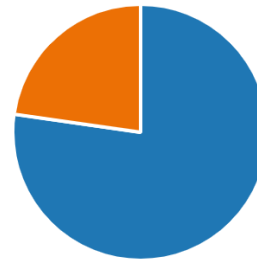
When did you first begin to attend the church on a regular basis?

0-3 years ago	7
4-6 years ago	1
7-10 years ago	4
11-20 years ago	1
21-30 years ago	2
More than 30 years ago	7



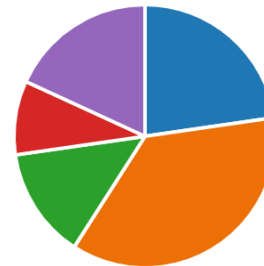
Are you a Church Member?

- Yes 17
- No 5
- Unsure 0



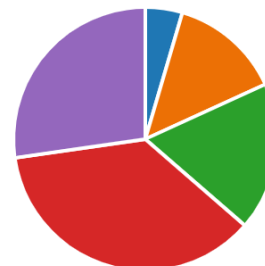
Does anyone else from your family attend the church with you?

- No, I attend by myself 5
- Yes, I attend with my husband/w... 8
- Yes, I attend with my husband/w... 3
- Yes, I attend with my children 2
- Yes, I attend with my parent/par... 4



Approximately how far from the main church building do you live?

- Less than 1 kilometre 1
- Between 1 and 2 kilometres 3
- Between 2 and 5 kilometres 4
- Between 5 and 10 kilometres 8
- More than 10 kilometres 6



In the box below write ONE word that expresses how you currently feel about the life of the church.

Word	Occurrences
Encouraging	2
Potential	2
Changing	2
Anticipation	1
Budding	1
Growing	1

Healthier	1
Family	1
Caring	1
Hopeful	1
Optomistic	1
New	1
Discouraged	1
Growing	1
Content	1
Concerned	1
Unknown	1
Good	1
Unsure	1

*If you **BEGAN ATTENDING THE CHURCH IN THE LAST 3 YEARS**, then what features did you find most attractive?*

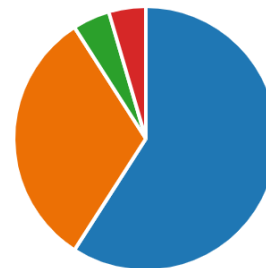
Themes	Occurances
Welcoming	3
Multicultural	3
Authentic/Transparent	2
Caring	1
Creative	1
Potential	1
Commitment to values	1

If you HAVE BEEN ATTENDING THE CHURCH FOR MORE THAN 3 YEARS, then what features do you most appreciate?

Themes	Occurances
Welcoming/acceptance/home/loving	4
Creative leadership	2
Cultural diversity	2
Care for Blacktown	1
Inclusivity	1
Teamwork	1
Worship time	1
Friendship	1

How often do you have a focused time of daily Bible reading and prayer?

- Daily 13
- Two or three times per week 7
- Two or three times per month 1
- Rarely 1
- Never 0



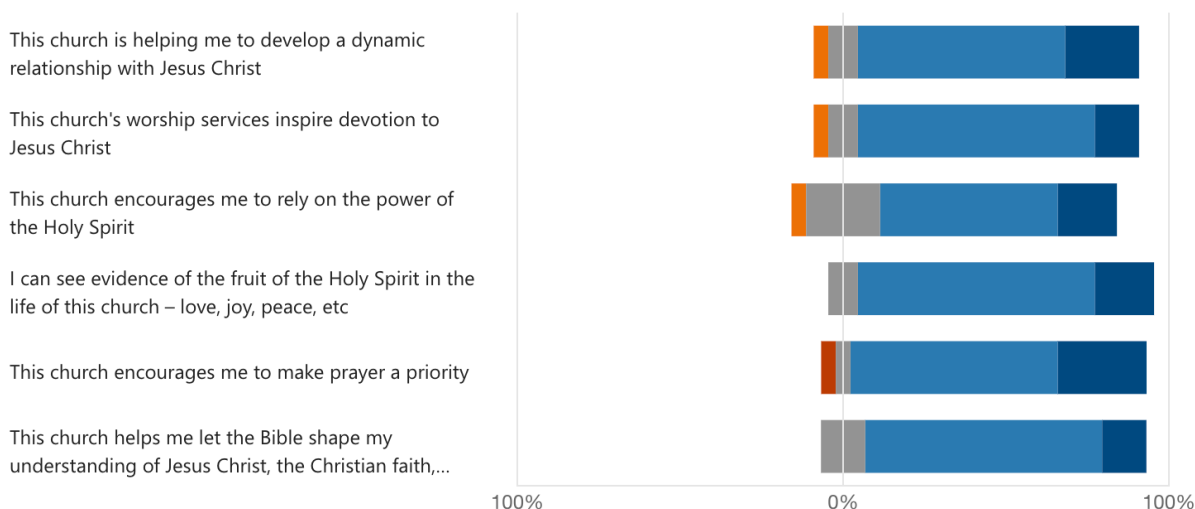
A healthy church is Christ-centred

Jesus Christ is Head of the Church. A local church is part of His body. Every member is united to Him. He is the common denominator and if a church is to be healthy then it must centre its life on Him.



Christ Centred

■ Strongly Disagree
 ■ Disagree
 ■ Unsure
 ■ Agree
 ■ Strongly Agree



Comments:

In the area of being a Christ centred church, BBC appears to have very good health. Most participants “Agreed” or “Strongly agreed” with statements in this section. The statement with the strongest positive response concerned people seeing evidence of the fruit of the Holy Spirit in the life of the church. The lowest scoring statement was, “This church encourages me to rely on the power of the Holy Spirit.” Whilst only 4.5% of respondents “Disagreed”, 23% indicated they are “Unsure.” The Eldership is encouraged to ensure that the Person and work of the Holy Spirit is well reflected in the church’s teaching.

Key strengths in this area:

“People can see evidence of the fruit of the Holy Spirit in the life of this church.”
 “This Church encourages people to make prayer a priority.”

Key growth areas:

“This church encourages me to rely on the power of the Holy Spirit.”

Summary of suggestions to help the church become more Christ-centred:

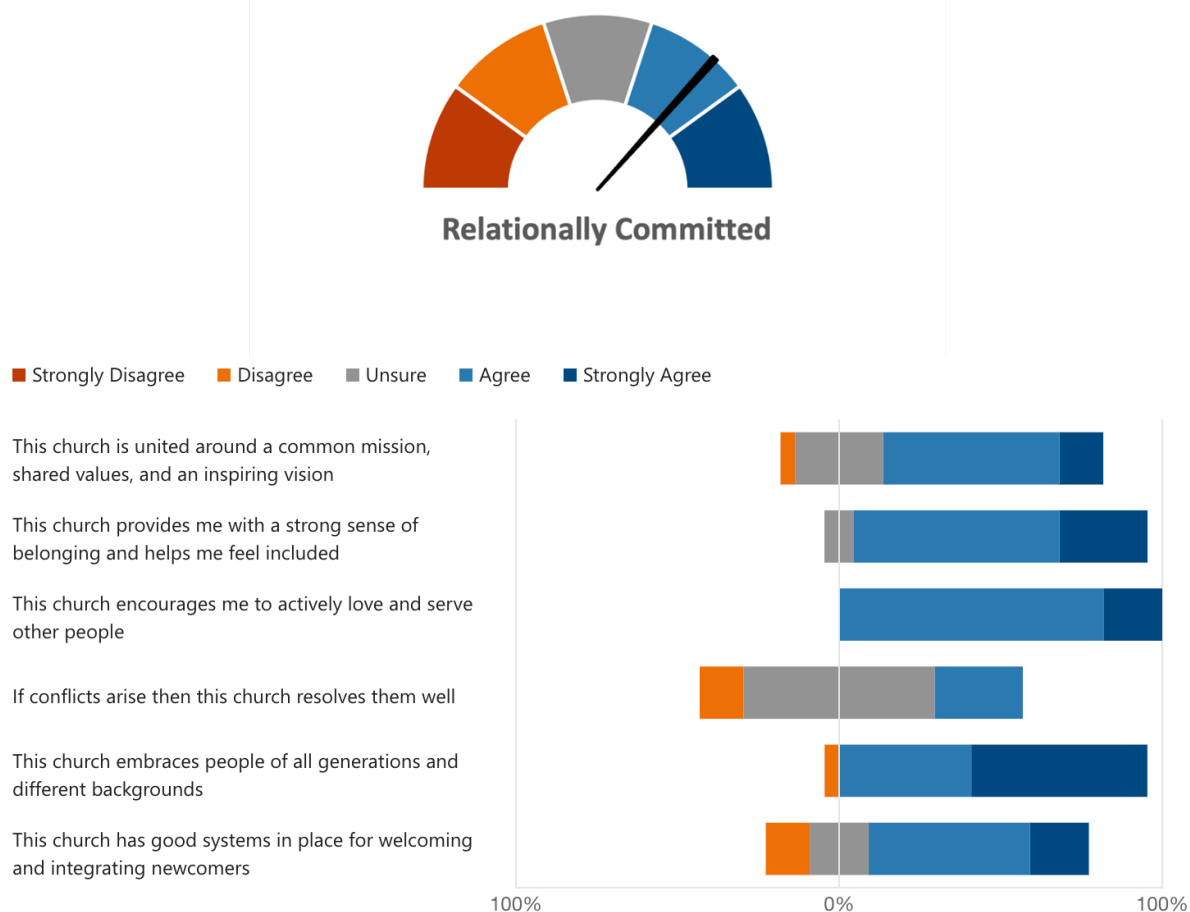
All suggestions have been provided to the Eldership in full. These included:

- Keep having opportunities to connect with people in church.
- Be less rigid on constitution.

- Engage more deeply in worship.
- Less focus on past traditions and be more open to new ways of doing things.
- Make prayer a priority among the congregation.
- Occasional deeper theological conversations alongside topical teaching.
- Learning to pray in a persistent and faithful way.
- More opportunities to connect with each other and the community.

A healthy church is relationally committed.

Christian unity and authentic community are intrinsic to church health. In a healthy church relationships will be strong. Church life will be characterized by loving concern that expresses itself in practical action. Those who make up the church will feel welcome and included in its life. There will be a shared sense of belonging. All members regardless of gender, age or cultural background will feel equally at home. A climate of openness and trust will exist together with a willingness to manage any conflict that may arise.



Comments:

Most participants “Agreed” or “Strongly agreed” with the majority of statements in this section. BBC appears to have very good health when it comes to being a relationally committed church. The highest scoring response in this section was to the statement “This church embraces people of all generations and different backgrounds.” 55% of participants “Strongly agreed” and 41% of participants “Agreed” with this statement. The lowest scoring statement in this section relates to resolving conflicts. 59% of participants indicated that they are “Unsure” in response to this statement and 14% participants “Disagreed”. The Eldership is encouraged to respond to this by ensuring that appropriate policies and procedures are both in place and well understood by the congregation.

The eldership is further encouraged to investigate the excellent training resources that are offered by Peacewise with a view to running appropriate training in the church www.peacewise.org.au

Key Strength areas:

“This church embraces people of all generations and different backgrounds.”

“This church provides people with a strong sense of belonging and helps them to feel included.”

“This church encourages people to actively love and serve other people.”

Key growth areas:

“If conflicts arise then this church resolves them well.”

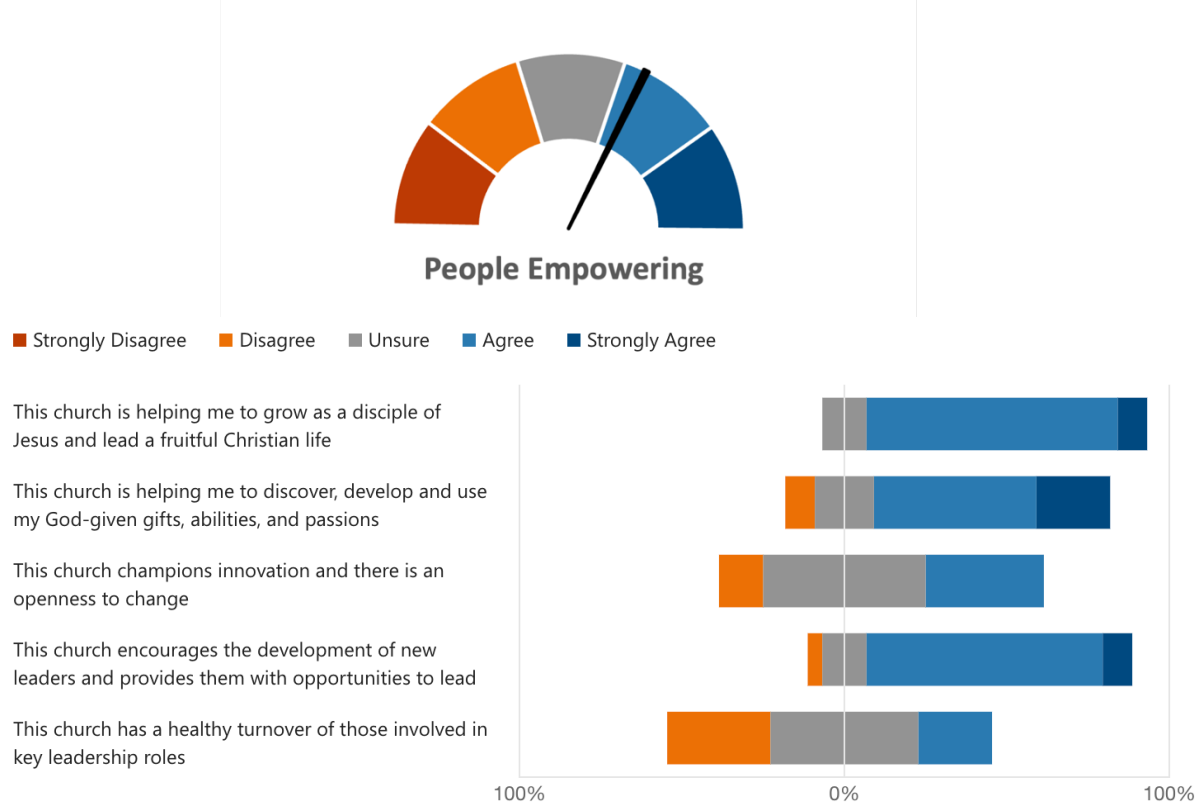
Summary of suggestions to help the church become more relationally committed:

All suggestions have been provided to the Eldership in full. These included:

- Show hospitality
- Put in place a system for welcoming new people. What happens now is excellent but there is no system.
- More community connection, eg. Sharing meals and sharing in homes.
- Events like men’s breakfast and other non-Sunday gatherings to build relationships.
- Seeing a greater percentage of the church passionately sharing.
- Prayer chain or something similar. Specific and immediate needs of people made know quickly and efficiently for members to pray about.
- Wholehearted and unreserved commitment to Jesus would give deeper commitment to one another and remove club mentality.
- More social events and doing life and ministry together would bind us in healthy ways.

A healthy church is people empowering

Fruitfulness in life and mission is only possible in complete dependence on the Holy Spirit. Members of the congregation will have a growing understanding of Him, and a culture of prayer will permeate church life. The making of disciples will be a core focus, and a culture of discipleship making will produce followers of Jesus who are equipped to serve, lead, and witness well. Leaders will invest in the growth and development of others, and emerging leaders will be well supported and equipped.



Comments:

The responses of participants reveal this to be the area most in need of growth for BBC. However, it should be noted that health in this area is still good. No participants “Strongly disagreed” with any of the statements in this section, a large proportion indicated they are “unsure” in response to several statements and some participants “Disagreed” to some statements.

In response to the statement “This church has a healthy turnover of those involved in key leadership roles,” 32% of participants indicated they “Disagree” and 46% indicated that they are “Unsure.” This is the most pressing growth area for the BBC. Healthy turnover of those involved in key leadership roles is important to prevent burnout and to ensure that emerging leadership is fostered well. The Eldership is encouraged to consult with Craig Corkill, the Associate Director for Leadership Development, to develop and implement strategies that identify, develop, deploy, and support new leaders.

In response to the statement “This church champions innovation and there is an openness to change” 50% of participants said they are “Unsure.” Congregations are most open to change when they have ownership of the church’s mission, vision and values and there is a clear strategic plan to move towards the vision. The Eldership is encouraged to undertake a strategic planning process supported by the Association’s Church Health Team.

The highest scoring statement in this section concerned the church helping people grow as disciples of Jesus and lead fruitful Christian lives. This appears to be a strength for BBC. Leveraging this strength will be important for growth in the above identified areas. Leadership development is deeply connected with discipleship.

Key Strength areas:

“This church helps people to grow as disciples of Jesus and lead fruitful Christian lives.”

Key growth areas:

“This church has a healthy turnover of those involved in key leadership roles.”

“This church champions innovation and there is an openness to change.”

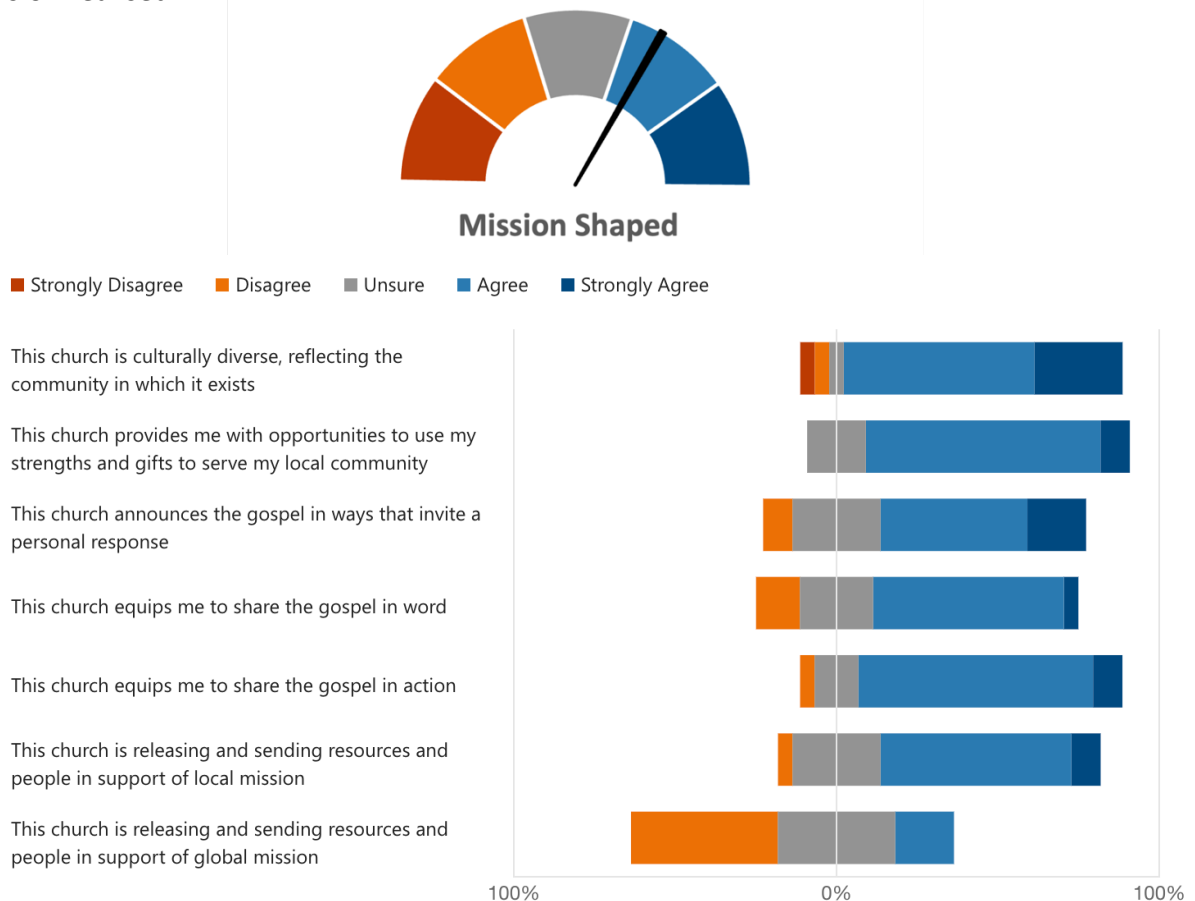
Summary of suggestions to help the church become more people empowering:

All suggestions have been provided to the Eldership in full. These included:

- Training in ministry roles, especially worship leading.
- More volunteers are needed. Things are usually left to the same few people.
- Keep asking people to be involved, keep giving chances to serve and to lead and find their gifts to use for the church.
- Have an occasional “get to know a person” spot during service times. Eg. Short interview segment.
- We have small numbers and a heritage of not developing leaders. The church has attracted gatekeepers or those wanting a religious service on Sundays. Much has been done to change this.

A healthy church is mission shaped.

Fruitfulness in life and mission is only possible when a church obeys Christ’s commands to make disciples. A healthy church will have a clear vision for advancing the gospel and for the transformation of individuals, communities and nations. The church will be well engaged with its local community. A culture of releasing and sending resources and people will prevail. A vision for multiplication will be widely shared, and plans will be made that see the vision realised.



Comments:

The majority of participants “Agreed” or “Strongly agreed” with most of the statements in this section. It appears that BBC has a good health in this area. The highest scoring statement in this section was, “This church is culturally diverse, reflecting the community in which it exists.”

The lowest scoring statement in this area concerns releasing and sending resources in support of global mission. 46% of participants indicated that they “Disagree” and 36% indicated that they are “Unsure.” The Eldership is encouraged to develop and implement strategies for BBC to grow in this area.

Key Strength areas:

“This church is culturally diverse, reflecting the community in which it exists.”

“This church provides people with opportunities to use their strengths and gifts to serve their local community.”

Key growth areas:

“This church is releasing and sending resources and people in support of global mission.”

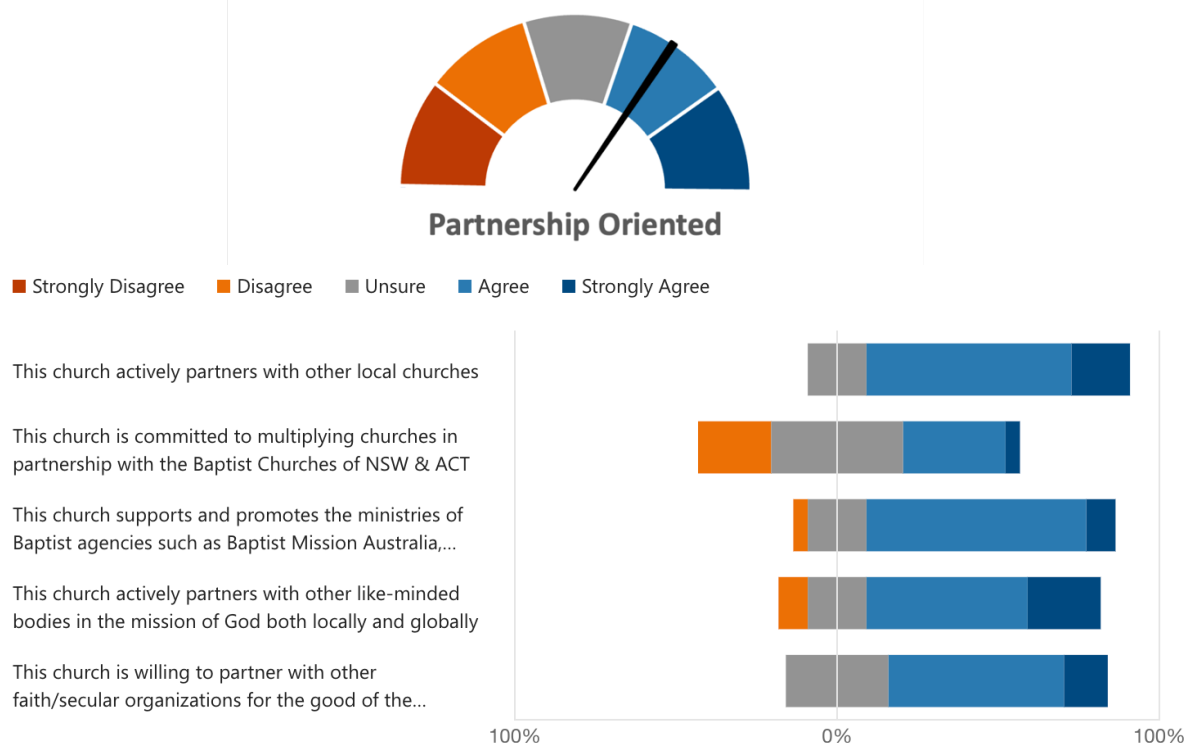
Summary of suggestions to help the church become more mission shaped:

All suggestions have been provided to the Eldership in full. These included:

- Become less Sunday centric.
- Help people to find the mission that empowers them. (e.g. not everyone is a preacher but many could serve pancakes at a school).
- More interest from the congregation to be active in mission.
- There are lots of great opportunities for members of the congregation to get involved in serving the community. It might be good to develop some outreach strategies that involve directly encouraging others to come along to church on Sunday.
- Have global mission speakers to share in the services from time to time.
- We are overwhelmed with trying to maintain property, maintain our worship service and basic necessities. There is little time or energy left to do ministry beyond the church. We need help to get beyond keeping the wheels turning.
- Have some missionaries visit our church during home assignments so we can learn more about their needs.

A healthy church is partnership oriented.

Fruitfulness in life and mission is only ever enhanced by strategic and constructive partnerships with like-minded bodies in the mission of God. A healthy church will be fully engaged with its various Baptist networks – local, regional, and Association-wide. It will also be well-engaged with the other churches in its suburb and supportive of bodies like Baptist Mission Australia, Baptist World Aid, and other Christian agencies.



Comments:

BBC appears to have a good degree of health when it comes to being partnership oriented. The top scoring comment in this area concerns actively partnering with other local churches. 82% of participants either “Agreed” or “Strongly agreed” with this statement. There was a significant degree of uncertainty and disagreement with the statement concerning being committed to multiply churches. The Eldership are encouraged to explore and implement strategies to engage BBC in partnering with the Association’s Gen1K goal to grow to a movement of a thousand health churches.

Key Strength areas:

“This church actively partners with other local churches.”

Key growth areas:

“This church is committed to multiplying churches in partnership with the Baptist Churches of NSW & ACT.”

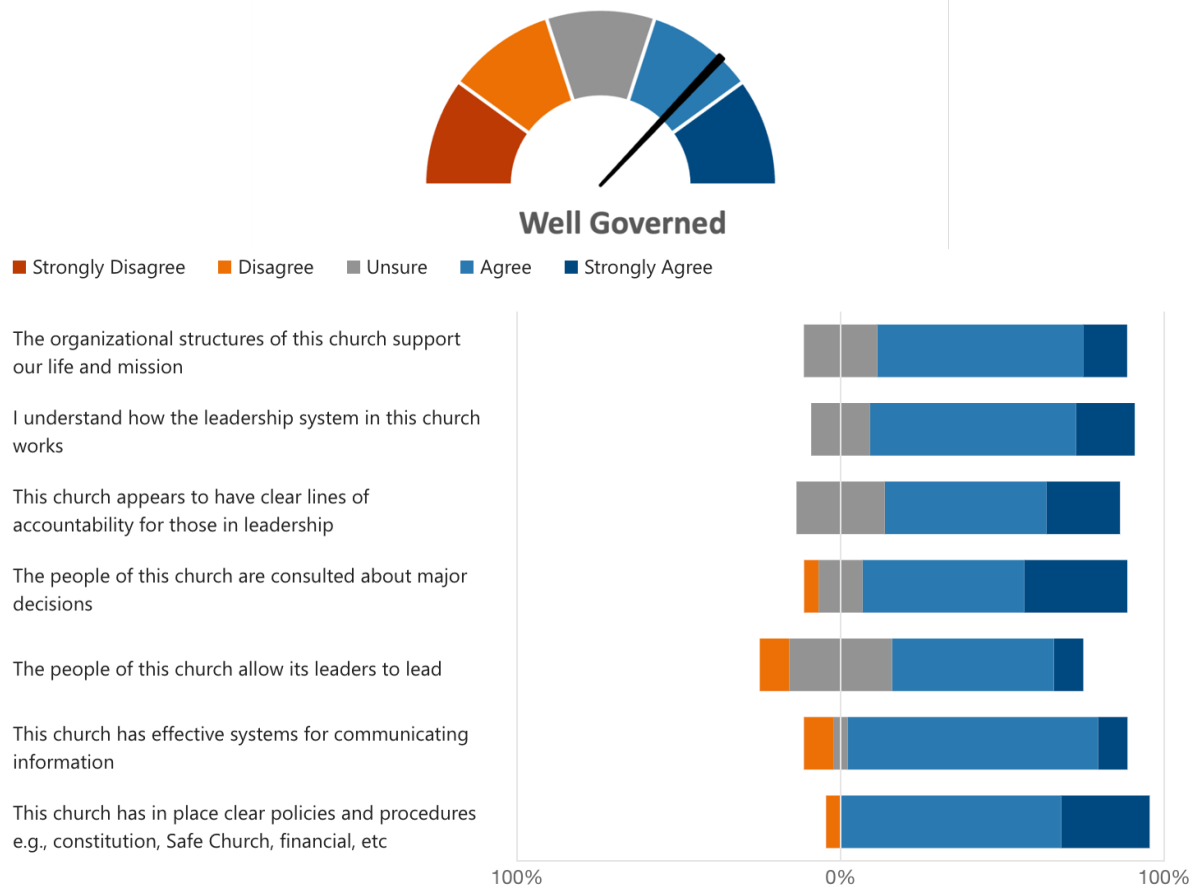
Summary of suggestions to help the church become more partnership oriented:

All suggestions have been provided to the Eldership in full. These included:

- We get so many brochures that are left in the foyer un-read from local and overseas agencies. We may need someone in our church to promote Missions?
- Supporting overseas mission in some way. (financial, practical, care packages).

A healthy church is well-governed.

Fruitfulness in life and mission is only ever encouraged by best-practice structures, policies and procedures. The church will have a constitution that protects it while also allowing it to grow. The church will have a governance structure that fits its size and is agile enough to accommodate growth. The church will have appropriate Safe Church policies and procedures in place. The church will have appropriate financial policies and procedures in place.



Comments:

Most participants “Agreed” or “Strongly agreed” with statements in this section. It appears that BBC has very good health in terms of being a well governed church. The highest scoring statement in this section relates to having clear policies and procedures in place. 30% of participants said they are “Unsure” if the church allows its leaders to lead. The Eldership is encouraged to further investigate the reasons for this uncertainty and implement strategies for greater clarity in this area.

Key Strength areas:

“The church has in place clear policies and procedures.”

“The people of this church are consulted about major decisions.”

Key growth areas:

“The people of this church allow its leaders to lead.”

Summary of suggestions to help the church become more partnership oriented:

All suggestions have been provided to the Eldership in full. These included:

- The governance should be more kingdom focused.
- Don't under-estimate the value of talking with people about changes or decisions that concern them over a coffee.
- We need more elders.
- We've come a long way in dismantling unhealthy practices, we need to develop trust in one another, and learn how to discern the guidance of the Holy Spirit and make decisions together.
- I would like it if the next pastor is someone who is especially gifted in fostering wise and dynamic governance.

SCOT Analysis

As part of BBC's Simple Church Health Review, interviews were conducted with key leaders of BBC to capture feedback and classify it into four broad categories: strengths, concerns, opportunities and threats. These interviews were conducted with three Elders and with BBC's Administration Ministry Leader.

General Reflections

The leadership of BBC has experienced significant change recently with the Pastor of the church concluding in November 2022 after 7 years of ministry.

The former pastor's ministry was well regarded by the current leaders. This period was characterised by significant change and transition. This included a shift from being a more traditional church to trying different forms of worship and engagement with the local community. During this time there was also significant work carried out in reshaping the way the governance of the church operates. As is often the case in times of change and transition, this time also involved significant challenges including conflict. Each of the leaders interviewed believes that the church is now significantly healthier across many aspects of church life.

The key leaders interviewed have a good understanding of the challenges the church faces. They also have a strong sense of optimism for the potential of the church moving forward and sense of encouragement from recent growth. This period of pastoral transition is seen by the leadership of BBC as a pivotal time for the church to shape its future direction and fruitfulness.

A full list of strengths, concerns, opportunities and threats identified by those interviewed follows these general reflections.

The most commonly identified **strength** included the church's property and its location. The church owns a large block of land in the heart of Blacktown. This property is strategically located for connection with the local community. This is highlighted by several community groups currently using the church building on a regular basis. The church also owns a mance which is currently rented out.

Another frequently identified strength was the church's recent growth. New people have started to attend church and have become active members of the church community. The church regularly has first time visitors attend services and some of them are becoming regular attendees.

A further strength highlighted by several leaders is that the BBC is a multicultural church. The church is becoming increasingly more representative of the community in which it exists. This strength is supported by the CHAT findings that suggests that the church is culturally diverse, reflecting the community in which it exists. The multicultural nature of the church is further supported by the relationship with four other congregations of diverse cultural backgrounds that meet in the church's buildings.

The most commonly identified **concern** is a shortage of volunteers and developed leaders from within the existing congregation. It was indicated that in the past the church did not have a strong culture of leadership development. Improvements have been made in recent years, however there remains a shortage of leaders and volunteers. Associated with this concern is the fear of key leaders burning out, particularly in the absence of a permanent pastor. This concern is supported by the CHAT findings that suggest that the church does not have a healthy turnover of people in key leadership roles.

A further commonly identified concern is the current condition of the church's buildings. Although the size and strategic location of the church property is a strength, the existing buildings are in need of repair and in some cases demolition and replacement. The potential cost of these projects adds additional weight to these concerns. There is a sense within the church community that they would like to undertake such projects motivated by a clear sense of vision, not necessity.

The most commonly identified **opportunity** is the potential for future community engagement and ministry utilising the church's strategic location and buildings. To fully engage with this opportunity some degree of redevelopment of the property would likely be required. Connected to this opportunity is significant development in the Blacktown area that will increase the population by over 130 000 people. One leader commented, "there are people from all over the world living within a few kms of the church building."

Other opportunities identified include an increase in the outward focus of many in the church. There are several people in the church congregation that are engaged in significant ministry work outside of the church. This representing an opportunity to engage these people in and their giftings in and through the ministry of BBC.

The most commonly identified **threats** include the administrative burden placed on the church by compliance and other related issues. Comments provided in the CHAT share this concern that the church has great potential with many opportunities but that it needs support to move beyond "keeping the wheels spinning" to be able to move forward with these opportunities.

Strengths

- The church property and location (x4)
 - The church owns a large property in the heart of Blacktown.
 - The location of the church building is strategic for connection with the community.
 - There are several other community groups currently using the BBC buildings.
 - Church owns a mance that is currently rented.
- There has been recent growth and regularly new people attending the church. (x3)
- The church congregation is very diverse and multi-ethnic. (x2)
- There are currently 4 other church congregations meeting in the BBC buildings. (x2)
- The church has experienced a lot of change and healing and improvement in health during previous pastors tenure. (X2)
- A good diverse preaching and teaching ministry. (x2)
- The church has a long history, and many people with a long history of faithfulness. (x2)

- The church is more engaged with the community than previously.
- A lot of work has been done on governance structures.
- Spiritual health of church is in a good place.
- The church is very welcoming, this happens organically rather than systematically.
- Generous giving.
- Church community feels like family.
- The church is quick to pray about things.

Concerns

- A shortage of volunteers and developed leaders from within the congregation. (x5)
- Condition of buildings needing repair, replacement and/or demolition. (x3)
- Lack of families with older children and people in their 30s-40s. (x2)
- Administration burden. (x2)
- Resistance to change for some. (x2)
- Left over damage for some people due to the unhealthy patterns of the past.
- Potential for things of the past to hinder the potential that is present now.
- Momentum being lost because of a lack of leaders and volunteers.
- A pivotal point in the churches history, opportunity to make changes or experience slow decline.
- The church congregation being dismissed and only valued for strategic location by the Baptist Association.
- Finances, doing ok for now but expenses are increasing.
- No current pastor and resultant uncertainty regarding direction.

Opportunities

- Large property in significant location = opportunity for community engagement (x4)
- Significant development in the Blacktown area, including increase of 130 000 people.
 - Significant number of migrants.
 - Working class people.
 - Significant ministry potential.
- People from all over the world within a few KM of the church.
- Lots of people in the church are outward looking.
- People in the congregation engaged in significant ministry outside of church
- One heart Blacktown and Tony Calman.
- A growing group of young adults.
- An opportunity in transition to reset the culture of the church.
- Many groups approach the church to use the buildings.
- Encouraging to see some of the youth now leading worship in church services.

Threats

- Compliance and legislation issues are overwhelming. (x2)
- Burnout of existing leaders due to lack of volunteers and other leaders.
- Transience of the local community.
- It will take a special pastor with gifting to hold the existing church together, a heart for Blacktown and capacity to cast vision to lead the church well.
- Limitations of the current constitution.
- The church is becoming more ostracised in Australian society.
- Property maintenance.
- Losing the older generation will represent a lose of faithful and consistent people.
- Financial challenges.

Other Comments

- God has provided for the church in amazing ways in the past. Including the provision of air conditioners when they were really needed. They came with a dishwasher, which was something else the church needed at the time.
- There are a lot of signs that God is not finished with us and that he is doing something new.
- It has been difficult to get people to engage in the church beyond a Sunday.

Quantitative Markers

The third group of data that is assessed as part of a Simple Church Health Review is quantitative. The Church Health Team has identified seven quantifiable markers that it recognises to be integral to church health. These are:

- The number of attendees (an attendee is someone who attends the church's public worship services on an average of at least on Sunday per month, or who is acknowledged to be a member of the church community but cannot attend public worship services because of age, illness, etc.)
- The number of baptisms
- The number of people who are currently active in ministry (a person who is active in ministry is an attendee who has been recruited and screened as per the Church's Safe Church Policy, and is actively serving in a recognised ministry of the church)
- The number of people who are being developed as disciples (a person who is being developed as a disciple is a person who is engaged in a program or process of the church that specifically aims to develop them as a disciple)
- The number of people who are being developed as leaders (a person who is being developed as a leader is a person who is engaged in a program or process that specifically aims to develop them as a leader, including mentoring, coaching, etc)
- The number of people who have been released by the church in each of the last 5 years (a person who have been released by the church is someone who the church has set aside to train for ministry, e.g., a Bible College student, or a person who has been sent out into ministry by the church, e.g., a pastor, missionary, chaplain, or someone who has been released by the church to participate in a church plant)

The Church Health Team believes that there is considerable benefit in a church tracking these markers and ensuring that strategic planning supports their growth.

Key Marker	2023
Attendees	50 (average attendance)
Baptisms	1
Active in Ministry	4
Disciples being developed	2 (More informally)
Leaders being developed	1
People being released	2

Note: BBC currently has 25 formal members with an additional 2 expected to be added at the annual meeting on the 2nd of April.

Recommendations

1. That the Eldership ensures that the areas of strength identified in this report are celebrated by the church, fostered further still, and that future strategic planning leverages off of them.
2. That the Eldership bring to the members a proposal to adopt a 3-5 year transitional leadership process in partnership with the Baptist Association (GWFC) with the goal of becoming a “Resourcing Church” impacting the community of God throughout the Blacktown LGA and beyond.

This process should include:

- a. The appointment of a transitional leadership team consisting of the existing Eldership and Association nominated persons.
 - b. The appointment of an Intentional Interim Pastor to lead the transition process.
 - c. The establishment of agreed and specific goals for the transition process.
 - d. A strategic planning process including an exploration of BBC’s Mission, Vision and Values.
 - e. Implementation of a strategy for developing leaders in consultation with Craig Corkill, the Associate Director for Leadership Development.
 - f. An evaluation of existing property, buildings and feasibility studies to explore potential community engagement opportunities and income potential in alignment with an established strategic plan.
3. That the Eldership give attention to improving church health in the following areas:
 - a. Ensuring that appropriate conflict resolution policies and procedures are both in place and well understood by the congregation. Additionally, the Eldership are encouraged to investigate the excellent training resources that are offered by Peacewise with a view to running appropriate training in the church www.peacewise.org.au
 - b. Increasing BBC’s partnership in multiplying churches together with the Baptist Churches of NSW & ACT.
 - c. Increasing BBC’s missional engagement in sending and releasing people and resources in support of global mission.
 4. That the CHAT be completed on an annual basis and that year-on-year comparisons are tracked with a view to supporting growth in all areas.