**Self-assessment tool and Expression of Interest process for potential Resource Church candidates**

**Introduction to the Resource Churches Pilot Project**

Inspired by a similar project in the Church of England, the Anglican Church Southern Queensland (ACSQ) is launching a three-year ‘Resource Churches Pilot Project’ as part of our “strategic framework to enable parish growth.”

A Resource Church is a particular *category* of parish who, in partnership with their Regional Bishop, seeks to resource mission within a region. These parishes have an outlook beyond themselves, seeking (where appropriate and invited) to share programs, expertise, events, and facilities. These parishes have the potential to be involved in church planting or revitalisation, along with offering placements to train mission-minded leaders for the future. The senior leader (e.g. Rector or Parish Priest) of each Resource Church will receive coaching, and will also be involved in a regular learning community of other Resource Church leaders.

The goal of a Resource Church is to help resource mission across our three regions and be a catalyst for growth. Resource Churches will work closely with their Regional Bishop, along with ministry specialists, to help equip themselves with the skills and expertise they need to later support and resource other parishes, develop leaders, and potentially plant or revitalise churches.

**Importantly, the ACSQ parishes selected to participate in this pilot project will:**

* **be from a range of traditions.**
* **be larger in size.**
* **possess the four identified Core Values: generosity, collegiality, audacity, and humility (detailed below).**
* **demonstrate a track-record across a range of Essential Criteria (or at least the potential to meet these criteria, detailed below).**
* **possibly also meet other Desirable Criteria (detailed below).**

**Resource Churches Pilot Project: next steps**

The next steps required to launch and implement the Resource Churches Pilot Project are to:

* **PROMOTE the project and INVITE interested parishes** to assess their suitability to become a Resource Church via the simple self-assessment (detailed in Sections 1-3 of this document), with churches then expressing interest (via the link in Section 4 below).
* **ASSESS the suitability** of candidate parishes.
* **INVITE a limited number of parishes to participate** in the three-year pilot project.
* **SUPPORT, ADVISE, and EQUIP** each Resource Church during the pilot project.
* **REVIEW Resource Churches** annually during the pilot project.

**Self-assessment: introduction**

This self-assessment tool will help you and your Parish Council determine whether your parish has the *potential* to become an ACSQ Resource Church. Resource Church candidates will necessarily possess the **Core Values** of generosity, collegiality, audacity, and humility. In addition, Resource Church candidates will possess a combination of other **essential criterial** relating to **health factors and character traits**. Whether you are ready to be a Resource Church yet or not, completing this simple self-assessment may give you valuable insights into the health of your parish.

**This self-assessment tool is to help you discern if your parish could be a good fit to become a Resource Church. If your parish chooses to express interest to become a Resource Church in the Pilot Project, all of the required information will need to be provided via the Expression of Interest online form.**

**Section 1: Resource Churches values self-assessment**

**How to use (in consultation with your Parish Council)**

1. Consider each of the four value ‘Statements’.
2. Read the introductory text and examples in the left-hand column.
3. As appropriate, indicate ‘strongly agree’, ‘agree’, ‘neutral’, ‘disagree’ or ‘strongly disagree’ in the right-hand column.
4. Make note of how your parish demonstrates the relevant value, by providing examples where indicated. Recent examples (e.g. over the past year) would be particularly helpful.
5. Evaluate your responses at Section 3.

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| **Value 1: Generosity** | |
| **Statement 1: Our parish’s leaders, staff, and parishioners model attitudes and behaviours that demonstrate a commitment to sharing resources, skills, time, and knowledge with other parishes (or people).**  **Typical examples of what this may look like include:**   * Parishes who willingly share ministry (e.g. youth ministry) or program (e.g. Bible study) resources. * Parishes who willingly share administrative systems, processes and knowledge (e.g. purchasing systems, maintenance processes, data entry methods, pastoral care systems, or newcomer integration processes). * Parishes who assist other parishes or the broader mission of God financially (e.g. fundraising support, donations, or sponsorship). * Parishes who willingly offer the use of facilities (e.g. venues for events). * Parishes who willingly offer the time of their staff or volunteers to assist other churches (e.g. mentoring specialists or assisting with a key event). * Parishes who are genuinely enthusiastic about seeing other churches grow and flourish (e.g. assist with and support other churches’ Mission Planning, rejoice in growth elsewhere, and pray regularly for the mission of other parishes). * Parish leaders who willingly cooperate with other parish leadership representatives to help make the above happen.   *This list of examples is not exhaustive and you may think of more that apply to your church and its ministries. The examples provided are merely a guide to help prompt you, as you answer the questions in the field below.* | **Response to Statement 1**   * Strongly agree * Agree * Neutral * Disagree * Strongly disagree |
| **Describe how your parish demonstrates the value of generosity (you might like to include some specific recent examples)?**  **What do you do?**  **Who is involved in the organising and participating?**  **What are the responses and outcomes?** | |
| **Value 2: Collegiality** | |
| **Statement 2: Our parish’s leaders, staff, and key volunteers have a track record of working collegially with Diocesan leaders/peers, other parishes, and other mission agencies.**  **Typical examples of what this may look like include:**   * Parish leaders who are active in their Deanery (e.g. regularly attend Deanery meetings, put their hand up for broader Deanery initiatives, and reliably follow up on any tasks). * Parishes who actively look for opportunities to collaborate with other churches in events, initiatives, and program delivery (e.g., on Christmas carol events, social justice initiatives, Bible Studies, or social media campaigns). * Parishes who work collegially with their Regional Bishop and seek to support the needs of their broader Diocesan Region (e.g., willing to strategically align own parish’s goals to help support broader Diocesan, Region and Deanery objectives). * Parishes who actively participate in and listen at key Diocesan gatherings and can be counted on to follow up any tasks (e.g. Synod). * Parish leaders, staff, and volunteers who work collaboratively with other Diocesan Commissions (e.g. actively support Anglicare initiatives, connect with local Anglican schools, support Finance and Diocesan Services Commission protocols and processes, submit quality content to our Diocesan publication *anglican focus*, or promote Ministry Education activities such as Ichthus Camps). * Parish staff and key volunteers who willingly assist the church’s leadership to help make the above happen.   *This list of examples is not exhaustive and you may think of more that apply to your church and its ministries. The examples provided are merely a guide to help prompt you, as you answer the questions in the field below.* | **Response to Statement 2**   * Strongly agree * Agree * Neutral * Disagree * Strongly disagree |
| **Describe how your parish demonstrates the value of collegiality (you might like to include some specific recent examples)?**  **What do you do?**  **Who is involved in the organising and participating?**  **What are the responses and outcomes?** | |
| **Value 3: Audacity** | |
| **Statement 3: Our parish’s leaders, staff, and key volunteers model attitudes and behaviours that show we are committed to the Mission of God and proclaiming the Gospel, with a vision beyond ourselves for our entire region.**  **Typical examples of what this may look like include:**   * Parishes who understand who they are trying to reach with the Gospel (e.g. through the use of demographic data in mission planning, such as utilisation a Community Social Profile). * Parish leaders, staff, and volunteers who have implemented broader ‘welcoming’ and outreach initiatives to reach people beyond themselves (e.g. key public events, English-speaking classes, Mainly Music, or youth groups). * Parishes who have strong working relationships with other community leaders (e.g. political leaders, ethnic association leaders, Qld Faith Communities Council members, or Chamber of Commerce/business leaders). * Parish leaders, staff, and volunteers who have a heart for their area and seek to enable positive social change (e.g., soup kitchens, Reconciliation Action Plan activities, or refugee rights activities, working with other Anglican agencies or community groups). * Parishes who have a strong social media presence across different platforms, with quality content that targets the broader community and a reach that extends beyond parishioner ‘followers’ (e.g. Facebook, Twitter, Instagram, YouTube/Vimeo). * Parish staff and key volunteers who willingly assist with the church’s leadership to help make the above happen.   *This list of examples is not exhaustive and you may think of more that apply to your church and its ministries. The examples provided are merely a guide to help prompt you, as you answer the questions in the field below.* | **Response to Statement 3**   * Strongly agree * Agree * Neutral * Disagree * Strongly disagree |
| **Describe how your parish demonstrates the value of audacity (you might like to include some specific recent examples)?**  **What do you do?**  **Who is involved in the organising and participating?** |  |
| **What are the responses and outcomes?** |  |

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| **Value 4: Humility** | |
| **Statement 4: Our parish’s leaders, staff, and key volunteers model a sincere humility – we are modest, realistic about our strengths, and seek to boast in Christ alone.**  **Typical examples of what this may look like include:**   * Parish leaders who prayerfully discern with their parishioners what God is calling their church to be and do (e.g. parish retreat, Mission Planning activities). * Parishes who are willing to share their strengths/opportunities (e.g. willing to invite another church to co-host a large community activity). * Parishes who are honest about and willing to meaningfully address their weaknesses/threats (e.g. willing to seek professional development/expertise in an important area where they lack necessary skills/knowledge), and who are willing to change and grow. * Parishes who are in touch with the needs of the broader community and are willing to shape their activities or approaches to meet broader needs (e.g. willing to amend existing service/ministry offerings to incorporate the needs of young families in the community who may be more willing to attend church initiatives if their needs are better accommodated). * Parish clergy who have a strong track record mentoring, supporting, and listening to clergy who need support. * Parishes who respond to an unexpected crisis and are able to mobilise parishioners and other community members quickly and effectively (e.g. during a flood). * Parish staff and key volunteers who willingly assist with the parish’s leadership to help make the above happen.   *This list of examples is not exhaustive and you may think of more that apply to your church and its ministries. The examples provided are merely a guide to help prompt you, as you answer the questions in the field below.* | **Response to Statement 4**   * Strongly agree * Agree * Neutral * Disagree * Strongly disagree |
| **Describe how your parish demonstrates the value of humility (you might like to include some specific recent examples)?**  **What do you do?**  **Who is involved in the organising and participating?**  **What are the responses and outcomes?** | |

**Section 2 A and B: Criteria for Self-Assessment: Health Factors and Character Traits**

**How to use (in consultation with your Parish Council)**

1. Read the Health Factor or Character Trait ‘Statement’ in the left-hand column.
2. Mark ‘Yes’ or ‘No’ in the second column. If you do not currently meet a criterion, do you have the potential to do so? If so, indicate ‘Potentially’ in the third column, detailing under what conditions or with what resources or assistance the criterion could be met.
3. Evaluate your responses at Section 3.

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| **Section 2 A**  **Essential Criteria: Key Health Factors and Character Traits** | **Yes/No** | **Potentially (please add**  **conditions/resources required)** |
| 1. Parish is large in size. |  |  |
| 2. Parish has an entrepreneurial or high-capacity leader. |  |  |
| 3. Parish employs at least some specialists. |  |  |
| 4. Parish has a productive relationship with their Regional Bishop. |  |  |
| 5. Parish has a track record of growth over a multi-year period. |  |  |
| 6. Parish is located strategically within the region, town, or city. |  |  |
| 7. Parish has a flourishing children’s and youth ministry. |  |  |
| 8. Parish has high-quality worship. |  |  |
| 9. Parish has a commitment to making new disciples. |  |  |
| 10. Parish has a commitment to nurturing disciples. |  |  |
| 11. Parish has developed a Mission Plan. |  |  |
| 12. Parish has well-developed systems and processes. |  |  |

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| **Section 2 B**  **Desirable Criteria: Additional Health Factors** | **Yes/No** | **Potentially (please add**  **conditions/resources required)** |
| 1. Has the capacity for church planting. |  |  |
| 2. Has an iconic building or high-standard facilities. |  |  |
| 3. Has financial resources to employ a curate. |  |  |

**Section 3: Evaluate your responses (in consultation with your Parish Council)**

If you indicated ‘strongly agree’ or ‘agree’ to at least three Core Values in Section 1 **and** you answered ‘Yes’ or ‘Potentially’ to each of the 12 Key Health Factors and Character Traits in Section 2A, then please consider formally expressing interest to become a Resource Church in the three-year pilot program.

**Section 4: Express Interest to become a Resource Church in the Pilot Project**

If you have completed the above self-assessment in consultation with your Parish Council and you have collectively decided to express interest to participate in the Resource Churches Pilot Project, then please click on [this link](https://www.surveymonkey.com/r/WF5ZFJL) to complete the electronic Expression of Interest Process. The due date for online submissions is **Tuesday 15 October 2019**. Please hold on to this completed self-assessment, as you will find it helpful when completing your expression of interest.

**Important:** Please note that you can edit your expression of interest responses after completing the online form (**to do this click** [**this link**](https://www.surveymonkey.com/r/WF5ZFJL)**, and please ensure you use the same device and web browser and have cookies enabled**); however, all responses must be finalised by Tuesday 15 October 2019.

**Next step in the process**

After the suitability of candidate parishes has been assessed by Regional Bishops and the PMC Team by **Thursday 31 October 2019**, parishes will be notified of the outcome of their expression of interest by **Thursday 7 November 2019**.

**More information**

For more information about the ACSQ Resource Churches Pilot Project, please contact Michelle McDonald from Parishes and Other Mission Agencies Commission (PMC) on 3835 2230 or via [pmc@anglicanchurchsq.org.au](mailto:pmc@anglicanchurchsq.org.au)