

Charter Template

Church Health Team

Name

The name of this team will be _____. (Names used by other churches include Church Health Team, CHAT [Church Health Advisory Team], Map Team, Pathfinders, Bridge Team.)

Member commitment

Members commit to serve for a term of _____. (Some teams form a team to serve for 12 to 18 months, until the second NCD survey is taken. When this is expected to be a longer-term process, the team consists of about 5 long-term members [three years] and 2 short-term members who are selected to focus on the current Minimum Factor.)

Role of the Church Health Team

The Church Health Team is a strategic planning team responsible to identify barriers to optimal church health, identify the issues that contribute to these barriers, and recommend action steps to remove these barriers. Except as specifically authorized by the church's governing board, the Church Health Team will only advise and coach; they will have no authority to legislate or make policy. The Church Health Team will also monitor implementation of recommendations once action steps have been authorized (provide accountability).

Main Communication Channels

The Church Health Team will work closely with:

- Our Living Stones Coach: _____
- Our senior pastor
- Our governing board
- The congregation (keeping the congregation fully informed of the team's work)

Responsibilities

1. Within a week of the launch site visit, send the congregation a 2-page letter summarizing the launch visit.
2. Review NCD scores and the oral and written reports of your Living Stones consulting team.
3. Identify the greatest barriers to optimal health in the life the church.
4. Identify issues that contribute to these barriers.
5. Brainstorm possible action steps to remove barriers to church health and effectiveness.
6. From the list of action steps, select 3 to 5 action steps that you believe are the most important to be implemented within the next 12 months.
7. Select one or two “quick win” items, action steps that will produce tangible results within the first 60 days. This encourages the congregation and brings credibility to the team and the change process.
8. Make specific recommendations for each proposed action step to the responsible board, committee, ministry team, or staff member. If the action steps would involve forming a new ministry team or task force, the Church Health Team can recommend that including, if appropriate, proposing who might lead the team, the scope of responsibility of the team, who the team would report to, etc.
9. The CHT will identify areas where training and coaching is needed and may facilitate training events and coaching visits.
10. When recommendations are approved, the CHT can monitor implementation and “nag” if implementation falls behind.
11. As actions steps are completed, the CHT will choose the next action step that needs to be taken to improve church health.
12. When a follow-up NCD survey is completed, the Church Health Team will review the results and develop a new action plan based on the results. When new survey results are received is a good time for team members who wish to move on to leave the team and for new team members to be added who have a passion in the area of the new Minimum Factor.
13. The CHT will keep the congregation informed of its work. This is critical to the team’s effectiveness in guiding the change process.

Adoption of Charter

This charter was approved by _____ (governing body) on
_____ (date).