



Increasing Capacity for Ministry
Diocesan Council Expectations for Congregations
 (Adopted November 8, 2006)

Ministry Capacity Area Expectations for Congregations in The Diocese of Newark
Diocesan Goal:
For all congregations in the Diocese of Newark to be vibrant, life-giving faith communities that proclaim the Gospel and make it relevant in their unique environment.
I. CAPACITY AREA: EXTERNAL MINISTRY CONTEXTS
1. Each congregation will actively seek information about its mission field (the area in which it is located). Note: The Diocese provides on-line data from Percept, Incorporated and a variety of resources to do this.
2. Each congregation will consider information about the area in which they are located as they develop ministry activities.
II. CAPACITY AREA: CHRISTIAN IDENTITY, GIFTS, STRENGTHS AND CHALLENGES
1. Each congregation has big picture priorities that can be articulated by the person in the pew.
2. Each congregation can demonstrate measurable effort in attempting to address its priorities.
3. Each congregation regularly clarifies and articulates its strengths.
4. Each congregation regularly clarifies and articulates its challenges.
5. Each congregation understands its effect on and reputation in its community.
III. CAPACITY AREA: VISION/FUTURE GOALS/DREAMS
1. Each congregation identifies its unique purpose based on its understanding of God's will for it.
2. Long term possibilities for the future will be derived from each congregation's unique overall mission and those possibilities will be revisited each year.

IV. CAPACITY AREA: SYSTEMS FUNCTIONALITY (HOW THINGS WORK)
1. Congregations will meet all canonical responsibilities. For example: <ul style="list-style-type: none"> • Parochial reports will be turned in by March 1 • Audits will be turned in by September 1 • Diocesan pledges will be turned in by December 1
2. The trend for both the number of pledges and the total amount of pledges consistently increases over time.
3. Each congregation finds ways to discern members' gifts and seeks to engage all of its members in congregational priorities.
4. Each congregation consistently seeks to expand the number of people involved in leadership, to engage in succession planning for leaders and to train and support its leaders.
5. Each congregation actively maintains safe, attractive, accessible buildings for ministry use.
6. Vestries regularly devote time to identifying and developing congregational ministries.
7. Each congregation regularly operates with balanced budgets.
8. Any excess of expenses over income will result from strategic decisions to invest in growth or ministry.
V. CAPACITY AREA: CHURCH GROWTH / EVANGELISM CAPACITY
1. Average Sunday Attendance (ASA) consistently increases over time. Note: ASA reflects increasing participation and growth.
2. The person in the pew can describe the unique characteristics of your congregation.
3. Each congregation assesses the reasons new members first visited to enhance its ability to attract new potential members.
4. Each congregation understands the reasons new members joined, to enhance its ability to build its membership.
5. Congregations understand the faith experience of their new members, so that they can best understand and respond to ministry opportunities.
VI. CAPACITY AREA: MUTUAL MINISTRY
1. Each congregation is able to illustrate effective shared ministry between its clergy and laity.
2. Each congregation's Clergy and Vestry will engage in annual mutual ministry review.

December 2006