

Acts 2 Journey

CONGREGATIONAL CAPACITY ASSESSMENT

REVEAL

Areas of Capacity

Capacity refers to the capabilities, knowledge, and resources that are necessary for congregational effectiveness. Current strength and/or a plan for intentional growth in the following ten areas of capacity are essential for the church to carry out its core systems, live out its mission and truly engage in an ongoing spiritual journey towards maximum potential.

The Congregational Capacity Assessment is designed to help your team evaluate your church's strengths and vitality in ten areas of capacity that directly impact your church's ability to effectively carry out its core systems. The ten areas of capacity are: Identity, Leadership, Training and Development, Relationships, Programs, Systems, Community, Spiritual Vitality, Financial Strength and Accountability and Faith.

Completing the Capacity Assessment

Each capacity area is defined in the form of a statement. After reading each statement, mark the box that most accurately describes the current state of your congregation. Please note, each statement may not perfectly describe your congregation. Use your best judgment to make an objective assessment.

After each person completes an assessment, individually, team members will compare results and determine the consensus for each capacity area.

Please note, the scores are only used to provide a general indication of the church's capacity level, in order to identify areas of strength and areas that need improvement

How does the following statement describe your congregation?	1 NOT AT ALL	2 A LITTLE	3 TO SOME EXTENT	4 WELL	5 VERY WELL
<p>1. IDENTITY Our congregation knows its history and has a clear understanding of its mission, vision, and values.</p>					
<p>2. LEADERSHIP Our pastoral leaders are respected by the congregation, have a clear sense of the congregation's identity, feel the urgency for congregational transformation, and have a genuine commitment to transition and change. Our staff, core ministry leaders and other key influencers support the pastoral leaders, understand the need for transformation, and are committed to the process of transition and change. They are aligned with the vision and have the influence and skills to facilitate transformation within the congregation.</p>					
<p>3. TRAINING AND DEVELOPMENT Our congregation is intentional about developing leaders and ministry volunteers, as well as recruiting new leaders to actively engage in the work of the ministry using their spiritual gifts.</p>					
<p>4. RELATIONSHIPS Our congregation places a high value on building strong, healthy relationships internally and with the surrounding community. We provide opportunities for dialogue, fellowship, collaboration and team building. We practice love, humility and generosity; are respectful and welcoming of all people; and seek to foster a sense of belonging and unity. We have and use appropriate channels of communication to share information and have the maturity and skills to address relational issues.</p>					
<p>5. PROGRAMS Our congregation's programs, ministries, and activities are evidence of our mission in action. They are relevant, regularly evaluated and meet the needs of the people we serve.</p>					
<p>6. SYSTEMS Our congregation has well designed management, evaluation and planning systems that work together to advance the church's mission and vision and ensure the church systems with order, intention and excellence.</p>					
<p>7. COMMUNITY Our congregation reflects the surrounding community and the diverse gender, age, racial, ethnic, and socioeconomic groups we serve. We actively build relationships with individuals and groups in our community and work collaboratively and cooperatively on issues that impact the community.</p>					
<p>8. SPIRITUAL GROWTH AND VITALITY Prayer, authentic worship, dynamic preaching and teaching are hallmarks of our ministry. Our church effectively reaches out to others through formal and informal evangelism efforts and has a well-developed discipleship process that enables the spiritual growth of the congregation.</p>					
<p>9. FINANCIAL STRENGTH AND ACCOUNTABILITY Our congregation has an accounting system in place with clear procedures for financial transactions, financial reporting and fund disbursement, as well as a financial officer who is primarily responsible for managing financial activities and a transparent system of checks and balances to maintain the fiscal integrity and protection of the church's needs.</p>					
<p>10. FAITH Our congregation believes its best days are ahead and trusts God to do more in and through us than we can ask or think. We are not afraid to move outside of our comfort zone, try new things and take risks to continually look for better ways to accomplish our mission and vision and become all God wants us to be.</p>					

Capacity Assessment

Reveal

Instructions: Put individual scores for each item on the table below. If team member 1 gave statement 1 a score of “3 – To some extent,” enter “3” in the appropriate box. After all the scores have been entered, calculate the average score to determine consensus. To determine the average, add items across, then divide by the number of team members.

Congregational Capacity Assessment												
Team Member	1	2	3	4	5	6	7	8	9	10	Sum	Average
Score for Statement 1: Identity												
Score for Statement 2: Leadership												
Score for Statement 1: Training/Development												
Score for Statement 4: Relationships												
Score for Statement 5: Programs												
Score for Statement 6: Systems												
Score for Statement 7: Community												
Score for Statement 8: Spiritual Vitality												
Score for Statement 9: Financial Strength												
Score for Statement 10: Faith												

Congregational Strengths



Reviewing cumulative totals, which areas of the Congregational Capacity Assessment had an average score of 3 or above?

Based on the Congregational Capacity Assessment, what congregational strengths emerge?

How can the church celebrate and build upon those strengths over the next two years?

Based on the Congregational Capacity Assessment, what areas of weakness emerge?





Questions for Reflection and Dialogue

Is the church actively living out its mission?

What would happen if the church ceased to exist?

Is God pleased with our level of commitment to the mission?

Is God calling us to change?

