



Invite • Welcome • Connect

Newcomer Ministry High Level Congregational Assessment

There are assumptions in these comprehensive assessment tools that your congregation is undertaking significant opportunities to teach and support lifelong Christian formation in its members. This **high level** list is a starting place for you to evaluate your congregational newcomer ministry. It is not intended to be either all inclusive or size specific.

INVITE...Evangelism

- Do your clergy, staff, and lay leaders teach, preach, and model **INVITE (personal invitation) & Evangelism**?
- What are you doing in an organized way to invite new people to visit your church? Do you provide any physical tools to your members to help them invite others?
- How do you prepare your congregation to be evangelists? Do you offer education/training/guides for sharing their faith journey/stories?
- What are the creative avenues your church offers to invite the local community to visit? Do you intentionally connect these activities with information about your church?
- How well do you know (and how much are you involved with) the community surrounding your church?
- What is your church/clergy/staff relationship with local civic/community groups?
- What do you offer in the way of communication, both outside & in-house? Have you cultivated a relationship with your local media?
- Is your website up-to-date, relevant, newcomer & mobile friendly? Are you using social media as an evangelism tool?

WELCOME...ministry of Hospitality

- Do your clergy, staff, and lay leaders teach, preach, and model a **theology of WELCOME & Hospitality**?
- Do the members of your congregation intentionally look for the stranger in their midst?
- Would you say your congregation is a “friendly community” or is it a “community of friends?”
- Can you identify the members of your congregation who have the gift of hospitality?
- Does your church have an organized comprehensive strategy/system for welcoming and following up with newcomers? If so, do the members of your vestry and leadership know the details of the system?
- How well is your welcoming system working? What needs to be added and/or changed?

CONNECT...Empowering Laity for Ministry

- Do your clergy, staff, and lay leaders teach, preach, and model **CONNECT, helping people discern their giftedness (vocation); then empowering, equipping, entrusting, and affirming them for ministry?**
- What is your process for connecting newcomers into ministry at your church? Do you have an intentional system of tracking and follow-up of every single newcomer?
- Given that the Deep Truth of CONNECT is the “Sacred Act of Listening”...do you offer any resources/classes for listening skills?
- Can you identify the members of your congregation who are “connectors” – those people who naturally have a gift for connecting others?
- Given that newcomer ministry needs to be a team effort, how do your staff and/or lay volunteers interface with newcomers?
- What are your pathways to belonging? Do you offer a clear membership pathway, teaching the importance of our Episcopal rites of initiation, e.g., baptism, confirmation, and reception?
- What is your process for empowering laity for ministry? Do you have a variety of resources/methods/classes to assist people in discerning their God-given giftedness for ministry?
- Do you have written descriptions of all lay ministries in your church? In what ways do you communicate ongoing up-to-date information about lay ministries to your newcomers and congregation?
- Do you have a system for the nurture and support of all lay ministries in your church?
- Do you have exit conversations with the people who leave your church?

CHURCH-SCHOOL

- Do your clergy, staff, and lay leadership understand and/or believe that your school could be your biggest mission field?
- Do you have an organized strategy to address this issue? If so, what is it?
- What are the ways you intentionally build and maintain healthy relationships between your church and school?

[Mary Parmer 2016](#)
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