

GROWING DISCIPLES PLAN

APPENDIX A: PROJECT MEASURES DEFINITIONS (Section 3)

The measures outlined in Section 3 are part of a shared framework set by the national church, which we have collated below, taken from [Shared Outcomes Framework \(Church Support Hub\)](#). In using this Shared Outcomes Framework, we as a Diocese are able to contribute our data into a bigger national picture. Some of the measures that we have asked you to fill in can be informed by your Statistics for Mission. Others may be numbers that you would naturally count anyway, whilst some of the measures may be completely new.

Please see the below definitions for each measure, which will help you ensure you are presenting an accurate picture.

In the Project Measures, we suggest that you add an annual target in **(brackets in blue)** at the end of each year (T3). You can then input your new **actual** data into each term as it passes.

ATTENDANCE

1. Average Weekly Attendance (AWA) (a. Adults, b. Children, c. Youth)

This should be your average weekly attendance across the term, based on the [Statistics for Mission guidance](#), although we recognise that children and youth are separated out differently to Stats for Mission in the GDP Section 3 measures.

2. Worshipping Community (a. Adults, b. Children, c. Youth)

This is defined as anyone who attends the church regularly, for example at least once a month, or would do so if not prevented by illness, infirmity or temporary absence. Further guidance can be found [here](#).

NEW WORSHIPPING COMMUNITIES

3. No. of New Worshipping Communities (NWC) – Non-cumulative

This is the number of *new* worshipping communities that have started since you last filled in the plan. The aim of a NWC is to reach people who are not currently attending church, making new Christian disciples. Its purpose as a community is to worship Jesus and growth in faith, seen through common practices such as prayer, scripture, praise, sacrament and acts of service. It should meet at least once a month.

LEADERS AND VOLUNTEERS

4. A) Overall Number of Leaders

A leader is defined as someone who has a significant impact on the culture or the practice of a congregation or community. They have responsibility to enable and develop others, coordinate activities and/or oversee key aspects of the pastoral, spiritual and missional life of the church.

B) Number of New Leaders – *Non-cumulative*

Number of new leaders counts the number of people who have for the first time stepped into recognised leadership in a church context through the work of a project. New leaders are those who pass a clearly defined threshold, discerned by others in the Church. This can include a discerned gift to ordination, licensing, authorisation or local commissioning, or newly starting a ministry recognised by the Church. This can include young people as well as adults. Please only count new leaders – not those recruited from elsewhere. Progression from one sort of ministry to another should not be included.

C) Overall Number of Volunteers

Volunteers are typically defined as people who contribute to church life by serving at least monthly. Here we are looking for the overall figure or how many volunteers serve across the church, although you may wish to break it down further to see how many volunteers serve in specific areas of ministry e.g. children's and youth ministry.

FINANCIAL SUSTAINABILITY

5. A) Overall Regular Givers

This is the total number of givers who give to the church on a regular basis, in line with the Parish Finance Statistics.

B) Total Giving

This is the total giving in the parish incorporating regular and one-off giving, and gift aid, in line with the Parish Finance Statistics.

C) Parish Share

This should be what you have paid for your Parish Share (or plan to pay as your target).

NEW TO FAITH

6. Baptisms (a. 0-10s, b. 11-17s, c. Adults) – *Non-cumulative*

This is the number of baptisms you have had (actual) or aim to have (target) for each age group.

7. Confirmations – *Non-cumulative*

Similarly, this is the number of confirmations you have had (actual) or aim to have (target).

8. Other first-time confessions of faith – *Non-cumulative*

This measure is for when baptism or confirmation isn't appropriate, but there has been some kind of public first-time confession of faith instead and is at the leader's discretion.

If you have any further questions, please contact the Programme Management Office at
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