

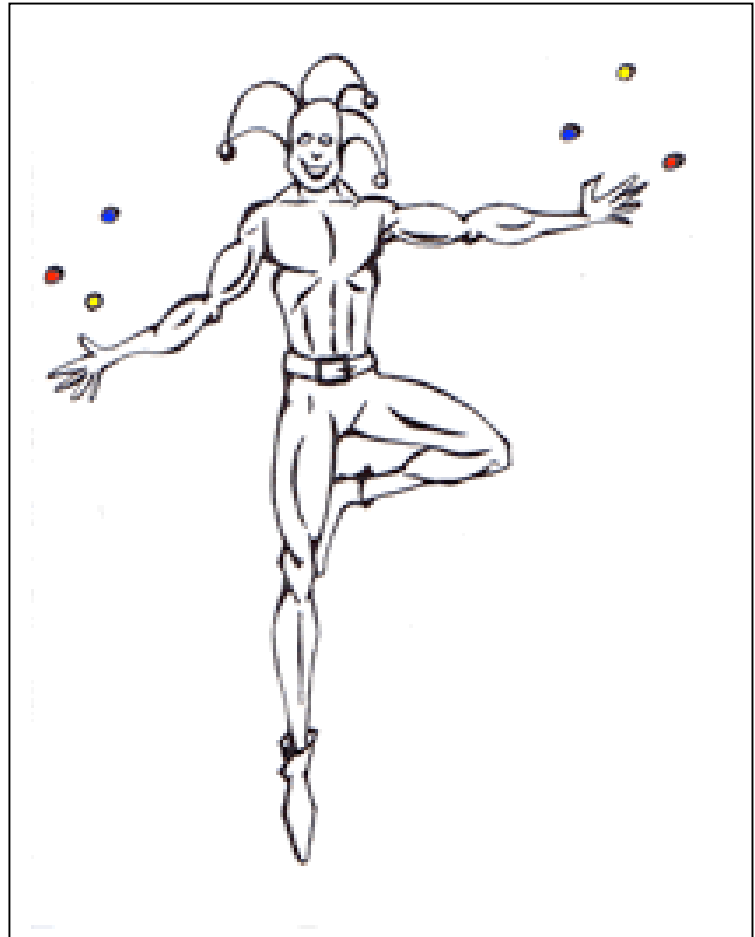
Congregational Size

Family Size
0-50

Pastoral Size
51-150

Program Size
151-300

Corporate Size
Over 350



Family Size
0-50

- Up to 50 active members and program participants.
- Functions like a family, with parental figures.
- The matriarchs and patriarchs control the congregation and will maintain their vision of the congregation.
- Tendency for there to be a lack of trust in professional staff (who are primarily parish ministers, as there may not be religious education professionals on staff) due to experiences with short tenure and conflicts with those who try to change congregational patterns.

Pastoral Size 51-150

- Up to 50-150 active members and program participants.
- Professional staff is at the center of a pastoral congregation.
- There are multiple parental figures and the professional staff is needed at the center to manage them all.
- There is a core of leadership made up a professional staff and lay leaders.
- Their effectiveness depends on the quality of communication with the
- Congregation and RE program parents and volunteers.
- The congregation expects to have their spiritual and pastoral needs met be their personal connection with the professional staff.
- Anxiety begins to increase when congregations reach the 130-150 member attendance point and with the realization that they don't know everyone. They begin to fear a loss of personal connection and intimacy with their fellow parishioners and staff.

Program Size 151-300

- Up to 150-300 active members and program participants.
- This style grows out of the necessity for high quality personal relationships with professional staff to be supplemented by other means. Programs begin to fill that role.
- Many cells of activity are conducted by lay leaders, including some pastoral functions.
- Professional staff remain a central role, though much of their time shifts to planning quality programs in collaboration with lay leaders, identifying, equipping and supporting members in their leadership roles.

Corporate Size Over 350

- 350 or more active members and program participants.
- High quality worship, music and diverse programs.
- The Senior Minister is a symbol of unity and stability, but knows fewer congregants personally.

- Authority is more concentrated, with multiple staff who are collegial, energetic, and collaborate well in overseeing the many tasks.
- More sophisticated systems are in place to track data, financial and membership information.
- Hospitality and new member assimilation programs are very intentional.
- Many volunteers are needed to fill the many and varied tasks.