
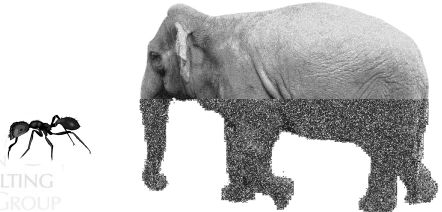



What's So Hard About Size Transitions?




Scale and Form

- An organism cannot change *scale* without changing *form*

Scale and Form

- A congregation cannot change *size* without changing *culture*
- Different sizes have distinctive ways of *being church*

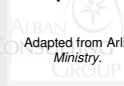


What Size Are You?


- Average Sunday attendance year-round
 - If two services: Total number of individuals
 - Include children and teachers in Sunday School

(1-50)	Family
(51-150)	Pastoral
(151-250)	Transitional
(251-400)	Programme
(401-800)	Corporate

Adapted from Arlin Rothauge, *Sizing Up the Congregation for New Member Ministry*.




- Much easier to grow *within* a particular size category than to *change* size categories



Family (5-50)

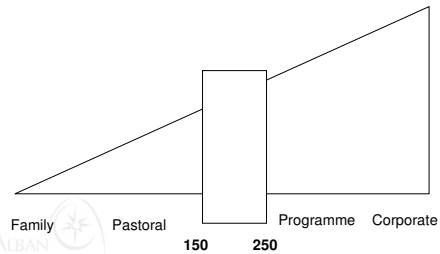
- Operates like extended family
- Unofficial leaders—matriarchs and patriarchs—are the real authorities
- Real decisions often made at kitchen table
- Often have part-time clergy—chaplain role
- Tend to be durable



Pastoral (51-150)

- Ideal: To have “our own priest”
- Reality: Churches at lower end can't afford full time, still see it as ideal
- At best, large enough to have a choir and a Sunday School, small enough for the “personal touch”
- Quality children and youth programming a big challenge
- Tend toward over-dependence on clergy

Zone of Maximum Ambivalence



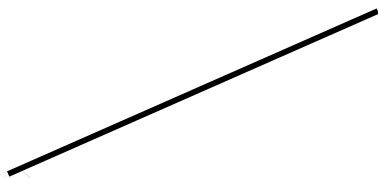
Programme (251-400)

- Have reached critical mass to sustain several quality programmes
- Resources to employ a staff team
- Can have structured ministries for children and youth
- No longer expect that we all know each other—“multi-cell” reality is a plus for growth

Corporate (401-800)

- Moving into the zone of “large church”
- Many programmes
- Known for excellence in liturgy, preaching, music
- Often have large institutional footprint—parish school, counseling centre, feeding programme, large campus, endowments

Imagined Growth Pattern



Reality—Spurts Hit Plateaus

- 50-70
- 150-250
- Other plateau points



What Size Should We Be?

- Depends on context
- Depends on call
- Requires discernment



Barriers to Numerical Growth



1. Sense of call

- Lack a passionate sense of call to reach and make room for more people
 - Yearning to make a difference in the lives of *others who are not here now*
 - Readiness to make the changes that their arrival would require



Reasons to Grow?

- We're tired of doing everything
- We need more money
- We want more people to do our favorite projects
- We want to be able to pay a leader



Reality Check

- What would it really take?
- How ready are we to embrace the costs?
- Tension with our tacit purpose?



Research

- 25 year period
- Churches with ASA 150 or less
- Only 7% moved beyond 150



- Church of the Nazarene

Excellent Article

- Charles Crow
- “Enduring Cultures of the Laity”
<http://www.nazarene.org/ministries/administration/researchcenter/papers/culture/display.aspx>



Lutheran Study

- Seven churches
- In growing communities
- Plateaued for at least 15 years between 125 and 250
- High influx of new, active, members



- This church should grow in size 85%
- This church should grow in membership 91%



- I prefer this size of church 93%
- Having a personal relationship with the pastor is essential 96%



2. Concepts / Facts

- Unclear about size transition concepts or realities



3. Capacity

- Space effectively filled up
 - Worship
 - Parking
 - Education
 - Fellowship
 - Office



4. Staffing

- Not staffed for growth



Rough guidelines for growth (mainline Protestant in the US)

- Besides full-time pastor and part-time musician...

Average Attendance	Additional Program Staff Hours	Total Paid Hrs Sec / Acct/ Custodial
150	20	60
200	40	80
250	60	100
300	80	120



5. Budget

- Concept of “adequate budget” hasn’t caught up



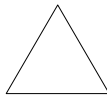
6. Infrastructure

- Infrastructure hasn’t caught up
 - Newcomer incorporation
 - Gift identification/member ministry development
 - Adult education
 - Pastoral care
 - Small group opportunities
 - Board development / staff team development



Adult Formation is Key

Newcomer Orientation



Foundations Course

Gift Identification/
Ministry Discernment

