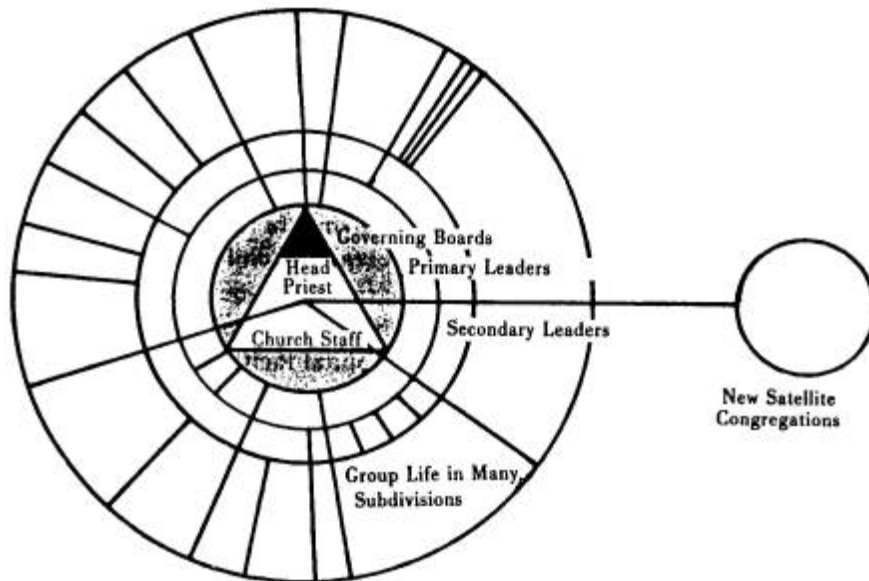


## CORPORATE CHURCH (350 up average worship)

The quality of Sunday morning worship is the first thing you usually notice in a Corporate Church. Because these churches usually have abundant resources, they will usually have the finest organ and one of the best choirs in town. A lot of work goes into making Sunday worship a rich experience. The head of staff usually spends more time than other clergy preparing for preaching and worship leadership. In very large Corporate Churches, the head of staff may not even remember the names of many parishioners. Those who value highly the Corporate Church experience are willing to sacrifice a personal connection with the senior pastor in favor of the Corporate Church's variety and quality of program offerings. The head pastor becomes a symbol of unity and stability in a very complicated congregational life. Key to the success of the Corporate Church is the multiple staff and its ability to manage the diversity of its ministries in a collegial manner.

- Large staff e.g. Minister of Pastoral Care, Minister of Music, etc.
- May have cell structure (small group focus)
- Large dynamic worshipping congregation
- Like large Program Church
- A mini-denomination perhaps spawning partner or child churches



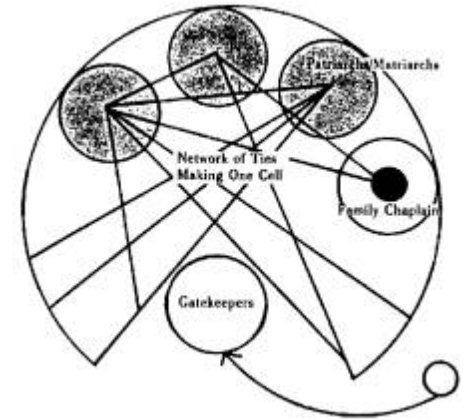
Paragraphs from How to Minister Effectively  
in Family, Pastoral, Program, and Corporate Sized Churches by Roy M. Oswald  
Bullet points from Squamish United Church Web Site United Church of Canada  
Graphs from Sizing Up a Congregation for New Member Ministry, Arlin Rothauge

## Congregation Size & Dynamics

No stronger single variable affects congregational life as much as size; congregations of similar sizes tend to act in similar ways - even if their theology is different. Probably the most widely used typology is Arlin Rothauge's.

### FAMILY CHURCH (1-50 average worship)

The Family Church functions like a family with appropriate parental figures. It is the patriarchs and matriarchs who control the church's leadership needs. What Family Churches want from clergy is pastoral care, period. For clergy to assume that they are also the chief executive officer and the resident religious authority is to make a serious blunder. The key role of the patriarch or matriarch is to see to it that clergy do not take the congregation off on a new direction of ministry. Clergy are to serve as the chaplain of this small family. When clergy don't understand his, they are likely to head into a direct confrontation with the parental figure. It is generally suicide for clergy to get caught in a showdown with the patriarchs and matriarchs within the first five years of their ministry in that place.



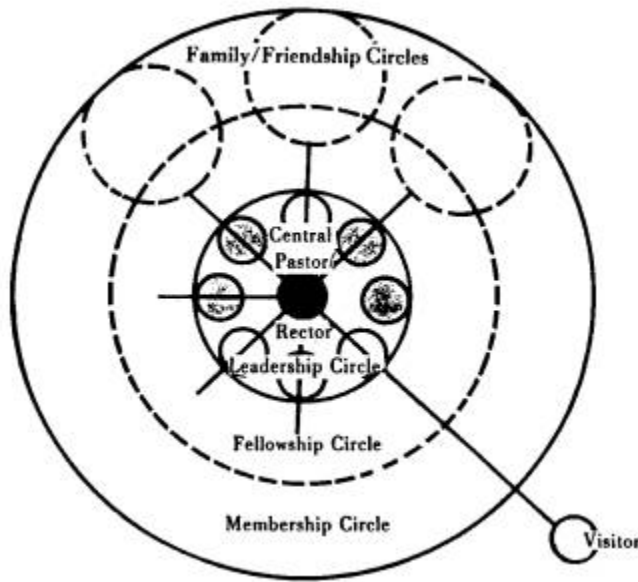
- Pastor is really outside the power of the congregation--functions like a chaplain
- The church wants the functions of ministry, but not real leadership from pastor, especially they do not want the Pastor to lead them into change
- Real joining these churches is by 'adoption' by strong individuals/families
- Growth is slow, generally only by family expansion
- Often a gatekeeper who opens doors or keeps them closed to newcomers
- This is the unit of the church most resistant to change

**PASTOR CENTERED CHURCH (50-150 average worship)**

Clergy are usually at the center of a Pastoral Church. There are so many parental figures around that they need someone at the center to manage them. A leadership circle, made up of the pastor and a small cadre of lay leaders, replaces the patriarchs and matriarchs of the Family Church. The power and effectiveness of the leadership circle depends upon good communication with the congregation and the ability of the pastor to delegate authority, assign responsibility, and recognize the accomplishments of others. Without such skill, the central pastoral function weakens the entire structure. The clergyperson becomes overworked, isolated, and exhausted, may be attacked by other leaders, and finally the harmony of the fellowship circle degenerates.

A key feature of a Pastoral Church is that lay persons experience having their spiritual needs met through their personal relationship with a seminary trained person. A second feature of the Pastoral Church is its sense of itself as a family where everyone knows everyone else.

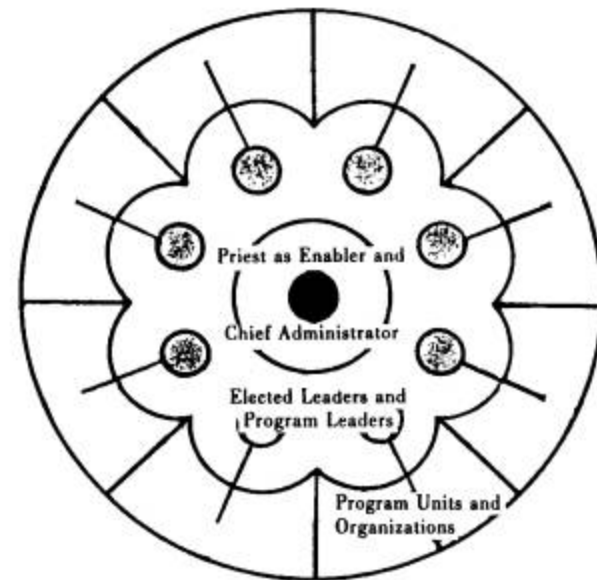
- Pastor is center of everything
- Like family church, this church also works based on relationships
- Pastor knows everyone by name, knows names of their children, too
- People enter through pastor
- Growth from Family to Pastor-centered relatively easy (depending on attitude of strong families), because it is going from relationship to relationship breaks down near 150 because Pastor can't know everyone



**PROGRAM CHURCH (150-350 average worship)**

The Program Church grows out of the necessity for a high-quality personal relationship with the pastor to be supplemented by other avenues of spiritual feeding. Programs must now begin to fulfill that role. The well functioning Program Church has many cells of activity, which are headed up by lay leaders. These lay leaders take on some pastoral functions. Clergy are still at the center of the Program Church, but their role has shifted dramatically. Much of their time and attention must be spent in planning with other lay leaders to ensure the highest quality programs. The pastor must spend a lot of time recruiting people to head up these smaller ministries, training, supervising, and evaluating them and seeing to it that their morale remains high. In essence the pastor must often step back from direct ministry with people to coordinate and support volunteers who offer this ministry. To be sure, a member can expect a hospital or home call from the pastor when personal crisis or illness strikes. To see the pastor about a parish matter, they will probably have to make an appointment at the church office several weeks in advance.

- Programs are key to this church, people come for the programs
- Pastoral Care is administrative; for the systems and leaders
- Pastor not expected to attend all meetings, know all names
- Often multiple staff, team ministers



*Change from Pastor-centered to Program is most difficult change for church*