

Size Models of Ministry:

Based on Arlin Rothauge's "Sizing Up a Congregation" from the Episcopal Church Center, NY

Family Sized: Average Sunday attendance of 0-50 people

- A single-cell group; everyone knows everyone.
- Patriarchs & Matriarchs are the center of the communications hub.
- Growth limited by the tightness of the single-cell group, the slow acceptance by the Patriarchs & Matriarchs and the limited number of new relationships the system can handle.
- The Priest is part-time, and a family chaplain—not in the center; not a leader
- Mission is engaged by focusing on a specific ministry, rather than attempting everything.

Pastoral Sized: ASA of 50-150

- Relationships characterized by a few overlapping family/friendship cells (if they don't overlap, factions develop).
- Due to size & complexity increasing, the Rector is in the center of the communications hub, along with the leadership circle
- Growth limited by the limited number of newcomers the priest alone can evangelize & assimilate (unless laity participate and extend this ministry).
- Growth limited depending upon the extension of the leadership circle into the wider circles of active fellowship and general membership and community. The more the leadership circle is extended into these circles, the more leadership growth and new member growth can be assimilated.

Program Sized: ASA of 150-300

- Too big for everyone to know everyone else. Requires more complex structures & staff.
- Relationships characterized by multiple cells usually connected by ministry programs.
- Rector & Leadership are then connected to the people through these programs.
- Rector is less involved in the details of ministry, empowering subsidiary leadership.
- These factors (not all "one big family," and more leadership initiative required by the laity) put resistance on the growth of pastoral sized congregations who resist the new dynamics (thus the "150 ceiling"—a typical pattern of difficulty growing beyond ASA of 150-200).
- This size allows for a more comprehensive mission & ministry.
- Growth depends on effective newcomer programs that help to assimilate them into their niche in the church.

Corporate/Resource Sized: ASA of 300+

- Multiple congregations within the same parish...
- Relationships center on small groups.
- Rector relates through clergy team and staff. Rector is a symbol of unity & stability in a very complicated congregational life.
- Vestry must operate in strategic leadership rather than as managers.
- More divisions of activity and more opportunities for new groups to form.
- Ample resources can be tapped for polished and professional services & programs.
- Offers unique resources of energy, money, talent & people to serve the wider church.
- New members must be connected, especially through small groups where relationships can be nurtured.