



PASTORAL ROLES ACCORDING TO CHURCH SIZE

FAMILY SIZE (1-50)

- Primary expectation is pastoral care
- The pastor serves as family chaplain
- Serves as consultant to matriarchs/patriarchs
- Provides appropriate worship

PASTORAL SIZE (51-150)

- Pastor and small group of lay leaders replace matriarch/patriarch
- Success requires pastor to delegate authority, assign responsibility, recognize accomplishments of others and drive all aspects of ministry
- Responds to reasonable pastoral care expectations
- Success requires strong interpersonal skills and open, interactive leadership style
- Willingness to give up strong “connections” to members essential to transition to program size

PROGRAM SIZE (151-350)

- Primary emphasis shifts from personal relationships to planning, recruiting, training, supervising, evaluating
- Shift is from interpersonal mode to development mode, especially in the area of expanded programming
- Personal attention and pastoral care focused only on leaders
- Must be able to pull together diverse elements into mission statement and ministry plan
- Must secure and keep trust of leaders
- Must hire and supervise a multi-staff team

CORPORATION SIZE (351+)

- Pastor becomes a symbol of unity and stability for a diverse and complex organization
- Insures highest quality of worship
- Leads a multiple-staff successfully – including allowing others to do things differently than you would
- Must be able not only to manage but to generate the kind of energy a large church requires
- Visionary who embodies the vision of the church by their very presence