



SKILL SETS/GIFTS NEEDED FOR DIFFERENT CHURCH SIZED BOARDS

FAMILY SIZE (Avg. Attendance under 50)

- Good communicator (able to tell others of BOD/church work/actions)
- Gregarious (need to speak to all, not just those they know)
- Good listener (to hear everyone and bring it to the BOD)
- Personable (calls others often to keep in touch; phone talker/coffee drinker with others)
- Good relationship builder with others (works to draw others in; make others feel a part)
- Cooperative (with other congregations/pastors due to limited resources)

PASTOR CENTERED (Average Attendance 50-150)

All characteristics for Family Size Church PLUS:

- Community member: Able to reach out beyond church to partner with others to help provide a full complement of church programs
- Technological skills: to provide print/e-letters to communicate within church
- Policy makers/writers
- Finance skills: day to day and fundraising
- Program leaders: One person interested in and knowledge of:
 - Religious Education
 - Community outreach/mission
 - Spiritual Growth
 - Media/Communication: print/e-communications/audiovisual
 - Worship/Music

PROGRAM CENTERED (Average Attendance 350)

- Policy setting and enforcing
- Delegating tasks to defined groups
- Reviewing and evaluating work of defined groups
- Multimedia communication: print; internet; visual; announcement
- Experience on boards
- Able to communicate with pastor and staff thru formal mechanisms
- Pastoral contract development/review
- Bylaw development/amendment; Robert's Rules of Order
- Experience in Strategic Planning and Decision Making
- Long Term Financial Management



CORPORATE SIZE (Average Attendance over 350)

- Managing professional staff
- Board experience
- Managing over one million dollar budgets
- Managing facilities, property, and other assets
- Community organizers/community relationships
- Fund raising
- History of church activity/commitment thru tithe; attendance; involvement in programs
- Policy setting
- Visionary
- Multimedia communication (audiovisual/announcement/print/electronic)
- Formal meeting experience – Robert’s Rules of Order; setting and following agenda
- Strategic direction, planning, and decision making
- Creative and sustainable financial management