**Organizing Theme**

**Patriarch/Matriarch**

**Pastoral Challenges**

- **Service a Chaplainship Role.** The pastor will serve as a pastoral chaplain to the church and the community.
- **Because of the high turnover of the patriarch/matriarch, working as a consultant to the pastoral staff is essential.**
- **A layperson may also be paid to assist in music leadership.**

**Board Challenges**

- **Decisions are made by the Matrix/Plural.** A simplified structure (single board) is suggested. Board conducts business and ministries in support of the pastor. Who focuses on membership and locations are all working on their own growth initiatives. Growth initiatives are coordinated through the strategic planning and operational budgeting processes.
- **Creating a balanced oversight and decision-making role must pull upward or downward along the size continuum?**

**Assimilation/Acculturation Challenges**

- **New and familiar families.** The intimacy and extremely strong relational ties of the church that grows to capacity because of the pastor may also make assimilating new people into the congregation quite effortless. The church’s faith-shaping and spiritual family maintenance tasks are people into the life of the church family.
- **Connecting the two.** Programs will be “high-touch” in the large church. Few ways to keep track of members and to get members engaged, like a development director. Create a system of orientation and membership, and mentor new members.

**Size Category and Common Challenges**

**Congregational Size & Common Challenges**

Every Congregation can be a Vital Congregation, and there are different challenges for differently sized congregations.

**Does the behavior of your congregation place you firmly within one size category, or are you straddling two or more size categories?**

Which leadership challenges are currently the most problematic for your congregation? Is there one set of leadership challenges that seem to be holding you back from rising into the size category most appropriate to you?

In which system or challenge is the congregational feeding the most stress? What adaptations would need to take place in order for the system of the congregation’s systems to feel “right sized?” What systems would need to change to prepare for growth?