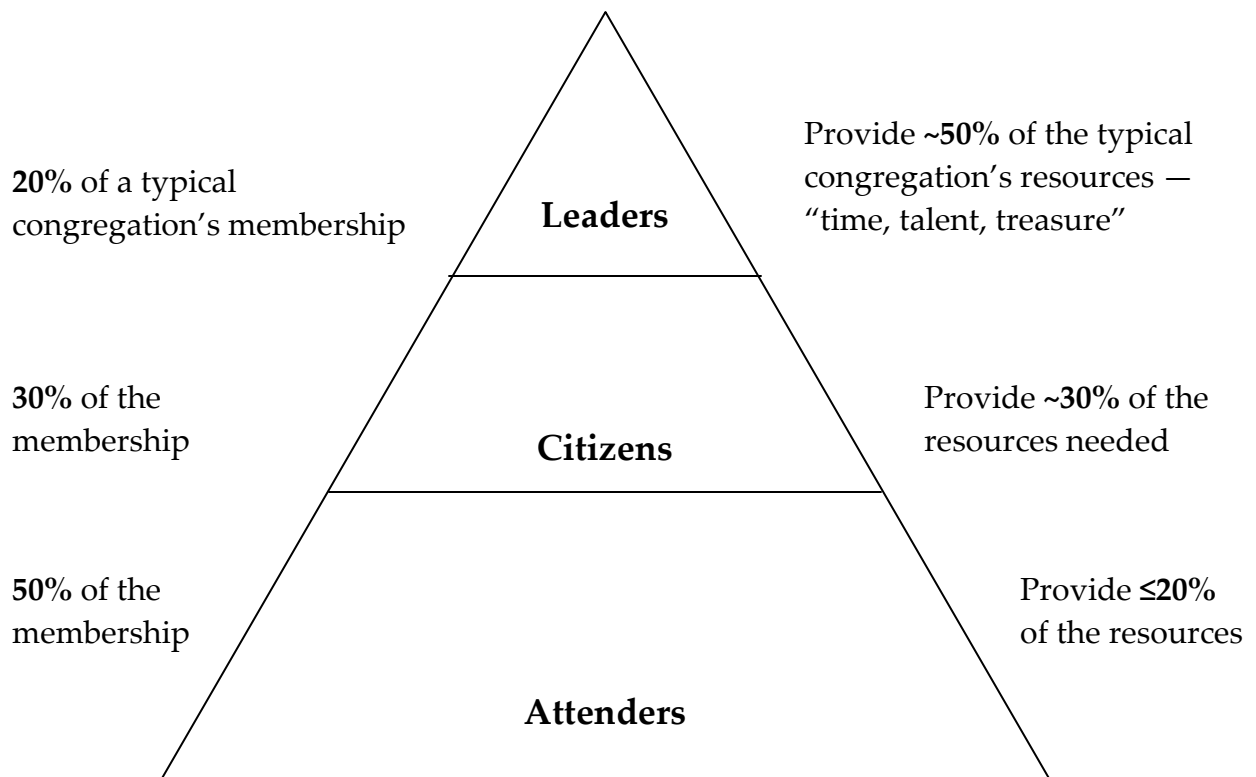


The Participation Pyramid

For Liberal Protestant and Unitarian Universalist Congregations
with between 100 and 1,200 members



- As voluntary associations, dependent upon voluntary contributions of resources, churches need to weight the opinions of members in their decision-making, based upon members' demonstrated commitment to the congregation in one or more of the resource areas.
- There is a very strong correlation between members' contributions of "time, talent and treasure."
- Individual members move between the three participation categories for a variety of reasons: the normal life cycle, employment changes, health, life events, invitation or discouragement, spiritual growth or alienation, the presence or absence of covenant group ministry, and so on.
- Small congregations (those having fewer than 100 active members) tend to have proportionately more citizens and fewer attenders than do larger congregations, although the proportion of leaders remains relatively constant. Beyond 1,000 active members, the proportion of attenders increases, while the proportion of leaders tends to decrease, although the proportion of financial support coming from leaders may increase, especially in megachurches.