

WEEKEND WORKSHOP FOCUS

The UUA's New Congregation and Growth Resources Office offers the Planning for Growth and Vitality Workshop for the Smaller Mid-Size Congregation (From 151 to 550 members) for teams from a minimum of seven congregations in a district, cluster, or metro area. These workshops are held through a collaborative effort between our office, district offices, and either conference sites or local host congregations.

WHO CAN BENEFIT

PLANNING FOR GROWTH AND VITALITY FOR THE MID-SIZE CONGREGATION

What Do We Mean by *Smaller Mid-Size* Congregations?

Below are some characteristics of smaller mid-size congregations:

- They have 150 to 350 members.
- It is common for one or more of the following to apply:
 - There is a full-time minister with one or two other professional staff members.
 - The minister cares for most members in times of need and attends most activities, but this demand may be too great because of the size of the membership.
 - Clergy members, religious educator and some key lay leaders conduct most of the worship and lead small group and adult religious education programs.
 - The system for training lay leadership is informal or non-existent.
 - A governing board or council of committee chairs directs much of the day-to-day life of the congregation.
 - Members think they know most people's names, but in fact they may not, and they may not notice if someone new is present at worship services.
 - Congregants are giving mixed messages about the role they want the clergy to play--such as, "Be pastoral, yet lead us into growth."
 - Communication is either informal or too structured according to a hierarchy.
 - A policy and procedures manual exists, or few procedures or policies are written down because "everyone knows."