

WEEKEND WORKSHOP FOCUS

The UUA's office of New Congregation and Growth Resources offers the Planning for Growth and Vitality Workshop for the Small Congregation (up to 150 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 SMALL CONGREGATION

What Do We Mean by *Small* Congregations?

Below are some of characteristics of small congregations:

- 150 or fewer members
- It is common for one or more of the following to be present:
 - Informal structures for supporting lay leadership.
 - Fulltime minister as only professional staff (or moving from part-time to full-time ministry).
 - Minister cares for most members in times of need and attends most activities.
 - Clergy or key lay leader maintains a direct pastoral relationship with each member, coordinates the work of a small leadership circle, conducts most of the worship, and leads small group and adult religious education programs.
 - Governing board arranges much of the day-to-day life of the congregation.
 - Members know most people's names and notice if someone new is present at the worship.
 - Congregants may be giving double messages about the role they want the clergy to play—such as, be pastoral and yet lead us into growth.
 - Communication is mostly informal.
 - Few procedures or policies are written down because "everyone knows."