

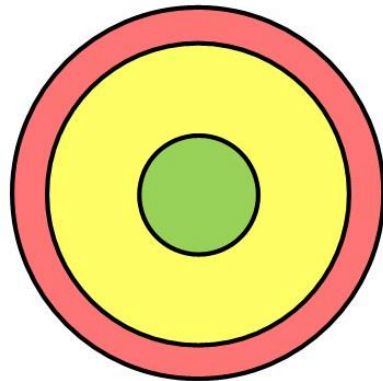
How Church Dynamics & Culture Change with Growth

	Small Church (50- 200)	Medium Church (200-400)	Large Church (400-800)
1- Community Relationships	Church-wide community, everyone knows everyone	Belonging and connection happens in small groups	Robust network of small groups is needed to maintain community
2- Staff Roles	Limited staff, usually a solo, generalist pastor	More staff with increased responsibilities, multiple pastors	Pastors and staff become specialists in their ministry area
3- Decision Making	Congregation has significant influence in leadership decisions	Church officers and/or staff teams make decisions	Authority is decentralized to individual staff or ministry leaders to make decisions
4- Assimilation & Recruitment	Visitor connection and volunteer recruitment happens informally and relationally	Standardized process of visitor assimilation and volunteer recruitment in place	Standardized process of visitor assimilation and volunteer recruitment in place
5- Pastor's Role	Vision, preaching, and congregational care	More emphasis on organizational leadership	More narrow focus on vision, preaching and strategy (staff handle organizational leadership)
6- Worship Facilities	A building where everyone fits in one service	Second service or bigger building is needed to accommodate growth	More services, bigger buildings, and church planting needed to accommodate growth

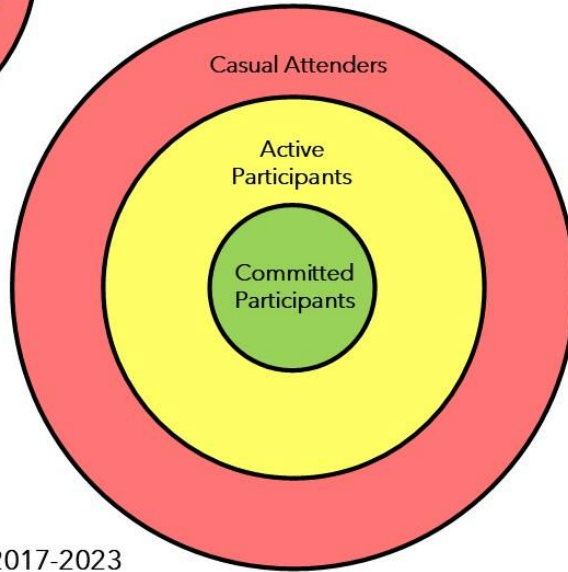
As churches grow and become bigger...

- **Complexity** increases in programs, ministry and leadership structure (a church of 400 needs 4x (not 2x) more programs than a church of 200)
- **Decisions** are made from the top with less influence from the congregation
- **Congregational Care** is dispersed out to lay leaders requiring more and smaller small groups
- **Visitor assimilation and volunteer recruitment** becomes less organic and more standardized
- **Planning, scheduling, and communication** happens further ahead, with more intentionality
- **Quality of production** increases (preaching, worship, children's classes) as more people are available and roles are established based more on gifting than relational connection
- **Organizational change** increases because there are more needs, more variables, and more confidence to grow and adapt without fear of losing members
- **Pastors and staff** roles are added and team members move from being generalists to specialists in their area (smaller churches need 1 ministry staff per 150 people, larger churches need 1 per 75)
- **Vision and mission** becomes more important as the church stops doing a little of everything and focuses on 3-4 top priorities; people tend to join the church because of the mission more than because of relationships

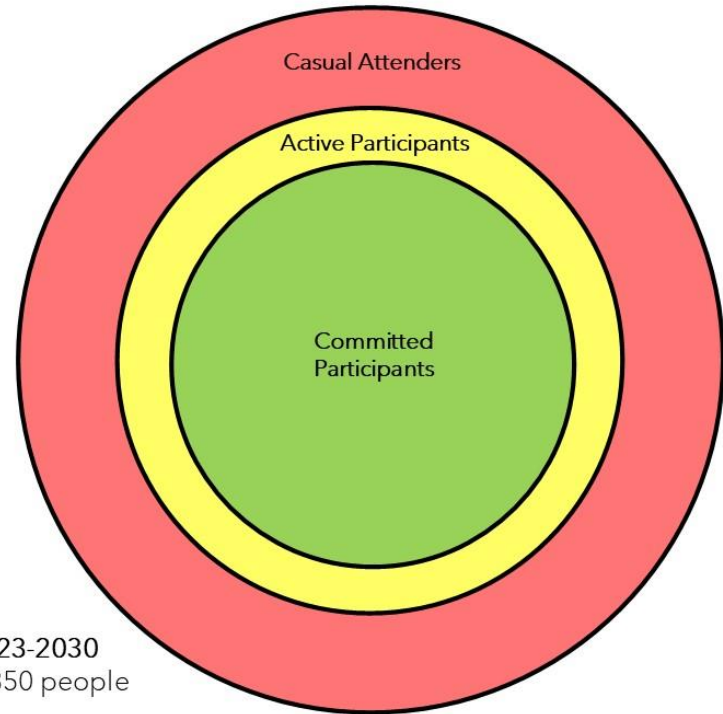
Church Growth Pattern at Living Hope






2007-2017
50-150 people



2017-2023
150-250 people



2023-2030
250-350 people

-  Casual Attenders
-  Active Participants
-  Committed Participants/Members