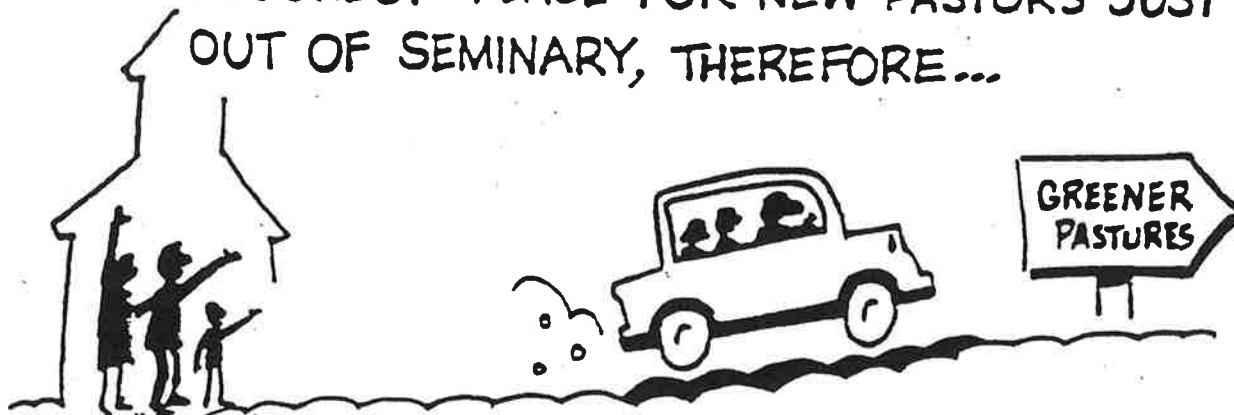
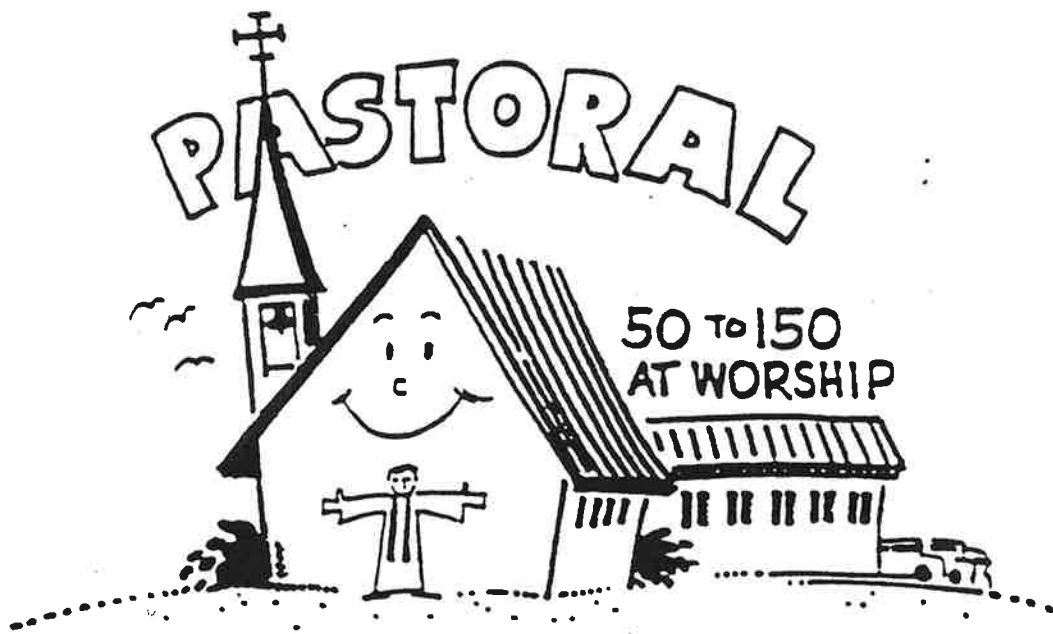


PATRIARCHAL MATRIARCHAL

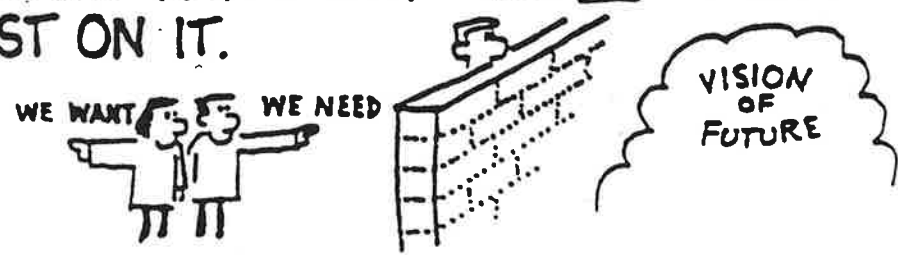


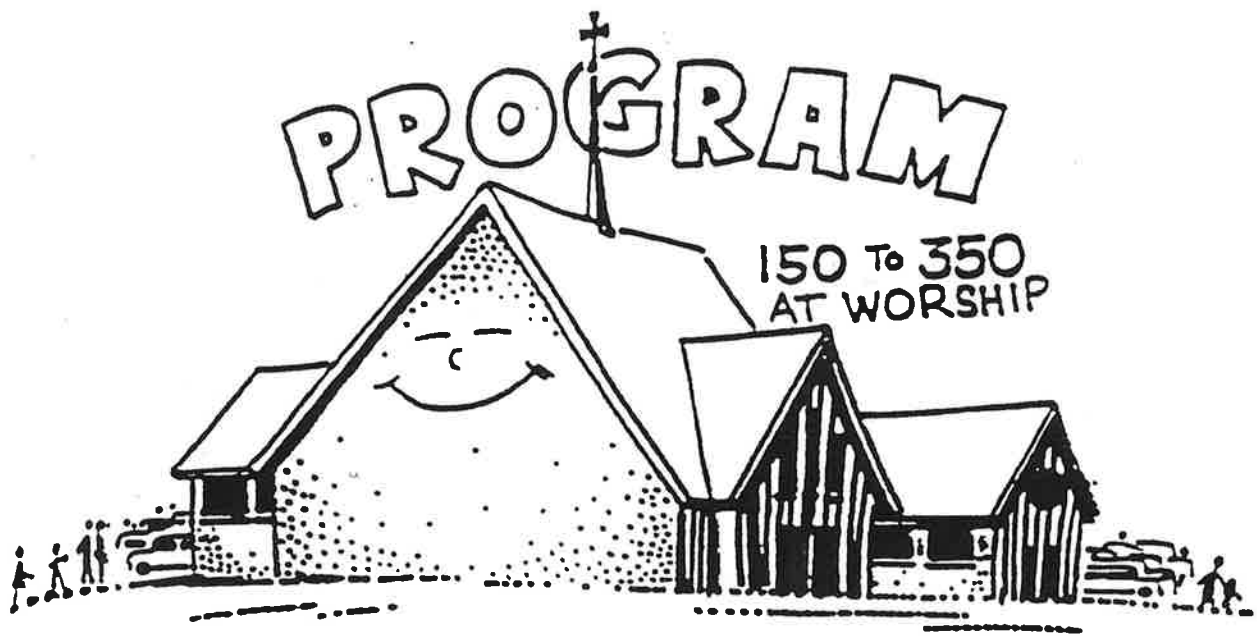
1. A FAMILY WITH PATRIARCHS/MATRIARCHS.
2. HIGH OWNERSHIP FOR SURVIVAL.
3. WANT CLERGY FOR TRADITIONAL CARE.
4. CLERGY SUCCEED WHEN CONSULTING P/M'S.
5. VERY HIGH PASTOR TURNOVER.
6. SURVIVE BY NOT TAKING CLERGY SERIOUSLY.
7. ASSIMILATE NEW MEMBERS BY ADOPTION.
8. MAY GROW IF ONE CLERGY STAYS LONG TIME.
9. JUDICATORIES TRY TO MERGE/DISBAND.
10. CONSIDERED "FIRST CALL" PARISHES, YET TOUGHEST PLACE FOR NEW PASTORS JUST OUT OF SEMINARY, THEREFORE...





1. PASTOR IS CENTRAL, RELATES TO EVERYONE.
2. EXPECTATIONS HIGH, PERSONAL.
3. MOST CHURCHES THIS SIZE.
4. GROWTH OFTEN DEPENDS ON POPULARITY OF PASTOR.
5. COMMUNICATION WITH LEADERS IMPORTANT.
6. NEAR 150, DEMANDS ON PASTOR BECOME OPPRESSIVE. DELEGATE OR ELSE.
7. PASTOR RECRUITS, SHEPHERDS NEW MEMBERS THRU ASSIMILATION.
8. CAN BE HARD ON SPOUSE AND CHILDREN.
9. BLOCKS TO GROWTH: PASTOR TRIES TO BE ON INTIMATE LEVEL WITH ALL, OR PEOPLE INSIST ON IT.





1. SEVERAL STAFF MEMBERS, CLERGY AND LAY.
2. LAY LEADERSHIP VITAL.
3. CLERGY STILL CENTRAL, BUT ROLE SHIFTS.
4. ADMINISTRATION: RECRUITING, PLANNING, TRAINING, EVALUATING, COORDINATING.
5. PASTOR HELPS PEOPLE ARRIVE AT CONSENSUS.
6. PASTOR - MOTIVATOR AND TRUST BUILDER.
7. PASTORS NEED TO BE VERY CLEAR ABOUT THEIR MISSION, WITH CONSENSUS.
8. DIFFICULT TO MOVE FROM PASTORAL SIZE TO THIS SIZE WITHOUT CRISIS.
9. NEED WELL-DESIGNED COMPUTERIZED SYSTEM TO KEEP TRACK OF MEMBERS, PROGRAMS.
10. CAREFUL, INTENTIONAL PROGRAM OF VISITOR FOLLOW-UP, NEW MEMBER ASSIMILATION.



1. HIGH PRIORITY ON QUALITY WORSHIP.
2. TOP NOTCH MUSIC.
3. HEAD OF STAFF SPENDS QUALITY TIME ON SERMON PREP AND WORSHIP PLANNING.
4. HEAD PASTOR IS UNITY-STABILITY SYMBOL.
5. MULTIPLE STAFF COLLEGIAL, YET DIVERSE.*
6. STAFF MUST HAVE FUN WORKING TOGETHER.
7. LEADERS GENERATE ENERGY, MOMENTUM.
8. VERY SOPHISTICATED COMPUTER SYSTEM TO TRACK MEMBERS, PROGRAMS.
9. VISITOR FOLLOW-UP, NEW MEMBER ASSIMILATION PROGRAMS VERY INTENTIONAL.

* MYERS-BRIGGS TYPE VARIATIONS

Helping People Make The Transition When Change Occurs In The Church

1. Managing Endings

- A. Have I studied the change carefully and identified who is likely to lose what?
- B. Do I understand what these losses mean to these people?
- C. Have I acknowledged these losses with sympathy and allowed people to grieve?
- D. Are there legitimate ways to "compensate" folks for their losses?
- E. Are there ways to let people take a piece of the past with them?
- F. Have I found ways to "mark" the ending.
- G. Am I being careful to honor not denigrate the past?
- H. Have I communicated clearly why the change matters so much?

2. Managing "The Neutral Zone"

- A. Have I interpreted the neutral zone helpfully as a time of a) confusion, b) discomfort and c) opportunity?
- B. Am I providing appropriate support for people during the transition time?
- C. Have I found what special training we need to deal with the transition time?
- D. Am I finding ways to keep people feeling included and valued?
- E. Am I getting the feedback I need?
- F. Do we have a climate that allows people to take risks and make mistakes?
- G. Are we utilizing problem solving optimally?

3. Managing The New Beginning

- A. Can I accept people's feelings of ambivalence?
- B. Is our timing right...have we finished the "neutral zone" period?
- C. Have I helped people discover their part to play in the new ?
- D. Are our policies and priorities congruent...ie. not sending mixed messages?
- E. Am I modeling the behaviors and attitudes I am asking others to develop?
- F. Have I found appropriate ways to reward/ recognize people for making the transition?
- G. Do we have ways to celebrate the successful transition and new beginning?
- H. How are we symbolizing our new identity?

Adapted for congregational use from Managing Transitions by William Bridges