

Is This Still My Church?

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Unitarian Universalist
Association in Florida

Stepping Up?
The Transition From
Pastoral to Program
Church



The Unitarian Universalist Church
Tampa, Florida
29 January, 2012



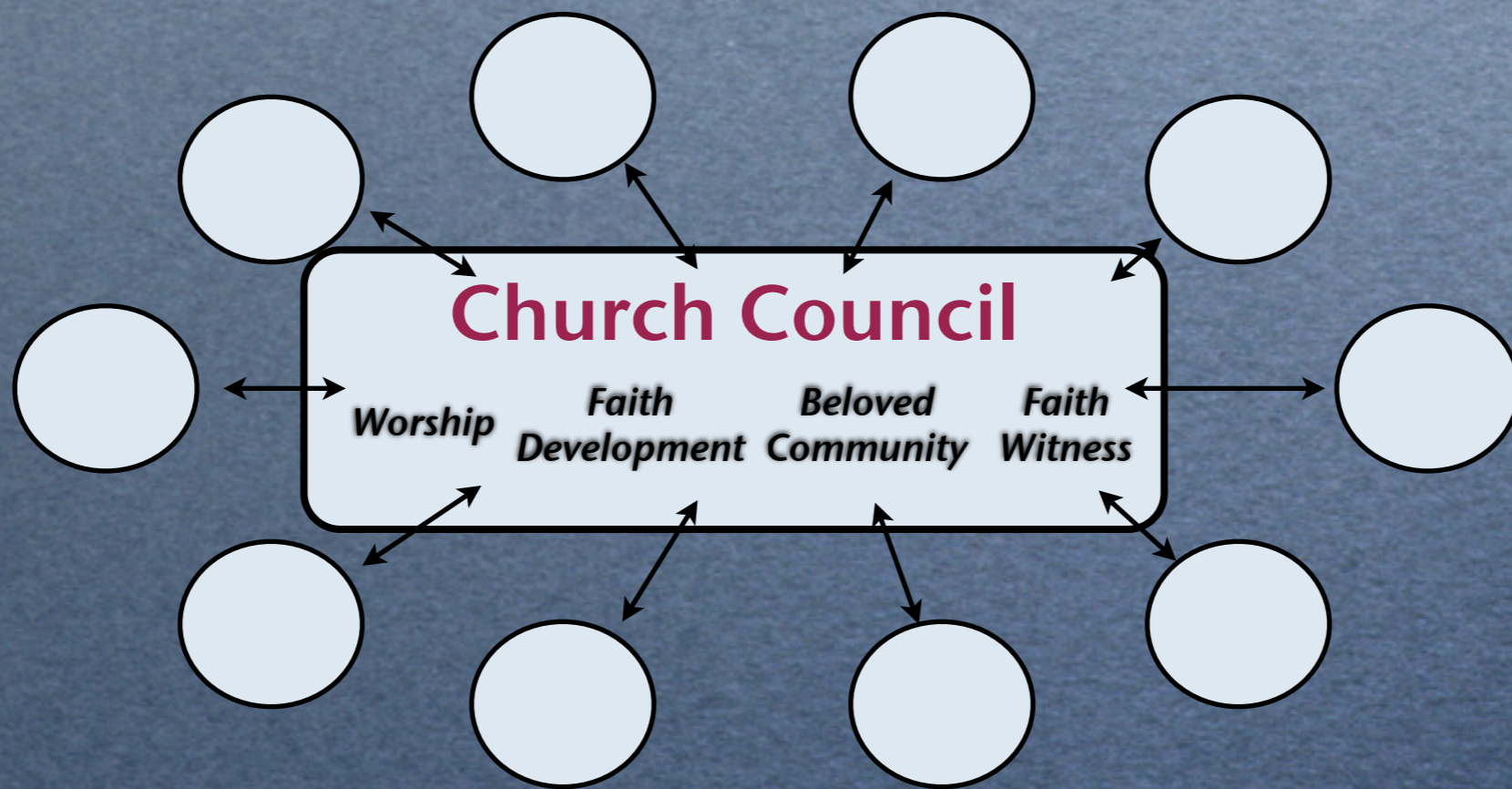
Program Size Congregation

- ▶ Up to 150-300 active members and program participants.
- ▶ This style grows out of the necessity for high quality **personal relationships** with professional staff to be **supplemented by other means**. Programs begin to fill that role.

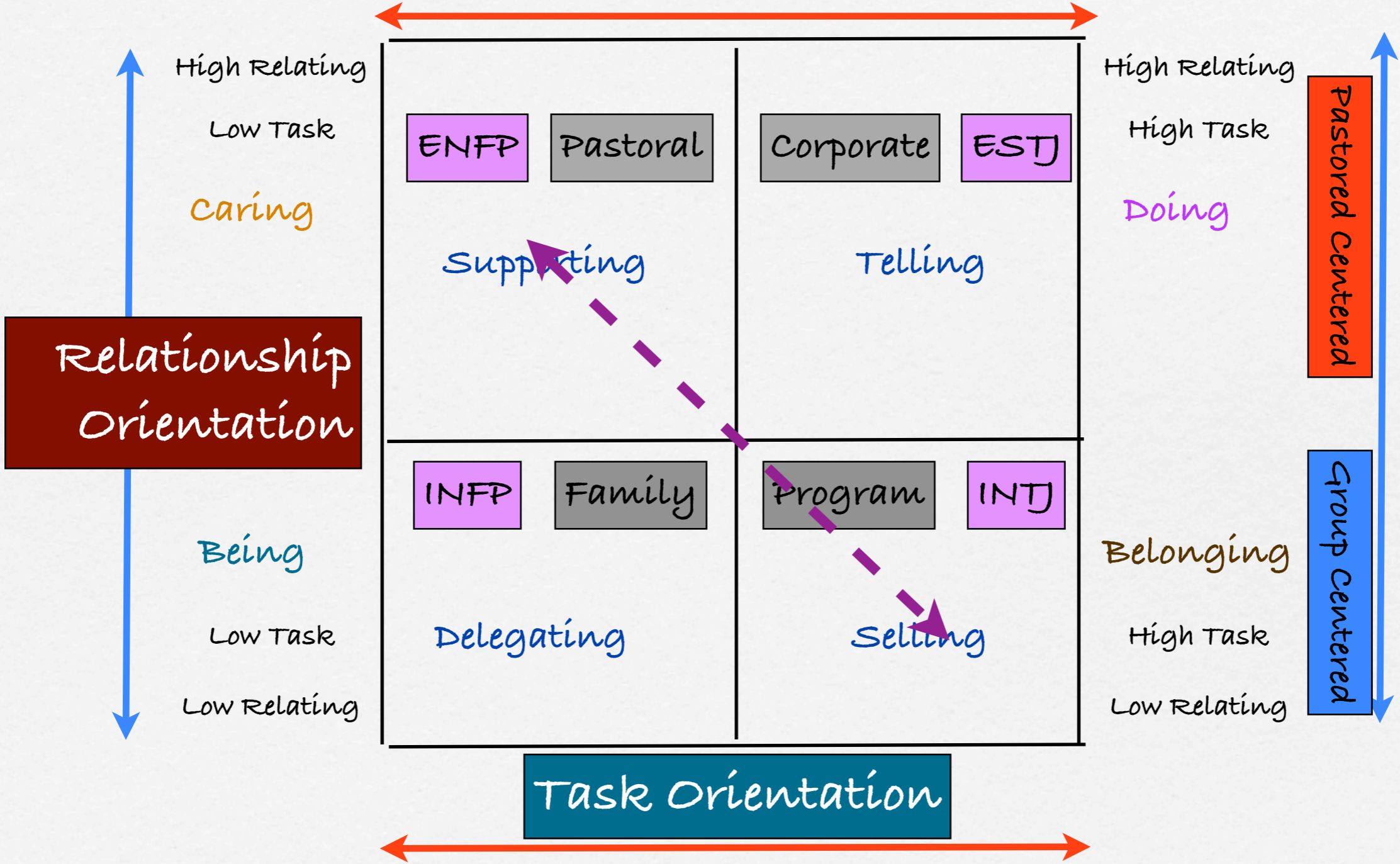
- ▶ Many **cells** of activity are conducted by lay leaders, including some pastoral functions.
- ▶ Professional staff retain a central role, though much of their time shifts to planning quality programs in **collaboration** with lay leaders, identifying, equipping and supporting members in their leadership roles.

Numbers refer to all people anywhere in the church on a given Sunday.

Program Size Congregation



The Multi-Cell Congregation



Components of Congregational Governance

1. Visioning and policy setting
2. Coordinating, calendaring and communicating
3. Planning and program management
4. Volunteer staffing shared ministry and implementing programs
5. Recruiting and training



Smaller churches focus: 2,3, 4
Mid-size “Program Councils:” 2
Large: 2 becomes staff function
Large: focus almost exclusively to 1

Congregational Growth

Maturational



The ability of a congregation to challenge, support and encourage each one of its members:



to grow in the maturity of their faith,



to deepen their spiritual roots, and



to broaden their religious imagination.

**If you were a more mature Unitarian Universalist
in a year's time, what would you point to?**

Congregational Growth

Organic



The task of building the community, fashioning the organizational structures, developing the practices and processes that



result in a dependable, stable network of human relationships in which we can grow



and from which we can make a difference.

Congregational Growth

Incarnational



What are the “outputs” of the congregation’s ministry?



What is it that the congregation seeks to export from its life back into the life of the world, the social environment in which it exists?



What are the good works that we are doing that will make the world a better place?

Congregational Growth

Numerical



Adding new members while maintaining the numbers that are already within the congregation.



Keeping track of losses and understanding why they happen.



Changing the things that need to be changed in order to retain healthy members.



Never compromising ethics or principals.

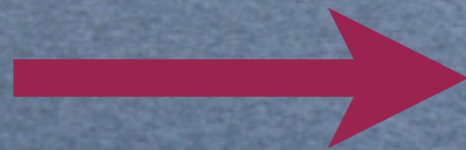


Understanding that some losses are healthy or inevitable.

Exercise: Hospitality in Two Forms

Our Home is Your Home

Pastoral Church



Program Church

1.

2.

3.

4.

5.

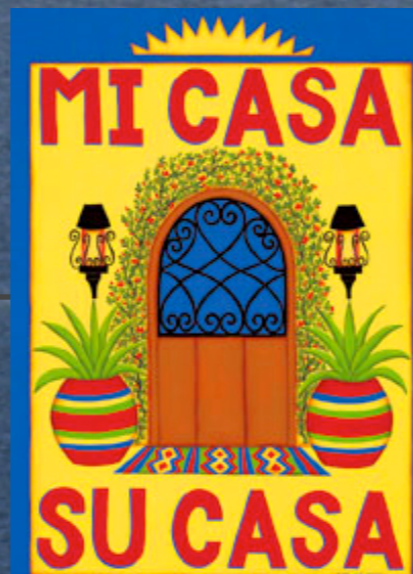
1.

2.

3.

4.

5.



**From Pastoral-
Centered Ministry**



**To Program-
Centered Ministry**

Leadership

Worship

Membership

The Beloved Community

**Faith Development
& Program Ministries**

Your Public Face

Stewardship

A = Pastoral

Choice Points for Clergy

B = Program

A. Do more visiting to shut-ins?

B. Put more time into sermon preparation?

A. Attend a wedding reception?

B. Go on a retreat with parish staff?

A. Call on prospective members?

B. Conduct a training session for church officers?

A. Visit a bereaved family?

B. Help two church officers resolve a conflict?



Choice Points for Clergy

A = Pastoral

B = Program

A. Make a hospital call on a fringe member?

B. Attend a continuing education event?

A. Engage in pastoral counseling with members?

B. Attend a planning event with officers?

A. Do more parish calling?

B. Recruit leaders for parish events?

A. Attend an activity with parish youth?

B. Critique a meeting with a church officer?



How to Kill a Church



Have no reason for being.



Be no different than a club, political party, or social service group.



Be boring!



Be indifferent to your guests.



Be disdainful of those who are different than you.



Keep the place dirty and unsafe.



Talk endlessly about yourselves -- Have nothing to say to the world.



Enjoying fighting. Encourage bullies.



Do church on the cheap.



Demonstrate a lack of integrity.



Henpeck, ridicule, and disrespect your leaders, lay and professional.



Have no plan for growth, no goals, to measure, hold no one to account.

Ten Essentials of Congregational Growth



Be clear about your Purpose.



Be explicitly Religious in character.



Make a Tangible Difference!



Be clear about your Integrity & your Boundaries



Be passionately, Broadly Inclusive and Radically Hospitable.



Offer exciting, hot Worship — Make it Rock!



Walk your Talk.



Stay connected to larger Unitarian Universalist ministry.



Mind the Store.



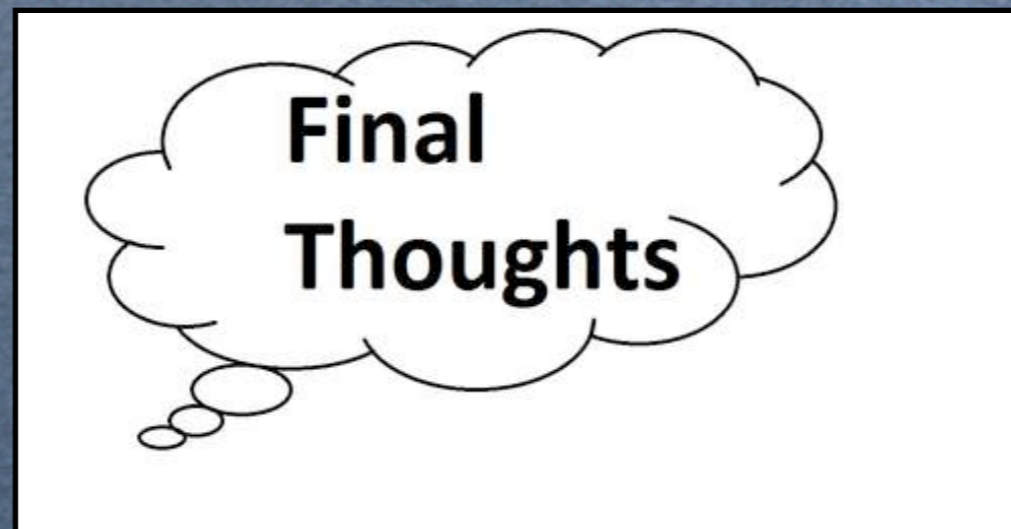
Learn to Love Assessment.



Be effectively led.



So long as a church is primarily concerned with entertaining the personal comfort and preferences of its membership, it will move, touch, inspire, and influence no one beyond its walls.



When a church frees itself of its “self,” then it holds almost unlimited power to change culture.

Thank You!

See you in Jacksonville

March 23-25

CROSSING BOUNDARIES: A MINISTRY OF INCLUSION

See you in Phoenix

<p>UNITARIAN UNIVERSALIST ASSOCIATION OF CONGREGATIONS</p>  <p>GENERAL ASSEMBLY</p>	<p>PHOENIX, AZ JUNE 20-24 2012 JUSTICE GA</p>
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