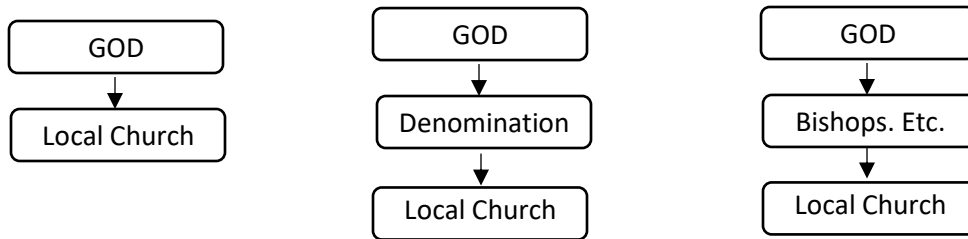


#3: Dimensions of Church Organization

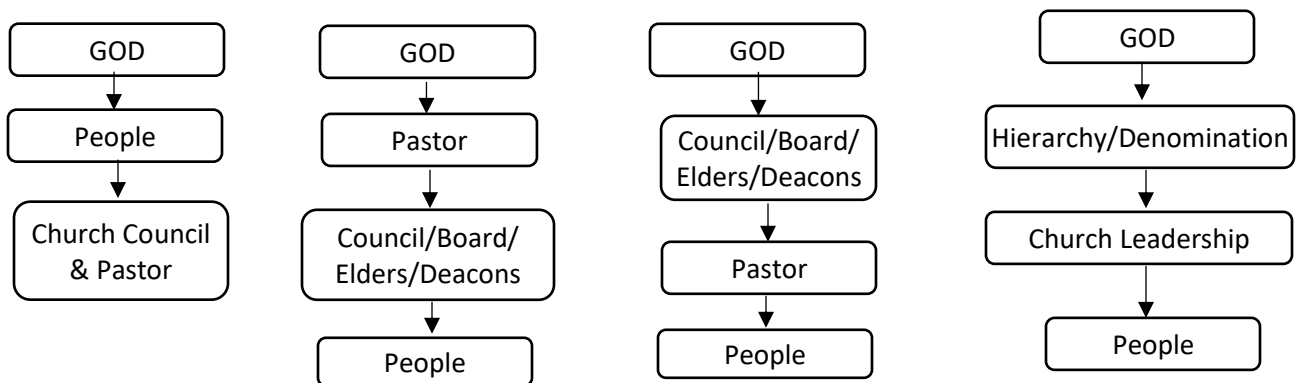
i. Models of Church Government

Question One: Does authority flow from God directly to the people or are there levels in between?



NONE OF THESE ARE COMMANDED IN THE BIBLE! Baptists have used the first two.

Question Two: Who leads in the local church? Who sets policy and makes decisions?



NONE OF THESE ARE COMMANDED IN THE BIBLE! Baptists have used all of these but the last rarely.

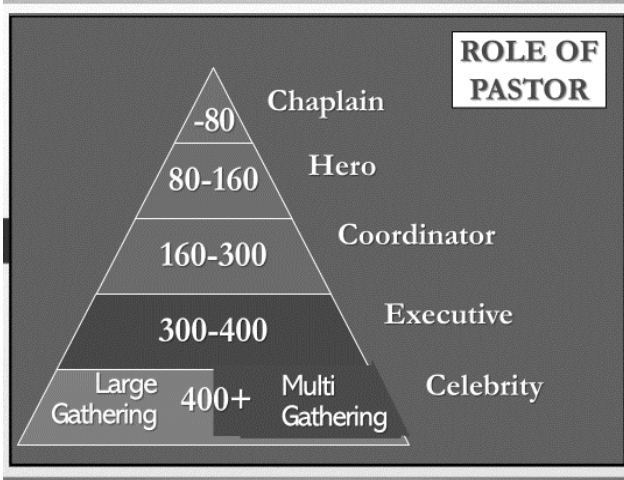
ii. **The Sociology of People in Groups**

Look at the following list. People tend to organize themselves in groups based upon the number of people in a group AND how easily they find it to relate to people. Fascinatingly, in the list below multiply each number by 3 to get the approximate number of people in the next level. In a moment we'll see how this idea connects with how churches organize. (These numbers are based on the work of a sociologist and are called *Dunbar's Numbers*.)

- 4-6 - Close support group
- 12-16 – Friends you really trust (the size of a church small group)
- 40 -60 – People you may call friends (the size of a larger group or circle of people in a church)
- 120-180 – People you can keep tabs on (about a middle-sized church in Canada)
- 360-500 – Faces you might recognize (churches we feel are large)
- Over 500 – Basically strangers

iii. How Size of Church Affects Leadership & Pastoral Roles (Typically)

The descriptions below are typical but may shift some from church to church. Rural churches, and urban churches in poorer areas are more like family. Suburban and well-off urban churches function more like businesses. Churches composed of older people often emphasize having a pastor that 'cares for them' while younger congregations may look for a pastor who will 'lead them'.

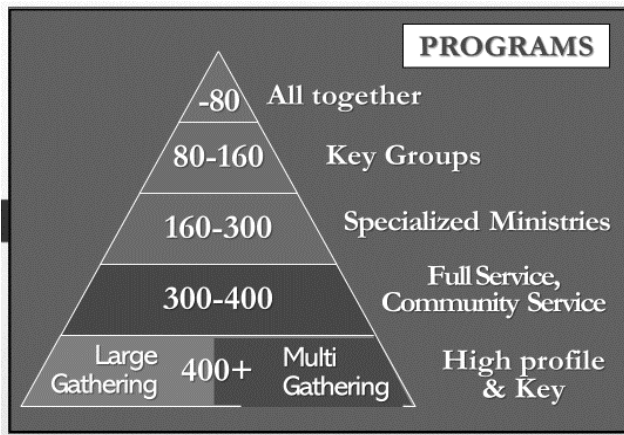


-80: In a smaller church – unless it is a church plant - the emphasis is usually on taking care of the members and acting like a chaplain. Much visiting.

80-160: These put large demands on the Pastor because they are big enough to be more diverse and to want to offer more programs but don't really have enough people to provide the work. In less wealthy churches pastors try to do everything. In better-off churches some staff are hired in key areas.

160-300: has the people and the pastor tends to add administrative duties as the coordinator and trainer of leaders.

300+: Pastors become Executives delegating duties and setting vision. As churches grow further the Pastor becomes a known figure/celebrity in an area and the church begins to reflect her/him.

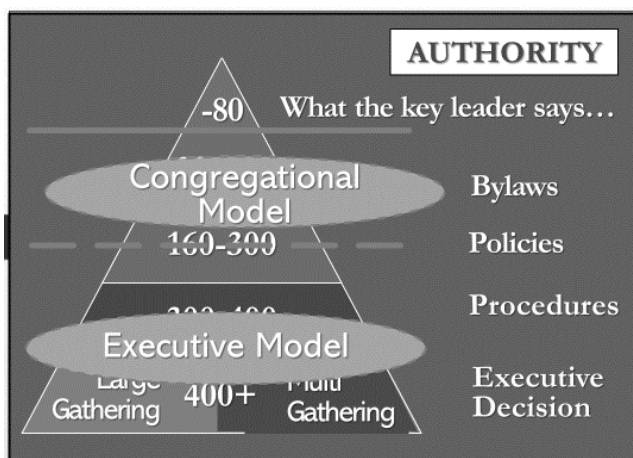


-80: Most things are done together as a group. Meetings are often like the getting together of an extended family.

80-160: Depending upon the church some groups take special importance due to size. The church focusses on serving or reaching specific target groups.

160-300: has the people and the pastor tends to add administrative duties as the coordinator and trainer of all the other leaders.

300+: Pastors become Executives delegating duties and setting vision. As churches grow further the Pastor becomes a known figure/celebrity in an area and the church begins to reflect her/him.



-80: A key leader makes decisions. It may be the Pastor, an elected leader, or a long-time member of the congregation with unofficial authority.

Middle Size: Typically these churches emphasize leadership by the people and rely on Bylaws to organize them enough to bring them together to make decisions. The larger the church the more authority the congregation delegates to a Board or Council until a point is reached when THAT group becomes the main authority.

Large: Churches develop elaborate policies and procedures to govern most situations and the multiple staff that they have. Leadership tends to function like it would in a corporation.

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Our Queensway version will focus on varied ideas drawn from Biblical references, thoughts from theologians and students of society, We call these ThED talks- Theological Education and Discussion, Please use this page at home to reflect upon in the light of who we are as

a church today. Open up your Bible to check the references, and then think and pray about what you've read. As we all do this, we will be opening ourselves to the leading of God's Spirit in our church community.