

Leadership Dos and Don'ts for the small congregation

Don't have the same people in leadership positions year after year.

Don't have a governing board of more than seven people.

Don't have newcomers assume leadership positions – someone should be a member for at least a year before being on the governing board or chair of a task force or committee.

Do streamline your organizational structure. Small congregations don't need all the same committees and groups that mid-size and large congregations have.

Do follow your by-laws, and don't be afraid to rewrite them to bring them into current or better practice.

Do observe term limits.

Do use task forces instead of committees. A finite project with a clear beginning and end will appeal to people who have limited time to offer.

Do provide a clear job description and leadership training for your leaders. They may be happy to serve, but have no idea what they should really be doing.

Do figure out a structure that fits your congregation and your congregation's vision and mission. There is no such thing as a one-size-fits-all congregation.

Do cultivate future leaders. Ask people that show leadership potential to head up a task force or take on a small project before they are asked to be on the governing board.

Do look to your teenagers and young adults for leadership.

Do remember to thank people for serving our faith.

Do remember Ministry, Mission and Maintenance as you create an organizational structure for your group.

Do have your governing body create a covenant for how they are going to work and be together.

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