

13.1 Comparison of CLERGY in the Maintenance Model and the CLERGY Apostolate in the Missionary Model

Clergy's Function or Perspective	Maintenance Model	Missionary Model: Clergy Apostolate
Primary role	Pastor	Missionary, teacher, evangelist, leader, vision communicator, develops a pastoring system
Congregational identify	As a congregation, separate from other congregations in the denomination, isolated, in competition with other congregations	As a missionary outpost of the body of Christ and the denomination, networked to other congregations, cooperative with them, synergistic
Outward focus	Little or none	Disciples making disciples
Inward focus	The congregation as an association of individuals; ministering to congregation members; concerned with internal issues, some of which are divisive; maintaining or improving the church; avoid chaos, create "happy place" for members	The congregation as a community of miraculous expectations and personal transformation, part of the one church of the denomination; developing effective structures to build community and further mission; living in miraculous expectation; glorious transformation of lives
Leadership style	Hierarchical; loyalty expected	Servant-leader; participatory; trust-driven; loyalty earned
Communication style	Top-down; dictate; lecture; little feedback is sought	Two-way; listen; teach; feedback actively sought
Responsibility for evangelism	Primary responsibility	Primary responsibility for evangelism rests with laity; provides training, support, encouragement, and resources to the lay apostolate; passionate about reaching the unchurched
Use of language	Christian jargon	Language understood by unchurched
Music in worship service	Quality not a top priority; traditional music only with rare exceptions	High-quality music that may be traditional, contemporary, or blended as needs dictate
Sermons	Not necessarily relevant to daily life; not necessarily powerful; aimed primarily at church members	Powerful and instructive; inspiring; explain Christian principles that are relevant to daily life
Prayers	Prayers important	Prayer vital; many opportunities for prayer in worship, in the church setting as well as otherwise, including silent prayer; almost never read but "from the heart"
Accountability	Loyalty to the denomination leader or denomination	Loyalty to the vision God has implanted; accountability for meeting clear performance objectives based on the vision of the ministry

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Congregational growth	Lip service only; indifferent; growth actually feared or resisted	Committed to growth; passionate about making disciples and reaching the unchurched; overcomes obstacles to growth
Committee and other appointments	Reward active, visible members with appointments, regardless of their skills or community leadership roles	Seek leaders who endorse the vision, are themselves visionary and talented, and who are leaders in their communities
Lay ministries	Some lay ministries; focused primarily on members and congregational maintenance	Many lay ministries; based on needs of unchurched and disciples; lay-driven, organized, staffed, and led
Budgeting and finance	Develop a budget based on the previous year's income and expenses	Analyze the allocation of financial resources; develop accountability for results; reallocate resources to support the vision; maximize return in accordance with the vision
Planning	Top-down, with minimal lay input; usually programmatic or maintenance oriented; few if any strategies or tactics	Solicit input from those to be served (the unchurched!!!); critique the present system on the basis of vision; re-create the system, as necessary; establish goals, strategies, tactics as needed to achieve the vision
Christian education	Goals: encouragement and knowledge	Goals: discipleship; teach what evangelism is and how to accomplish it; stress spiritual formation; teach the basics as well as the richness of the Christian faith; make Christianity relevant to everyday life
Youth ministry	Youth viewed as church of tomorrow; form youth groups	Youth viewed as church of today; make disciples; train youth for evangelism; train and use youth ministers
Communications	Newspaper or newsletter; pew cards	Newspaper or newsletter that supports the vision and focuses on the miraculous; pew cards and brochures; videos; web page and email; work with local newspaper; contribute to denomination newspaper
Role of the miraculous	Miraculous sometimes experienced but not expected or anticipated	Miraculous expected, experienced, shared, and anticipated
Expectation of glorious transformation	Occasional at best	Glorious transformation expected, experienced, shared, and anticipated
Membership	Restricted to "as is"	Inclusive and intentionally multicultural; disciples understand themselves to be disciples and not