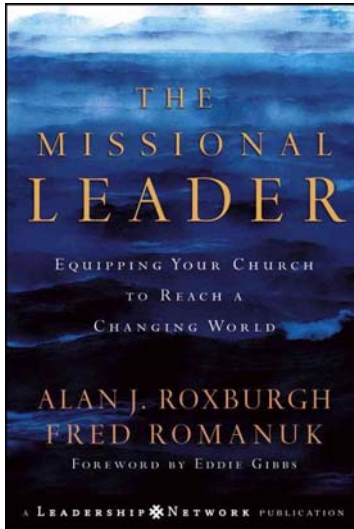


## Pastoral vs. Missional Leadership Models



The table below, adapted from the book *The Missional Leader: Equipping Your Church to Reach a Changing World* by Alan Roxburgh and Fred Romanuk, presents two very different models of congregational leadership. This is the book Markus has asked the PTT to study in preparation for his arrival.

The **Pastoral Model** represents the common role expectations placed on or held by congregational leaders. Here the assumption is that people come to the church to receive religious goods and services, and the pastor is present to engage and meet their spiritual needs in every way. For a large percentage of most congregations, pastoral care is still a central competency for any leader of a congregation. Unfortunately, simply being skilled at caring for people once they come to church is not sufficient for engaging the changing context in which a congregation finds itself today.

The **Missional Model** recognizes that people in our culture have an ever greater variety of religious options. A congregation must become a place where members learn to function like cross-cultural missionaries rather than be a gathering place where people come to receive religious goods and services.

<b>Pastoral Model of Leadership:</b>	<b>Missional Model of Leadership:</b>
Expectation that an ordained pastor must be present at every meeting and event or else it is not validated or important.	Ministry staff operate as coaches and mentors within a system that is not dependent on them to validate the importance and function of every group by being present.
<p>Ordained ministry staff functions to give attention to and take care of people in the church by being present for people as they are needed (if care and attention are given by people other than ordained clergy, it may be more appropriate and effective but is deemed “second-class”).</p> <p>Time, energy, and focus shaped by people’s “need” and “pain” agendas. Pastor provides solutions.</p>	Ordained clergy equip and release the multiple ministries of the people of God throughout the church.

<b>Pastoral Model of Leadership:</b>	<b>Missional Model of Leadership:</b>
Pastor provides solutions.	Pastor asks questions that cultivate an environment that engages the imagination, creativity, and gifts of God's people in order to discern solutions.
<p>Preaching and teaching offer answers and tell people what is right and wrong.</p> <ul style="list-style-type: none"> <li>• Telling</li> <li>• Didactic</li> <li>• Reinforcing assumptions</li> <li>• Principles for living</li> </ul>	<p>Preaching and teaching invite the people of God to engage Scripture as a living word that confronts them with questions and draws them into a distinctive world.</p> <ul style="list-style-type: none"> <li>• Metaphor and stories</li> <li>• Asks new questions</li> </ul>
"Professional" Christians	"Pastoring" must be part of the mix, but not the sum total.
Celebrity (must be "home run hitter")	
"Peacemaker"	Make tension OK.
Conflict suppressor or "fixer"	Conflict facilitator.
Keep playing the whole game as though we are still the major league team and the major league players. Continue the mythology that "this staff is the New York Yankees of the Church world!"	Indwell the local and contextual; cultivate the capacity for the congregation to ask imaginative questions about its present and its next stages.
"Recovery" expert ("make it like it used to be")	Cultivator of imagination and creativity.
Function as the manager, maintainer, or resource agent of a series of centralized ministries focused in and around the building that everyone must support. Always be seen as the champion and primary support agent for everyone's specific ministry.	Create an environment that releases and nourishes the missional imagination of all people through diverse ministries and missional teams that affect their various communities, the city, nation, and world with the gospel of Jesus Christ.