

Pastor-centered

- Pastor knows all, shapes all
- Pastor preaches (seminary trained)
- Pastor is paid to do ministry
- Pastor “lives the church”
- Pastor is the most active member
- People are consumers
- Ministry happens mostly in the church
- Ministry is easier to report on but limited
- People are commissioned for church work
- Asking people to do more at church
- Keeping doors open is most important
- Inviting others to church

Church-centered

People-centered

- Pastor is a player-coach
- People witness to life in the world
- People are empowered for ministry
- Pastor is bifocal, maybe bi-vocational
- Definition of *active member* changes
- People are doers
- Ministry happens mostly in the world
- Ministry is unlimited but harder to report on
- People are commissioned for daily life
- Affirming what people do in daily life
- Sending people out is most important
- Meeting/loving others in the world

World-centered

Review this two-dimensional spectrum with your conversation partner(s). Note the contrasts when you compare items from top to bottom and from side to side.

- Does any one quadrant describe your congregation more than the others?
- Which assumptions and practices are helpful and appropriate for the gathered church?
- Which assumptions and practices would be helpful and appropriate in an effort to bring the gathering and the scattering into alignment?
- What changes could you make in what your congregation is already doing in order to focus more on the right column?