

**Three Kinds of Congregations: Traditional, Transitional, Transformational<sup>6</sup>**

	<b>Traditional</b>	<b>Transitional</b>	<b>Transformational</b>
<b>Pastor</b>	The pastor is the primary doer of ministry – central preacher, leader, caregiver. Presence expected in most meetings.	<b>← both →</b>	The pastor is the primary leader and one of the central preachers. The pastor remains a caregiver in certain situations. Most care has shifted to the people.
<b>People</b>	Traditional worship services feature classical and traditional church music, church choirs, and traditional vestments as well as the particular liturgical elements of the individual church’s tradition.	<b>← both →</b>	In transformational congregations, a variety of worship styles may be found, including the traditional, the contemporary service and the blended service.
<b>Christian Education</b>	Classes	<b>← both →</b>	Small groups and classes
<b>People’s participation</b>	Sunday worship attendance and participation in programs – typically on a low-commitment basis (Schaller)	<b>← both →</b>	Worship attendance and participation in small groups on a high commitment basis. Involvement in programs on an “as interested basis.”
<b>People’s ministry</b>	Serve on ruling board (Session, Vestry, Council, Deacons), and committees. Some teach, usher, handle a variety of tasks. Most members have no formal ministry at any given time.	<b>← both →</b>	Ministry as lifestyle. The use of spiritual gifts and a servant heart inside and outside the church. Service within the congregation plus the understanding all of us have been “sent” in all humility to do ministry in every place and at all times.
<b>Governance</b>	The ruling board members set policy and lead programs. Emphasis on control.  Committees	<b>← both →</b>	The ruling board members identify core purpose and core principles of ministry. Emphasis on “permission-giving” – endorsing proposal consistent with purpose and principles.  Ministry Teams

<sup>6</sup>E. Stanley Ott Twelve Shifts for Transforming Your Church (Grand Rapids: Eerdmans 2002).