

Modernism and Post-Modernism in the Church

Modernism

- Short-term results
- Staff and volunteers cost us money and get some work done
- Vertical/top down planning
- Top down focus for faith and leadership (God to people; pastors to laity; adults to young people)
- Planning and programming exist to create order and structure
- One person & job. One expert
- Committees all separate

- Hierarchy is good – keeps order, is predictable and offers control
- Strength in sameness and repetition (homogeneity)
- Efficiency is increased with specialization, formalization, fragmentation and division of labor
- Discipline comes from the top of hierarchy. Rules are set by the top: pastors, committee chairs, etc. Manage the people, because they don't have enough knowledge and wisdom to manage themselves.
- Conversations and theology come from white male perspectives
- Pastor-centered
- Pastor, ministry leader casts and leads the vision. People follow – no questions asked.
- Train the pastors and other key leaders
- Measure results (more people in campus ministry)
- Keep people in the church and bring people to the church through fear (“You’ll go to hell if you’re not in church.”)

Post-Modernism

- long-term results
- volunteers and staff are an investment
- horizontal/organic planning
- faith and leadership belong to those inside and outside the congregation and the church

- Planning creates learnings from new adventures and experiences
- Groups. Teams. Collaboration.
- Permeable teams, short-term teams that work where their passions lie.
- Flattened hierarchy. Get more done, quicker. More involved
- Differences enrich our possibilities--diversity is strength
- Efficiency is increased with shared leadership and learning and allowing organic emergence

- Discipline comes from the people. People can manage themselves. Leaders should manage the process.

- Conversation and theology come from all voices of the people.

- People centered
- Vision cast and led within and by community. Pastor may be a guide for the process.
- Train all in the meanings and deeper ways of spirituality
- Measure process

- Empowerment of people to be responsible and find meaning for their own faith journey. Self-control