

Jack Woodard did this diagram of John Fletcher's thesis in the paper "Religious Authenticity in the Clergy"--a highly useful paper for search committees and for pastor/people, especially in the early days of a pastorate. The diagram is reproduced from p.2 of the June 1976 ALBAN INSTITUTE ACTION INFORMATION [The Alban Inst., Mount St. Alban, Washington DC 20016]. Note that "authenticity" is the continuum word, modified by "personal" first, then "professional," and then "particular."

THE PARISH LIFE PROCESS

THE CALL FORMALLY
EXTENDED AND ACCEPTED
THE PASTOR ARRIVES AND
IS FORMALLY INSTITUTED

STAGE I: TESTING
PERSONAL AUTHENTICITY

IS THERE ENOUGH PERSONAL
REALITY IN THE MINISTER
AND THE CORE GROUP TO LURE
THEM INTO A DEEPER RELATIONSHIP
IN WHICH ISSUES
OF POWER, AUTHORITY AND
PURPOSE CAN BE NEGOTIATED?

CRISIS: COUNTER-
DEPENDENCY

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ADMIT TROUBLE -
ASK FOR HELP -
NEGOTIATE CALL

STAGE II: TESTING
PROFESSIONAL AUTHENTICITY

IS THERE HARMONY OF HIS LIFE
AND HIS WORDS OF FAITH? IS
THIS CONGREGATION AND SITUATION
LADEN WITH ENOUGH POTENTIAL
TO BE WORTH THE PRICE OF
DEVELOPMENT?

CRISIS: OVER-
DEPENDENCY

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ADMIT CRISIS -
ASK FOR HELP -
NEGOTIATE SHARED MINISTRY

STAGE III: TESTING
PARTICULAR AUTHENTICITY

WHAT ARE OUR PARTICULAR
GIFTS? HOW WILL THEY BE
EVOKED AND SHARED IN
MINISTRY AND MISSION?

CRISIS: INTER-
DEPENDENCY

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STAGE IV: MATURE CHRISTIAN
FAITH COMMUNITY ON INWARD/
OUTWARD JOURNEY

DEEPENING
RELATIONSHIP