What are the essential qualities of a pastor?

Over the coming months NAD Ministerial is looking at the overall story arc of the pastor as it moves from call, to formal education, to internship, to ordination, and to continuing education.

At the heart of the story are the core competencies that every pastor must have. We believe that a dialogue about the essential qualities of a pastor could enhance the entire pastoral journey.

Administrators, Ministerial Secretaries and Educators are all weighing in on the topic. However without input from you, the pastor, the research is incomplete. Would you please take a few minutes to help us identify what some of the essential qualities that you believe should be found in a pastor? Click here to take the survey.

--Ivan Williams, Director, NAD Ministerial

July 14, 2013

IN THIS ISSUE

Can you live on a pastor's salary?
Open to change churches?
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Events & news: Sharing Scripture mobile

LIVING ON A PASTOR’S SALARY? YES YOU CAN!

When we made the decision to dedicate our lives to the pastoral ministry, most of us did not have achieving wealth as one of our primary goals; nor did we take a vow of poverty. When we were in our 30s and 40s, if not before, reality hit home: a financial nest egg does not happen by accident or miracle and it’s better to have one than not. The loaves and fishes may multiply, dollars are another matter. What this article sets out to accomplish is to share accounts of men and women in ministry who have successfully managed their finances and feel confident that the funds they have saved are sufficient to meet their present and future needs. The theory is that perhaps the economic success some have achieved will be a catalyst for others to follow a similar track.

Open to a change in pastoral assignment?

Read More...
Can you live on a pastor’s salary? Best Practices 7/14/13

Pastors, are you open to the possibility of a change in pastoral assignment? Perhaps you’re even open to transferring to another conference? That can create a challenge for you if you don’t have many connections outside the local conference.

To address that need NAD Ministerial has created a password protected website where conference ministerial directors can go to find pastors who might be open to the possibility of discussing a change in pastoral setting. Since personnel discussions are sensitive the site is password protected and only ministerial directors can access the site.

Send your pdf resume to Dave Gemmell (dave.gemmell@nad.adventist.org) and he will post it for you for as long as you desire.

VOLUNTEERS NEEDED - WILLIAM MILLER PROPERTY

Volunteers are needed this summer and throughout the year at the William Miller property, in Whitehall, NY, situated among the beautiful rolling hills and scenic vistas of rural upstate New York and vacation lands nearby.

With its 150 acres of property and more than 2,500 visitors a year, the Miller Home requires many volunteers to operate it, lead tours, and maintain it. Help is especially needed to spruce it up for the upcoming William Miller Camp meeting July 27, 2013.

If your family or church group is interested in a mission trip and in making a difference at this historic property, please contact: Jim & Linda Everhart at 518-282-9617 or email: williammillerfarm@gmail.com.

Receive the benefits of fresh air and exercise while ministering for the Lord in the peaceful surroundings. To learn more about Adventist historical properties, go to: www.adventistheritage.org.

BEST PRACTICES WEBINAR WITH KATIA REINERT

Health Ministries for Pastors: Making your church a center for healing in the community

Join us for a Webinar on August 20, 1:30 pm EDT

Space is limited.

Reserve your Webinar seat now at: https://www1.gotomeeting.com/register/210840984

Health Ministries for Pastors: Making your church a center for healing in the community with Katia Reinert, PhDc, CRNP, FNP-BC, PHCNS-BC, FCN
Director, Adventist Health Ministries | Adventist Recovery Ministries (ARMin)
North American Division of Seventh-day Adventists

Join us for a webinar on how you can make your church a center for health, healing and wholeness in your community by engaging in comprehensive health ministries. Learn about this renewed emphasis on transformational evangelism following Christ’s method of ministry.

You will learn about the NAD health ministries resources designed to assist you in meeting the whole person needs of your congregation and the community. We will explore resources that can help transform the fabric of your church, becoming a place where all ministries work together in a comprehensive way engage your local community making them feel drawn to your church as the place to meet their physical, mental, emotional and spiritual needs.

Topics will include:

- Comprehensive Health Ministries: the world church’s renewed emphasis on Jesus method of ministry
- Resources for pastors:
  - Adventist Recovery Ministries (ARMin): Starting ARMin and 12-step recovery group for people struggling with addictions or any unhealthy compulsive behaviors.
  - Adventists InStep for Life and LETS MOVE DAY: Engaging your members and the community in fun physical
activity while creating partnerships

- Faith Community Nursing: How your church can experience healing by engaging a nurse trained to meet the whole person needs of members and families.

- Public NAD Health website where you can advertise your health programs for free (includes guest registration)

- Learn best practices in using these resources from pastors in the field

- Training for pastors: Learn about the health ministries training for pastors coordinated by the NAD Ministerial that will take place at the NAD Health Summit in Orlando, FL, 2014 (Jan 27-31).

IDEAS, EVENTS, RESOURCES, ANNOUNCEMENTS

CALLED digital magazine for pastors is now available for download. This quarter's edition features a visit to EPIC second gen church plant in Chicago. The theme includes surviving on a pastor's salary. Included also is Bible Graphics Studio where pastors can put together sermon graphics without ever leaving their tablet device. CALLED takes the best of print, video, and social media, integrating all into a rich hands on resource for NAD pastors.

Pastors are invited to this year's Society of Adventist Communicators convention, themed Communicating Christ In The Chaos. The event will take place at the downtown Sheraton in Salt Lake City, Utah, October 24-26. There will be seminars, break out sessions, tours of local communication facilities, and fantastic keynote speakers that will all expand your knowledge of the communication profession. There will also be a time to worship and praise Jesus together. To register, please visit PlusLine.org or call 800-732-7587.

Previous resource links:

- Sharing Scripture Mobile
- Advertise Your Church Health Event: www.ChooseFullLife.org
- New PlusLine at AdventSource
- NY13
- Pastor's convention, NAD Ministerial Department
- The Seven Campaign to stop child abuse
- Andrews University Press, Homosexuality, Marriage, and the Church
- General Conference International Field School of Evangelism
- Jesus 101 Biblical Institute with speaker/director Elizabeth Talbot
- The ADVENTISTS - 2, by Journey Films
- The Great Controversy Project e-newsletter
- Real Family Talk
- Interactive health program on Hope Channel
- Meet Hiram Edson
- Free guide to using Facebook for your church

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Essential Qualifications for Adventist Clergy (Pastor's Input)

A Message From Ivan Williams

Dear Pastor,

Over the coming months NAD Ministerial is looking at the overall story arc of the pastor as it moves from call, to formal education, to internship, to ordination, and to continuing education. At the heart of the story are the core competencies that every pastor must have. To help us get started would you please take a few minutes to help us identify what some of the essential qualities that you believe should be found in a pastor?

Below you will find SEVEN open boxes for you to share some of your thoughts on essential qualities of clergy. We will compile all of the feedback and then come back with another survey that will help sharpen our focus.

Ivan Williams

Director, NAD Ministerial Department

Powered by SurveyMonkey
Check out our sample surveys and create your own now!
Essential Qualifications for Adventist Clergy (Pastor's Input)

**Essential Qualities for Professional Clergy**

Imagine that you are sitting on the ordination committee for your conference. Please list SEVEN qualities that you are looking for in a pastor. These might include such things as character traits, education, or skills.

*Essential Quality #1*

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*Essential Quality #2*

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Essential Quality #3

Essential Quality #4

Essential Quality #5
Essential Quality #6

Essential Quality #7
Essential Qualifications for Adventist Clergy (Pastor's Input)

Your Information

Thank you for your input. Now just tell us who you are so we can check you off the list as having completed the survey!

Your name (optional)

Your District (optional)

Powered by SurveyMonkey
Check out our sample surveys and create your own now!
Thank you so much for giving direction to NAD Ministerial.

Ivan Williams
Director, NAD Ministerial Department

Powered by SurveyMonkey
Check out our sample surveys and create your own now!
A Nest Egg Is Not Just for the Birds

By Lawrence G. Downing, DMin

When we made the decision to dedicate our lives to the pastoral ministry, most of us did not have achieving wealth as one of our primary goals; nor did we take a vow of poverty. When we were in our 30s and 40s, if not before, reality hit home: a financial nest egg does not happen by accident or miracle and it’s better to have one than not. The loaves and fishes may multiply, dollars are another matter. What this article sets out to accomplish is to share accounts of men and women in ministry who have successfully managed their finances and feel confident that the funds they have saved are sufficient to meet their present and future needs. The theory is that perhaps the economic success some have achieved will be a catalyst for others to follow a similar track.

All the names in the article are fictitious and the accounts have been altered to protect identity. The rest is real stuff that comes from real pastors in response to the question: how did you manage to live on a pastor’s salary and save enough to feel good about retirement?

Pastor Joel recently retired after more than 40 years in pastoral ministry. His wife’s income exceeded his. This enabled him and his wife to put their three children through college without debts. He reports that he and his wife were careful with their funds. They always paid their credit card bills in full. They did not buy expensive clothes nor take exotic vacations. They used birth control, thus postponing the costs that are part of raising a child until they were financially secure. Discipline in financial matters, he says, is essential. He took full advantage of the conference retirement matching funds. He made full use of the parsonage allowance by putting the maximum allowable in the house each year. In addition to the VALIC retirement fund, he and his wife invested in other mutual funds, bonds and property. Their net worth at retirement was in excess of 3.5 million dollars.

Pastor Joel advises pastors to become educated in financial matters. Numerous magazines and other resources provide financial advice. Subscribe, for example, to Money Magazine, FORBES, FORTUNE or similar financial journals. Become versed in the fundamentals of investment planning and spend time to learn about the intricacies of how the stock market operates. (This exercise will likely not give you assurance your money is safe, but it will let you know a bit about the risks and pitfalls associated with owning stocks.)

Pastor Alice advises pastors, to follow the old cliché, “Don’t spend more than you earn.” It’s true! She has observed the financial distress among pastoral colleagues when they take advantage of easy credit, spend their money to “Keep up with the latest,” whether its electronic gadgets, cars, travel, whatever. She noted that many of the expenditures that have drained her friend’s resources are not necessary to perform a pastor’s work. Let others brag and show off their toys, she says. Watch them jiggle the keys on their newest car as you deposit money in your savings accounts. If putting savings above gizmos creates angst, take time to evaluate your priorities, advises Pastor Alice.

One financial decision that Pastor Alice would like to amend, when she thinks back on her financial history, was the decision to buy into a time share program. While it looked good at the time, she found that with all of the expenses involved it would have been much cheaper for the family to rent a condo for a week at a
vacation destination.

In looking toward her retirement, Pastor Alice has concluded, based on what she has read about retirement needs, that it would be well to have $800,000.00 or so in the family’s savings accounts. This is in addition to the income from pension funds which she reckons will be somewhere between $65,000.00 and $70,000.00 per year.

Evaluating his present situation, Pastor Martin reports he and his wife are free of debt. They own several properties and have retirement accounts that provide them security and a sense of well-being. They live on their Social Security and pension fund income and have not drawn down any of their retirement funds. They find that they have money left over at the end of the month. As he evaluates how he and his wife have managed to accumulate about $1 million in their various investments he emphasizes one of the essentials: it is a team effort. Husband and wife together and both agreed on an economic philosophy and hold to it.

In answer to the question, Have you made financial decisions that you wish you had done otherwise? He reflects on his decision to opt out of Social Security for a time. He later opted back in, but did not contribute the maximum. His payments at retirement are less than they might have been.

For the first ten years of his ministry, Pastor Alvin paid little attention to his financial future. He and his wife lived on his salary and had a small amount left at the end of the month. A question from a tax accountant caught his attention: “How much do you want to put into your retirement account?” Pastor Alvin and his wife made the decision to begin putting $100.00 a month into a tax-deferred account. After a few years, the wonder of compound interest was evident. The pastor and his wife began to be more intentional about their future economic state. Pastor Alvin’s wife found work. They made the decision to put most of her income into their retirement account. They set a financial goal: they wanted to have an income of $55,000 to $65,000.00 per year when they retired. At this point in his carrier, Pastor Alvin believes they have exceeded this goal and is confident about his economic future.

There are pastors who opt out of Social Security. Pastor Eli is one, but unlike some who do not contribute to Social Security, Pastor Eli and his wife took the money that would have gone to Social Security and invested it in the G. C. investment vehicle, and, for the wife, Vanguard mutual funds.

In their early years of marriage, Pastor Eli and his wife struggled financially. They had a baby while in college and they took out a loan for his seminary education that left them with a debt of some $25,000.00. After completing seminary, the wife pursued a professional degree. With the added income provided by the wife’s employment, they were able to pay off the student loan, build a house, and begin investing the majority of the wife’s income into a Vanguard retirement account. They are on track to have savings in excess of one million dollars at their retirement.

Pastor Eli emphasizes several principles of financial planning: make it a team effort—husband and wife working together. (Heard this before?) Pay off the house. He estimates that they saved more than $300,000 by paying off their home in ten years rather than the 30 years of their mortgage loan. He stressed the importance of making a financial plan and following it. A fundamental investment philosophy: Don’t spend more than you have. If you cannot control credit card debt, get rid of the credit cards. He recognizes that in today’s world, it is almost a necessity to have a credit card to day, but pay it off every month. “No debt is a good debt” is his motto. Practice good stewardship. God is a good partner!

When asked about financial decisions that went south, he referenced money put into schemes promoted by acquaintances or church members. He and his wife, early in their marriage, put some money in a couple of
these get-rich, can’t lose investments. They did not collect a dime on any one of them. Lesson learned. When a too-good-too-be-true investment opportunity comes your way, put on your running shoes and head make a hasty retreat.

Pastor Mary, when asked what her personal financial practice is reported that she believes it is essential to make God a partner in her financial plans. To her, tithe is part of that equation. After paying tithe, the next rule: “Pay yourself first!” Do not, she advises, go into debt and if you do have debt, pay it off quick as you can. It is important, she notes, to consider both the pastor’s income and the spouse’s income as a package. Her goal is to have $350,000-$450,000 in retirement and savings accounts when she and her husband retire. This, she believes, along with their Social Security pension will prove adequate for their financial needs over the 20 to 25 years they may live after they retire.

Pastor Amos, now retired, reflected back on his college and seminary years. These were not easy times for him and his wife. In addition to his class work, Pastor Amos worked to pay his tuition and living expenses. The work program added additional years to his education but enabled him to finish seminary debt free. The first pastoral assignment did not provide sufficient income to afford a car so Pastor Amos rode a bicycle to visit his parishioners. He and his wife created, and adhered to, a tight budget. They identified their expenses and allocated funds from each pay check to each budgeted item. Through careful management, Pastor Amos and his wife were able to save enough to buy a piece of property. They later borrowed sufficient money to buy a house, which one year later they sold for a profit.

Their economic situation was enhanced when Pastor Amos’ wife began to work. The extra income provided more discretionary funds that were invested in more real estate. The rental income was put into paying off the mortgage for each rental property. The income from these properties is an important component of the family’s retirement portfolio. Later, Pastors Amos and his wife invested in the financial market under the care of an investment professional. Pastor Amos reports that his total retirement income is something between $10,000.00 and $12,000.00 a month. He also recommends that the pastor have a savings account or Money Market account with funds sufficient to cover 6-8 months of expenses. This is the “Rainy Day” fund.

Pastor Amos states that in his retirement years he and his wife have sufficient resources to provide a comfortable living and more. They enjoy sharing their blessings with others in need. To provide for unexpected costs that may arise from unexpected health-care needs, he and his wife purchased I-Bonds that now have a value of more than $600,000.00. (I-Bonds are interest-sensitive U. S. Government bonds. When Pastor Amos bought them, each person could buy a maximum of $30,000.00 per years. That limit has been decreased.)

Pastor Ted has been retired more than 25 years. He began his ministerial work in the office of a small conference. Later, he became a parish minister, a position he retired from at the age of 62. Pastor Ted, like Pastor Eli, opted out of Social Security. He began to invest in property, the stock market and CDs, which at the time he invested were locked in at rates of 10% to 15%. When Pastor Ted retired, he found that he was not covered by medi-care and that it would be very expensive to pay the catch-up cost to participate in Social Security. It was then that he learned that he could be covered under his wife’s Social Security. She had developed a small part-time business, paid into Social Security, and through her, he was eligible for medi-care. He and his wife receive less than $10.00 a month Social Security payments, about $1,600.00 from the General Conference Retirement Plan, and benefit from S.H.A.R.P., the G.C. retirees medical plan. He states he did not count on his GC funds for his retirement years. He relies on the CD’s and property he owns to provide a secure future. His advice: Pay off your house before you retire. Avoid debt like the plague. Pay cash for your cars.
When I reflect on the information and advice the pastors shared, there were certain common practices evident.

1. Have a financial plan—a budget—and follow it. 2. Don’t spend more than you have. 3. Be a team: the income a working spouse generates is an important. 4. Start saving early and watch the funds grow. 5. Pay off all debts, especially your house, before you retire. 6. Invest in property, stocks or other investment instruments. 7. Become knowledgeable in the investment area you select.

The salary a pastor receives does not put her/him in the high-income bracket. However, our income is considerably above the national average and likely above that of most of our parishioners. If a pastor implements the above investment strategies there is no guarantee that a secure future awaits. However, the odds are on the side of the person who does. The accounts of pastors who live in the real world and cope with real financial issues are evidence that a secure financial future is a realistic expectation. The women and men who shared their story took responsibility for their financial future, learned principles of money management, and followed an economic plan. Discipline is key, and this key opened a plethora of opportunities for a satisfying financial future.
The second quarter release of CALLED, the digital magazine for pastors in the North American Division of Seventh-day Adventists, is now available. The theme of this issue of the digital tabloid focuses on the question ‘How can you live on a pastor’s salary?’ Lawrence Downing profiles pastors who have not only survived but thrived on a ‘living wage.’ Gordon Botting and Randy Robinson share their best advice on how to get the most ‘bang for the buck’ in life. Also, since half of pastors in the NAD will be eligible for retirement soon, Del Johnson shares his best advice on retirement. Included in that article are links to the three major retirement plans used in NAD territory.

This quarter’s church visit takes Juanfer Monsalve to the second generation Epic church plant in Wicker Park, Chicago. Juanfer spends the weekend with Andres Flores picking his brain about second generation ministry, culture, values, worship, outreach, organization, and assimilation. Readers will appreciate excerpts from a sit down dialogue between Monsalve and Flores. Viewers may appreciate the documentary video that traces Monsalve’s Epic visit. John Grys shares the big picture of the loss of second generation Adventist immigrants and shines the light on signs of hope.

Many requests have come over the years for copies of the most popular Pastor’s DVD of all time, Bible Graphics Studio. Although long out of print, this project contained thousands of realistic presentation graphics featuring models in a Biblical attire and setting. NAD Ministerial has republished Bible Graphics Studio within the second quarter CALLED magazine. Within the magazine users can search through the stories, sets and design elements to find the perfect graphics for an upcoming sermon. Then, without ever leaving the tablet device, pastors can put together a custom presentation and display it for their next sermon.

CALLED takes advantage of the digital magazine format which pulls the best media features from print, video, graphics, and social media to create a unique experience for pastors. Current platforms supported include Android, iPad and Kindle. There is also a pdf version for those who don't have access to an electronic tabloid. The magazine is available at no charge to download courtesy of NAD Ministerial. To access the magazine users should go to the app store within their tabloid and do a search for ‘NAD Ministerial.’ This issue is entitled CALLED 2Q13. For more information contact Dave Gemmell at dave.gemmell@nad.adventist.org.

Writing Guidelines for CALLED – CALLED is a very practical magazine concerned with the day to day tasks of ministry. Each issue has a general theme that each writer contributes to.

How to Subscribe to CALLED
Help! I'm having trouble viewing CALLED. – Here you can find some answers to common issues with opening CALLED on your tablet device.

Women Clergy Featured in Premier Edition of CALLED – CALLED, an interactive digital magazine for NAD clergy is now available for download to your iPad from the app store.
2013 CONVENTION Fact Sheet

WHO/WHAT IS THE SOCIETY OF ADVENTIST COMMUNICATORS?
The society is a collaborative effort of Seventh-day Adventist communicators within North America to nurture the spiritual, social and professional growth of its members, foster a spirit of cooperative mission and mentor students interested in a communication career.

WHO ATTENDS THE ANNUAL CONVENTION?
Recent convention attendance averages upwards of 200 individuals—including a growing number from around the world.

Attendees could include professional communicators employed by the Seventh-day Adventist Church or volunteers working at the church level. Others attending are media professionals and university students who hope to become communication professionals. Whatever the role, this convention provides a great opportunity for networking.

Presenters at the convention include some of the brightest and best media and communication professionals in the country—and in 2013 many of them will come from the Salt Lake City area.

WHERE IS THE 2013 CONVENTION?
The convention will be held at the Sheraton Salt Lake City Hotel. The hotel offers a resort type experience in the heart of downtown Salt lake City. There is also complimentary shuttle service to the surrounding area as well as the airport. All meetings and exhibits will be located at this hotel.

WHAT’S THE THEME?
The theme is Communicating Christ in Chaos. The world we live in seems to be in constant chaos. How can we effectively share the good news of Jesus in times of crisis? This conference will examine ways to get the message of Christ across in times of chaos.

WHAT IS THE SCHEDULE?
The SAC convention runs Thursday, October 24, through Saturday, October 26. Thursday will feature media-related tours in the morning, afternoon workshops, and a fantastic opening reception with a communication showcase. Friday morning and afternoon will include a wide variety of workshops, an opportunity to participate in a community service project, and morning and evening keynote addresses. Saturday’s agenda is spiritual enrichment focused with worship, fun; and all capped off by the annual evening SAC Awards Banquet.

www.adventistcommunicator.org (register here)
Join us at the Sheraton in Salt Lake City, Utah!

THURSDAY, OCTOBER 24
7 am - 6 pm  Registration
8:30 am - 12:30 pm  Communication Tours
1 pm - 1:20 pm  SAC Welcome
1:30 pm - 4:30 pm  Workshops
4:45 pm - 5:45 pm  Communication Showcase
5:45 pm - 6 pm  Awards Part 1
6 pm - 7:30 pm  Opening Reception/Lite Fare

FRIDAY, OCTOBER 25
7 am - 8 am  Breakfast/Awards Part 2
8 am - 5 pm  Registration
8 am - 8:45 am  TechTalk Live with Bryant Taylor & Chip Dizard
9 am - 10:15 am  Keynote Address: Kurt Kennedy, brand manager, speaker and trainer
10:30 - Noon  Special Interest Groups: Communication Education, Church Branding, Electronic/ Broadcast Media/Radio, Print Media/Journalism, Public Relations, Graphic Arts, Web/ Social Media
Noon - 1:30 pm  Networking Lunch and Business Meeting/Awards Part 3
2 pm - 3:30 pm  Topical Talks: news, social media & development, legal, & PR
2 pm - 3:30 pm  Breakout Sessions
3:30 pm - 4 pm  Break: Exhibit Showcase & Refreshments
4 pm - 5:30 pm  Workshops
5:30 pm - 6 pm  Break
6 pm - 7:30 pm  Dinner
7:30 pm - 9 pm  Evening Program: Martin Doblmeier, “The Adventists 2”

SATURDAY, OCTOBER 26
8 am - 9 am  Breakfast
9:15 am - 10:15 am  Sabbath School: “The Record Keeper”
10:30 am - 11:45 am  Worship Service: Chris Oberg, pastor, La Sierra University Church, Riverside, Calif.
11:45 am - 12:15 pm  SAC Group Photo
12:15 pm - 1:30 pm  Lunch
2 pm - 6 pm  Afternoon Outing: Temple Square
6:30 pm - 10 pm  Awards Banquet

register online at www.adventistcommunicator.org