NAD Ministerial Launches a Vision for a Ministerial Architecture called Pathways.

Please read and plan to give input at the January Ministries Convention in Monterey, California.

Pathways Brochure
Pathways Handout

Click to read pdf, or Right-Click and Save As to download to your computer.
FOR NAD MINISTERIAL

New NAD Ministerial Associate joins to help focus on Women Clergy

Brenda Evril Langford Billingy joins the North American Division team as an associate director for the NAD Ministerial Department. Billingy joins the NAD Ministerial Team with mission and focus to serve women clergy, and to support and mentor younger women called by God to be pastors in the North American Division. Billingy replaces Esther Knott who transitioned as a full-time NAD Ministerial Associate and Director of the InMinistry Center at the Seventh-day Adventist Theological Seminary at Andrews University.

Pastor Billingy was born on the Island of Trinidad, West Indies - the youngest of eight children born to Gladys and Lenny Langford. She received a pre-professional degree from Caribbean Union College at 18 years of age and then migrated to the United States where she completed her B.A. degree in Phychology from Columbia Union College and a M.A. degree in Education from Howard University.

In 1995 Brenda was ordained as a local Elder and her life began to change dramatically. Serving in that capacity allowed her to discover the special gifts that God has graciously bestowed upon her - especially the gift of speech, counseling and encouragement. It was then that she made a promise to the Lord that when her children were enrolled in College she would devote all of her time and attention to His purpose for her life.

Read More.

BEST PRACTICES WEBINAR
TUESDAY, NOVEMBER 19

NAD Ministerial Webinar for Pastors
Tuesday, November 19, 2013 at 1:30 p.m. e.s.t.

Follow our "Best Practices Newsletter" on our own Ministerial Directors facebook page.

Please share with us what's happening in your conference or union. We would love to share what you doing with other Ministerial Directors in our Division.

A Point to Make

"Do more than belong: participate. Do more than care: help. Do more than believe: practice. Do more than be fair: be kind. Do more than forgive: forget. Do more than dream: work.

William Arthur Ward

Calendar

November 7
NAD Prayer Call
10:00 p.m.
For More Info

November 19
NAD Ministerial Webinar 1:30 p.m.
e.s.t. with Dr. Joseph Kidder

December 2-5
Secrets To A Thriving Church
presented by Dr. Joseph Kidder.
He serves as a professor of Biblical
Spirituality at the Seventh-day Adventist
Theological Seminary at Andrews
University in Berrien Springs, Michigan.

How did the early Christians leave such
a profound impact on their world? And
how can we, 2,000 years later, follow in
their footsteps?

The Big Four thoroughly explores
four key secrets that not only made
the early church a success but also
produced thriving Seventh-day
Adventist churches that are rapidly
growing the kingdom of heaven.

No matter who you are, The Big
Four's inspiring stories and
practical, proven methods will
equip you to experience personal
and collective revival, ultimately
leading to powerful ministry and
evangelism.

Pastors, do you want your church grow? Do you want to
know the keys yielded from years of research regarding
growing Adventist churches in North America?
Don't miss this exciting and revealing webinar.
This is the last webinar for 2013.
Pathways to Effective Pastoral Ministry

A Proposal for a Fully Integrated Growth & Development Journey from Call to Culmination

Precollege
College
Seminary
Ordination
Retirement
Continuing education
Church pastors are arguably the most important gatekeepers in the Seventh-day Adventist Church. They are the linchpins between church leadership and member-in-the-pew. The GC’s recently released study of North American Division pastors reveals some interesting data on pastors. 88% of them “strongly agreed” that God had called them to the pastorate. Yet the same research revealed some challenges. While two-thirds of pastors held graduate degrees, 7% of pastors have not even completed college. Three of five NAD pastors (62%) expressed the need for in-service training.

Where are the pastors for the future? Millennials are the largest generation ever in America making up 25% of the American population, yet only 9% of NAD pastors are from that generation. While increasing, the calls to ministerial students are still few. In the meantime the pathway to ministry is difficult to find for those who may be experiencing a call. While most professional occupations have basic core competency requirements, Adventist ministry has no single agreed upon set of qualifications needed for the role of pastor.
The median age of pastors hovers between 55-60 years which means that over the next ten years about half of NAD pastors will be eligible for retirement. As the division ramps up to welcome a couple thousand new pastors into the ministry they are presented with an unprecedented opportunity to create a fully integrated growth and development journey from call to culmination.
More than twenty entities are directly involved in the development of pastors through the varied passages of a pastor’s career such as:

- Local Congregations
- Local and Union Conference Administrators, and Executive Committees
- Elementary Schools and Academies
- Ministerial Departments
- Youth Departments
- Association of Adventist Colleges and Universities
- NAD Board of Ministerial and Theological Education
- College Religion Departments
- Seminaries/Graduate Schools
- InMinistry Center
- North American Division Evangelism Institute
- Adventist Society for Religious Studies
- Adventist Theological Society
- Chaplains
- Adventist Learning Community
- Retirement Offices
STEP ONE of this collaborative effort begins with a question: *What are the core qualities and competencies of an effective pastor?* To find the answer, the NAD’s ministerial department embarked upon an ambitious undertaking. They queried several key stakeholders: College religion teachers, ministerial directors, Seminary faculty and the pastors themselves as to what they considered to be the core competencies of a pastor. Seven qualities have emerged so far through inductive and deductive analyses of hundreds of nominations. These include:

- Character
- Evangelism
- Leadership
- Worship
- Management
- Scholarship
- People skills

STEP TWO asks the question: What are the experiences in the life journey of a pastor that develop the core qualities and competencies of an effective pastor? How can these diverse experiences be so articulated so that they provide a powerful locus of growth. Step Two also examines the many actors in the pastoral formation enterprise and explores how these entities can best be choreographed so that they result in documented attainment of the core competencies.
Imagine a clearly marked pathway of ministry where a pastoral candidate could hear and validate a call; be nurtured by education in the classroom and church setting, as well as informal practical experience; continue down the path of growth as a ministerial intern; leading up to meeting core competency standards required for ordination/commissioning; followed by a lifetime of continual professional growth and service.

The North American Division and its constituent organizations already invest heavily in the preparation and nurture of pastors. One can only imagine how effective these diverse efforts will be when fully aligned around a focused and unified strategy! For many who are weary of turf battles and fragmented efforts, the moment has come for a fresh, new approach.
One can only imagine how effective these diverse efforts will be when fully aligned around a focused and unified strategy!
MISSION: Empowering the ministerial community in leading churches to reach their world for Christ with hope & wholeness

VISION: Throughout the NAD the ministerial community is valued, connected, effectively supported and equipped with training and state of the art resources. Every church exudes hope and wholeness with significant spiritual and numerical growth.
Pathways to Effective Pastoral Ministry

A Proposal for a Fully Integrated Growth & Development Journey from Call to Culmination

North American Division Administrative Council
North American Division Ministerial Department
North American Division Office of Strategic Planning and Assessment

Silver Spring, Maryland
Draft Version 10/24/2013
Pathways to Effective Pastoral Ministry  --  Blank Grid

<table>
<thead>
<tr>
<th>Pre-professional; senses a call by God to pastoral ministry</th>
<th>Professional: Employed by Conference</th>
<th>Retirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-college</td>
<td>College</td>
<td>Employed other work</td>
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<tr>
<td>Formal academic classes and seminars</td>
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<td>Informal credit-based field and/or practical experiences</td>
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<td>Non-formal experiences that identify/develop pastoral talent</td>
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<td>Outcomes Desired</td>
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</table>
**Pathways to Effective Pastoral Ministry -- Experiential Milestones**

<table>
<thead>
<tr>
<th>Pre-professional; senses a call by God to pastoral ministry</th>
<th>Professional: Employed by Conference</th>
<th>Advanced specialized study</th>
<th>Retirement</th>
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</thead>
<tbody>
<tr>
<td>Pre-college</td>
<td>Seminary (MDiv)</td>
<td>Continuing education</td>
<td>Voluntary service</td>
</tr>
<tr>
<td>College</td>
<td>Seminary (MAPMin)</td>
<td>(required)</td>
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</tr>
<tr>
<td>Employed other work</td>
<td>Internship</td>
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<tr>
<td>Seminary self sponsored</td>
<td>Examples: Exegesis, Biblical</td>
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<td></td>
<td>Spirituality</td>
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<td>Professional</td>
<td>Example: Chaising a board</td>
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<td>Example: Public Evangelism</td>
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<td></td>
<td>Example: Field work in</td>
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<td>church team-building</td>
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<td>Example: ALC course in how to</td>
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<td>support Adventist education</td>
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<td>Example: Field work portion of</td>
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<td></td>
<td>degree</td>
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<td>Example: Intern supervision</td>
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<td>short courses</td>
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<tr>
<td>Pre-college</td>
<td>Example: Leadership in local</td>
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<tr>
<td>College</td>
<td>church</td>
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<tr>
<td>Employed other work</td>
<td>Example: Conducts revival in</td>
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<tr>
<td>Seminary self sponsored</td>
<td>local church</td>
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<td></td>
<td>Example: Local church treasurer</td>
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<td>Professional</td>
<td>Example: Graduate assistant</td>
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<td></td>
<td>Example: Mentorship by supervising</td>
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<td>Pastor</td>
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<td>Example: Attend 2015 NAD Pastor’s</td>
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<td>Convention</td>
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<td>Example: Mentoring other pastors</td>
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### Outcomes Desired

- **Evidence of potential in character, evangelism, people skills**
- **Evidence of potential in communication, leadership, scholarship**
- **Evidence of potential in management, communication**
- **Evidence of scholarship potential and promise in all pastoral competencies**
- **Evidence of scholarship and all other pastoral competencies**
- **Demonstrated growth and development in practical pastoral competencies**
- **Demonstrated continuous growth and development in all of the pastoral competencies**
- **Demonstrated leadership in all competencies and specialized expertise in same**
- **Ability to mentor, coach, and assist in developing pastors or become an interim pastor**
<table>
<thead>
<tr>
<th>Pathways to Effective Pastoral Ministry -- NAD Development Partners</th>
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<td>Schools</td>
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<td>Elem &amp;</td>
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<td>Union &amp; NAD Planners</td>
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<tr>
<td><em>Non-formal experiences that identify and/or develop pastoral talent</em></td>
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<tr>
<td>Local Church</td>
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<td><strong>Outcome Desired</strong></td>
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