

# Corequalities of an Effective Pastor Upon Completion of Master of Divinity



★ Indicates educational stage where the most learning will take place.



MANAGEMENT



SCHOLARSHIP



RELATIONSHIP



WORSHIP



EVANGELISM



CHARACTER



LEADERSHIP

## CHARACTER: The foundational quality, allows the character of Christ to be formed in us and modeled through personal integrity with the following professional standards of ministry

### Discerns and Follows the Leading of God

Demonstrates growing ability to discern and follow the leading of God

### Passionate for God and Compassionate for Others

Demonstrates growing passion for God and compassion for others

### Loyal to Christ and the Mission and Beliefs of His Church

Demonstrates growing personal loyalty to Christ and His church

### Faithful to Biblical, Moral, and Ethical Principles

Articulates the biblical principles that form the foundation for contemporary morality and ethics

### Humble, Trustworthy, and Honest

Demonstrates personal growth in the character traits of humility, honesty and trustworthiness

### Discerning, Open, and Impartial

Demonstrates personal growth in the character traits of discernment, openness and impartiality

### Motivated, Disciplined, and Resilient

Demonstrates personal growth in the character traits of godly motivation, discipline and resilience

## WORSHIP: Facilitating an enriching corporate worship experience that brings people into the presence of God

### ★ Christ-Centered, Biblical Preaching

Articulates homiletic best practices and demonstrates growing ability to combine homiletic best practices with a Christ-centered understanding of Scripture and theology

### ★ Well-Prepared Worship Experiences

Articulates Adventist theology and best practices of Adventist congregational worship, and demonstrates growing ability to lead congregational worship

### ★ Ensures Creation of Inviting Church Entry Points (Phone/Web/Sign/etc.)

Articulates best practices for creating inviting church entry points, including: church sign, web site, announcements, phone, members, streaming, social media, pew cards, advertising, publications, and all other methods a congregation uses to engage with their community

### Fosters Spiritual Maturity through Biblical Spiritual Disciplines

Practices a transformational devotional life and demonstrates growing spiritual maturity

### Effective Teacher and Mentor

Articulates best practices of teaching and mentoring, and demonstrates growing ability to teach and mentor for discipleship.

### Advocates for the Marginalized

Demonstrates growing care for and ability to minister to the marginalized, in the practicum setting

### Successful in Leading and Promoting Small Group Ministries

Demonstrates growing ability to implement best practices to lead different types of small groups using a variety of resources

### Facilitates the Full Cycle of Evangelism/Discipleship

Demonstrates growing ability to implement best practices for community outreach in the practicum setting

Demonstrates growing ability to implement best practices for contextualized evangelism/discipleship, in the practicum setting

### ★ Effective in Gaining Decisions and Incorporating Pre- and New Members

Demonstrates growing ability to implement best practices for gaining decisions and incorporating pre- and new members, in the practicum setting

### ★ Advances Church Planting

Articulates the importance of church planting from Scripture and denominational history, and demonstrates growing ability to implement best practices for planting a viable church, in the practicum setting

### ★ Participates Actively in Church Life

Articulates best practices for effective pastoral participation in congregational life

### ★ Skilled in Conflict Resolution

Articulates biblical and secular models of conflict resolution, identifying implications for personal and congregational life

Utilizes Cultural Intelligence  
Demonstrates growing cultural intelligence and understanding of one's own biases, and of best practices for effective cross-cultural communication

### ★ Listens Empathetically and Communicates Effectively

Articulates best practices for effective communication and demonstrates growing ability to listen empathetically and communicate sensitively

### ★ Effective in Spiritual Care and Mental Health Screening

Articulates best practices of biblical/spiritual counseling and demonstrates growing competence in counseling ability, in the practicum setting

Articulates best practices for mental health assessment and referral, and demonstrates growing competence in assessment and referral, in the practicum setting

### ★ Competent in Family Dynamics

Articulates a biblical theology of family and the implications of family systems theory for personal and congregational life

### Loves and Forgives People Unconditionally

Demonstrates growing understanding of personal sinfulness, as well as ability to give and receive forgiveness

### Hospitable

Articulates best practices of hospitality for pastoral ministry

### ★ Adapts Well to New Situations

Articulates best practices for learning adaptability to change in spiritual, church and social life

Maintains Relational Boundaries and Confidentiality  
Demonstrates growing ability to implement best practices for maintaining relational boundaries and confidentiality

## MANAGEMENT: Executing responsibilities in a timely and well-organized fashion

### Skilled in Organizing Special Events

Demonstrates growing ability to implement best practices for organizing special events, in the practicum setting

### Responsible in Financial Oversight

Demonstrates growing ability to manage personal finances

Demonstrates growing ability to implement best practices of church and/or school financial management, in the practicum setting

Implements best practices of project management to create a project plan, in the practicum setting

### Skilled in Church Governance

Describes the role of church staff and volunteer leaders in congregational life, as outlined in Scripture and the church manual

Describes recommendations for leading church boards and committees, as described in Scripture and the church manual

### Gets Things Done on Time

Articulates best practices of time management for ministry, and demonstrates growing ability to apply them for meeting work, family and school obligations

### Available to Members and Insures Visitation

Articulates best practices for personal availability and member visitation and demonstrates growing competence in visitation, in the practicum setting

### Promotes Risk and Crisis Management

Articulates best practices for risk prevention and management, including appraisal of congregational insurance needs

Describes stress management frameworks and how to apply them to facilitate personal coping in stressful situations

Describes triage and strategic planning processes and how to apply them to crisis/emergency situations in the church and community

### Practices and Promotes Wholistic Stewardship

Articulates best practices for preaching/teaching wholistic stewardship principle and demonstrates personal growth in wholistic stewardship

### Articulates Clearly in Oral and Written Communication

Demonstrates growing proficiency in written communication skills, through persuasive academic assignments and papers.

Demonstrates growing oral communication skills through compelling speeches and presentations

### Proficient in Social Media and Computing

Implements best practices of social media and computing in the educational and practicum setting

## LEADERSHIP: Building a Church vision and equipping members to learn, grow, and serve

### ★ Empowers Church to Strategically Pursue Mission

Articulates best practices for and common barriers to the development and implementation of a strategic church plan

### ★ Makes Wise Decisions

Integrates biblical and secular models/methods to articulate a personal philosophy of decision-making in the process of leadership

### ★ Champions Adventist Education

Articulates the history/philosophy of Adventist education and best practices for championing Adventist education in the pastoral district

### Equips, Motivates, and Empowers Every Member in Gifts

Articulates best practices of delegation in the local church

Articulates best practices for building a gifts-based approach to ministry

Articulates best practices for electing, nurturing and training volunteer leaders in the local congregation

### ★ Models Servant Leadership

Articulates a biblical theology of leadership and the importance of servant leadership for healthy church and communal life

### ★ Inspires Excellence

Demonstrates growing commitment to the pursuit of excellence in personal and professional life

### ★ Supportive Team Player

Articulates best practices for building a team-sensitive approach to ministry and demonstrates growing ability to be a team player

## SCHOLARSHIP: Diligently and carefully studying the Bible and professional resources for continuous personal growth in Christ

### Comprehensive and Well-Integrated Doctrinal Knowledge

Understand and clearly communicate deep systematic connections between foundational Christian doctrines.

Demonstrate the ability and confidence to intelligently converse on various theological topics related to foundational Adventist doctrines with non-Adventists.

Demonstrates the integration of Adventist fundamental beliefs into a comprehensive understanding of the Great Controversy, explaining the central role and function of Christ and our hope of victory in Him

Critiques other traditions and worldviews in light of Scripture and of the full body of Adventist doctrine, including attention to the impact of these various ideas on daily life

### ★ Current on Best Practices of Ministry

Demonstrates the ability read and consult in order to learn and keep current with best practices in the major areas of ministry

### Prepared Academically

Evaluates information and truth-claims found within various sources including books, articles, websites, and databases providing primary, secondary, and tertiary sources

Demonstrates the ability to define an achievable question for biblical/theological study, assess previous thinking on the topic, and use appropriate methodologies and good reasoning to explore the topic and present one's conclusions

Explores the nuances of particular historical periods and topics in Christian history and, more specifically, in the history of the Adventist movement, applying the resulting understandings to contemporary life and issues

Shows awareness of the impact that human perspectives and biases have in understanding and interpreting history

Analyze the contributions of Ellen White and the issues surrounding her life and teachings and formulate appropriate responses

### ★ Masters Exegesis, Hermeneutics, and Relevant Application

Demonstrates the use of essential biblical hermeneutical principles for biblical study and sermon preparation, contrasting these with other popular approaches to interpretation.

Demonstrates the skillful use of sound exegetical method, including appropriate application, ably evaluating the strengths and weaknesses of diverse exegetical methods.

Uses Hebrew and Greek appropriately to gain greater depth in biblical and theological studies.

Demonstrates the ability to use sound hermeneutical principles in the interpretation of Ellen White's writings

Compares and contrasts the various models of revelation and inspiration and how they affect theology

### Fulfills Continuing Education Requirement

Develops a rationale and initial resources for continuing education in the context of the 7 Core Qualities of Ministry

### Comprehensive Biblical Knowledge

Demonstrate an in-depth understanding of several books of the Bible, and how this knowledge addresses personal and church life today

Describe key characteristics of the history and cultures in which the different chronological sections of the Bible were written

Show how selected OT and NT books point toward the expectation and fulfillment of God's plan in Jesus Christ

Outlines the basic stages in the development the Bible, from the writing of the earliest manuscripts to the modern English translations, relating this knowledge to today's textual issues

Interprets the prophecies of Daniel and Revelation in a biblically sound manner

### ★ Well-Read

Habituates the practice of broad-based reading across both religious and non-religious literature and creates a long-term strategy for continuing this practice

### Develops Church as a Thinking and Learning Community

Applies learned community-building skills to participation in and helping to lead a community of learning in the church and classroom setting

### Seeks Member Feedback for Continual Professional Growth

Articulates why congregational feedback is important to professional development, and best practices for seeking such feedback in future ministry



Seventh-day Adventist Church  
NORTH AMERICAN DIVISION

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