# Corequalities
# of an Effective Pastor
# Ready for Ordination/Commissioning

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

MANAGEMENT · SCHOLARSHIP · RELATIONSHIP · WORSHIP · EVANGELISM · CHARACTER · LEADERSHIP

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

**Empowers Church to Strategically Pursue Mission**
Implements best practices for developing and implementing a written strategy for the church

**★ Equips, Motivates, and Empowers Every Member in Gifts**
Implements best practices to develop a delegation system that promotes a team mindset among leaders of the local church

Implements best practices for leading a congregation toward a gifts-based approach to ministry

Implements best practices for assessing, training, and nurturing volunteer leaders for ministry

**Models Servant Leadership**
Models servant leadership in all aspects of personal and professional life

**Inspires Excellence**
Models growing commitment to excellence and mentors others toward excellence

**Supportive Team Player**
Implements best practices for building a team-sensitive approach to ministry in the local congregation

**Makes Wise Decisions**
Identifies and implements appropriate decision-making models in specific congregational situations

**Champions Adventist Education**
Implements best practices for championing Adventist education in the pastoral district

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

**★ Skilled in Organizing Special Events**
Consistently implements and teaches the best practices when organizing special events in the church setting

**★ Responsible in Financial Oversight**
Demonstrates ability to consistently manage personal finances

Consistently implements best practices of accounting to provide financial oversight in the church

Demonstrates growing ability to implement best practices of project management to local church projects

**★ Promotes Risk and Crisis Management**
Demonstrates growing ability to implement and teach best practices for risk prevention and management in ministry and congregational life

Demonstrates growing self-regulation and ability to foster others' coping strategies in stressful situations

Implements effective triage and strategic planning processes to crisis/emergency situations in the church and community

**★ Skilled in Church Governance**
Demonstrates growing ability to implement best practices for electing/hiring and replacing church staff and volunteer leaders

Consistently implements and models best practices when leading church boards and committees

**★ Gets Things Done on Time**
Consistently implements best practices of time management to meet personal and ministry obligations

**★ Practices and Promotes Wholistic Stewardship**
Models wholistic stewardship and implements best practices for preaching/teaching wholistic stewardship principles and effectively assesses congregational giving patterns (in collaboration with church treasurer)

**Articulates Clearly in Oral and Written Communication**
Communicates effectively with the congregation and community through written documents (bulletin, newsletters, announcements, news stories, press releases, emails, etc.)

Demonstrates robust oral communication skills within the congregation and community

**★ Available to Members and Insures Visitation**
Consistently implements best practices for personal availability and member visitation

**★ Proficient in Social Media and Computing**
Consistently implements and teaches best practices of social media and computing for communicating with the congregation and community

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

**Comprehensive and Well-Integrated Doctrinal Knowledge**
Integrates the ideas of Christian theology into a well-synthesized whole with clear implications for Christ-centered life and ministry

Express the contributions of Adventist doctrine to Christian theology in a biblically-based and inviting way for ministry and evangelism

Applies the truths of the Great Controversy theme faithfully to interpret and engage with the complex situations of life and ministry

Integrates doctrine and life consistently in each area of personal life, teaching, and ministry

**Prepared Academically**
Uses research skills effectively for dealing with various questions and needs that arise in personal and congregational life

Demonstrates the ability to practice constructive critical thinking, research, and argumentation about biblical and theological topics, in the context of ministry

Evaluates and responds to current events and trends in the church in light of previous events in the history of the church

Uses historical views and insights to analyze and respond to practical issues in ministry and life

Navigate intelligently the complexities of the various issues in ministry surrounding the life and teachings of Ellen White

**Masters Exegesis, Hermeneutics, and Relevant Application**
Consistently uses the principles of biblical interpretation and models good hermeneutics in sermons and teaching on biblical topics

Practices the sound exegetical method as second nature in sermon preparation, teaching, and writing.

Uses Greek and Hebrew appropriately in preaching and teaching

Models in study and preaching an appropriate use of the writings of Ellen White in relation to the Bible

Uses an understanding of revelation and inspiration to engage real life issues

**Comprehensive Biblical Knowledge**
Applies increasingly comprehensive biblical knowledge in teaching, preaching, and the life of ministry

Applies the knowledge of the historical-cultural contexts of the Bible to interpretation and ministry

Consistently communicates how the Scriptures and Adventist beliefs center in the person, life, and teachings of Jesus, telling how these lead to knowledge and intimacy with Him

Responds knowledgeably to issues of biblical manuscripts, translations and canon formation

Responds critically and constructively to current issues in the study of Daniel and Revelation, distinguishing between central and peripheral elements

**Well-Read**
Integrates into life and ministry the learning and insights being gained from the ongoing practice of broad-based reading

**Current on Best Practices of Ministry**
Applies best practices to relevant areas of ministry

**★ Seeks Member Feedback for Continual Professional Growth**
Actively seeks and evaluates feedback and direction from the congregation

**★ Fulfills Continuing Education Requirement**
Identifies personalized areas for professional development and corresponding continuing educational resources

**★ Develops Church as a Thinking and Learning Community**
Demonstrates growing skills in creating a community of learning, faithfully laboring to instill this vision of Christian life in local church members

## RELATIONSHIP: Relating well to others regardless of faith, age, ethnicity, personality, or gender

**Participates Actively in Church Life**
Implements best practices for effective pastoral participation in congregational life

**Skilled in Conflict Resolution**
Demonstrates growing ability to identify and implement appropriate tools for resolving personal and congregational conflict

**Competent in Family Dynamics**
Demonstrates growing ability to apply biblical and theoretical teachings on family to improve personal and congregational life

**Loves and Forgives People Unconditionally**
Facilitates congregational growth in understanding, experiencing, and sharing God's unconditional love

Models and effectively teaches a balanced, biblical understanding of justice, mercy and forgiveness in congregational life

**Adapts Well to New Situations**
Adapts well to new spiritual, church, and social situations

**Maintains Relational Boundaries and Confidentiality**
Implements best practices for maintaining relational boundaries and confidentiality

**Hospitable**
Implements best practices of hospitality

**Listens Empathetically and Communicates Effectively**
Listens empathetically and communicates sensitively

**Effective in Spiritual Care and Mental Health Screening**
Implements best practices for biblical/spiritual counseling

Implements best practices to build a network of mental health care providers and make appropriate referrals

**Utilizes Cultural Intelligence**
Ministers sensitively in a multicultural context, implementing best practices of effective cross-cultural communication and leading the congregation to accept and care for the variety of cultures in the church and community

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

**Christ-Centered, Biblical Preaching**
Consistently implements homiletic best practices to prepare and deliver Christ-centered sermons that are theologically sound, practical, and encouraging

**Well-Prepared Worship Experiences**
Leads congregational worship in ways that are consistent with Adventist theology and traditions, and that incorporate best practices for congregational worship

**Ensures Creation of Inviting Church Entry Points (Phone/Web/Sign/etc.)**
Implements best practices for creating inviting church entry points

## EVANGELISM: Skilled and passionate about making disciples, helping people accept, internalize, and share in a vibrant relationship with Jesus Christ the Seventh-day Adventist message

**Fosters Spiritual Maturity through Biblical Spiritual Disciplines**
Models and teaches spiritual maturity through devotional habits

**★ Effective Teacher and Mentor**
Consistently implements best practices to teach and mentor for discipleship

**★ Successful in Leading and Promoting Small Group Ministries**
Implements best practices to lead and develop different types of small groups

**★ Facilitates the Full Cycle of Evangelism/ Discipleship**
Models effective personal evangelism and empowers community outreach

Implements contextually appropriate best practices for evangelism/discipleship to facilitate a culture of evangelism/discipleship in the local congregation

**Advocates for the Marginalized**
Develops an effective ministry to one or more marginalized groups

**Effective in Gaining Decisions and Incorporating Pre- and New Members**
Implements best practices for gaining decisions and creates contextually appropriate opportunities for incorporating pre- and new members

**Advances Church Planting**
Creates support for church planting among local church leaders and implements best practices to plant and/or coach a viable church plant

## 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**
Discerns and follows the leading of God, guided by local church and conference leadership

**Passionate for God and Compassionate for Others**
Models passion for God and compassion for others, and helps others to discover and share their passion for God and compassion for others

**Loyal to Christ and the Mission and Beliefs of His Church**
Models and effectively leads others toward loyalty to Christ and His church

**Faithful to Biblical, Moral, and Ethical Principles**
Models a principle-based approach to morality/ethics and effectively teaches faithfulness to biblical, moral, and ethical principles

**Humble, Trustworthy, and Honest**
Models the character traits of humility, honesty and trustworthiness, and effectively teaches their role in the Christian life

**Discerning, Open, and Impartial**
Models the character traits of discernment, openness and impartiality, and effectively teaches their role in the Christian life

**Motivated, Disciplined, and Resilient**
Models the character traits of godly motivation, self-discipline and resilience, and effectively teaches their role in the Christian life

Seventh-day Adventist® Church
NORTH AMERICAN DIVISION

nadMinisterial

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