
***Telephone Interviews of
Seventh-day Adventist
Pastors***



***Conducted by the Center for Creative Ministry for the
North American Division of the Seventh-day Adventist Church***

Telephone Interviews of Seventh-day Adventist Pastors

EXECUTIVE SUMMARY

Environmental Scan studies are conducted for the Office of Information and Research to identify trends and collect information to utilize in planning, decision-making and policy development.

QUICK STATS

Interview Dates: Nov. 12, 1998 – Dec. 11, 1998

Number of Calls in this Report: **50**

Number of Conferences Represented: **20**

Interview Questions:

- **Question 1.** *The NAD recently voted ADRA Annual Appeal as the new replacement program for Ingathering starting next year. As you look at other non-profit organizations (like United Way or March of Dimes, etc.) do you see any effective fund raising strategies our church might use?*
- **Question 2.** *How do you conduct stewardship education in your church? Have you discovered any resources or methods that have been especially helpful?*
- **Question 3.** *What do you believe are your three primary spiritual gifts? Do you feel that you are maximizing the usage of those gifts in the way you currently conduct your ministry?*
- **Question 4.** *Did your church do Net '98? How would you compare Net '98 with previous Net programs? How can we improve future Net programs based on what we've learned so far?*

Conducted by Curtis Rittenour
AdventSource

Complete Executive Summary

Pastoral Interviews

*Conducted by Curtis Rittenour
Resource Development
AdventSource*

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THE QUESTIONS

***Question 1.** The NAD recently voted ADRA Annual Appeal as the new replacement program for Ingathering starting next year. As you look at other non-profit organizations (like United Way or March of Dimes, etc.) do you see any effective fund raising strategies our church might use?*

Increase publicity of ADRA in the media. That's what most pastors in this survey suggested. Use TV, radio, newspaper and highlight public figures who support ADRA. Also demonstrate clearly where funds are going. Although many pastors said they didn't pay much attention to other non-profit community service organizations, several were mentioned as places to look for strategies—United Way, Salvation Army, National Public Radio, TTI (Tomorrow's Technology, Inc.), World Fundraiser's Corp. (see the "Symmetrical Giving Plan"), Cystic Fibrosis Foundation, National Society of Fundraising Executives (www.nsfre.org), Campus Crusade for Christ (see www.power2change.org for an interdenominational media blitz that needed to fund raise).

Three pastors noted the United Way's advertising during national football games. Some liked this, one said, "I hope we don't lower ourselves to using football celebrities to raise money." Three other pastors commented on how the United Way approaches businesses and has employees donate through automatic paycheck deductions. Another suggested we consider using billboards or visual thermometers in public.

Another idea was to use children, especially uniformed Pathfinders in malls and on street corners. A pastor from Florida explained the success of this approach. Letters to mall managers asked for times that the Salvation Army would not be interfered with. Another pastor spoke of stationing children (chaperoned by at least one adult) on street corners.

Several comments arose regarding ADRA. Most mentioned that ADRA was a good choice of focus because it has a positive appeal among members. Besides raising more public awareness of ADRA, other ideas surfaced. One pastor wished for local, paid ADRA staff to coordinate fund raising. Another thought the method of Christian Record Braille with it's area representatives might be good. A pastor mentioned that ADRA seemed to focus on fund raising through letter writing to Adventists and perhaps this method should be used in the public. And another pastor, who was providing ADRA spots with his local cable company, was disappointed to hear these tapes might stop.

Miscellaneous suggestions include selling citrus fruit and donating funds to ADRA, more focus on businesses and large corporations, increasing long term planning, providing quarterly information to use as announcements on Sabbath morning, prepared business letters that can be copied, role-playing on A.C.N. training, making sure churches without satellite dishes have A.C.N. training via video tape, give young pastors attempting to start out a percentage of funds raised for their own salaries, etc.

Some of the concerns of Ingathering were mentioned in this survey question as well. Two pastors stressed that more funds would come in if more would "stay local." A couple pastors said they gave up on Ingathering because when they approached businesses they would repeatedly get told that they had already been asked to give to a local charity. Sometimes business owners would complain, "You're the 8th person today!" Another pastor felt he was being deceptive in asking for money for disaster relief when he knew money was going to support Adventist schools and summer camps.

One unique story came out of this question from Florida. A pastor has headed up a successful fund raising project for a local drug awareness program through the use of a wheelbarrow. A Plexiglas cover with a slot is placed over the wheelbarrow and local government officials and celebrities push it through the streets, sometimes up to 500 miles over a period of a week or less. The pastor works hard to involve the media in the effort.

Question 2. How do you conduct stewardship education in your church? Have you discovered any resources or methods that have been especially helpful?

Thirty-two of fifty pastors spoke of preaching on Sabbath morning about stewardship. Some mentioned doing this once or twice a year, others speak on it once a quarter. One pastor preaches on stewardship once a month. A cluster mentioned their "low key" approach to stewardship. Some weave stewardship comments into sermons on other topics. Others say they don't preach on tithes and offerings as much as debt reduction and financial planning. One pastor felt preaching on stewardship felt too "legalistic" for him, but he admitted he went too far by never speaking on stewardship and needs to change.

Seminars and workshops were also frequently mentioned by approximately a quarter of the pastors. Some conduct their own seminars, most have guests come in from the

conference, union, division or a fellow pastor. Materials for seminars mentioned include Ed Reid, Mel Rees, John Maxwell, Bill Gothard, the Bible and the S.O.P. (Counsels on Stewardship). Along the lines of materials, approximately five pastors mentioned how the church purchased a copy of the book "Over and Over Again" for every family. Also frequently mentioned were the usage of Stewardship Secretaries in the local church who would make appeals on Sabbath morning, Stewardship Sabbaths, bulletin inserts, stewardship readings, personal visits in the home, and preparation of baptismal candidates.

Two interesting items came out of this question. One is the story of a pastor (formerly from the South American Division) who used information from his treasurer to make personal appeals to each of his board members to make a commitment to give on a monthly basis. Giving increased from \$4,200 to \$14,000 in one month. The elders will next approach every church member. Also of interest were the requests for new materials. A pastor saw an interdenominational stewardship kit that provided materials to send letters to every member on a quarterly basis. Stewardship topics matched stationery graphics and envelopes. Another pastor wished for stewardship video spots that he could use on Sabbath morning, something along the lines of Mission Spotlight—short testimonials by members who were giving.

Question 3. What do you believe are your three primary spiritual gifts? Do you feel that you are maximizing the usage of those gifts in the way you currently conduct your ministry?

Forty-three of fifty pastors (86%) listed teaching among their top three gifts. Of these forty-three, over half (53%) mentioned that it was their number one gift. For purposes of this survey, preaching was included with teaching. Approximately twenty percent of the pastors mentioned preaching with teaching and only one pastor saw them as totally different gifts. The following breakdown lists all the gifts in order of frequency with actual numbers followed by percentages. Pastors were limited to mentioning their top three gifts.

Teaching	(43)	86%
Shepherding	(17)	34%
Evangelism	(16)	32%
Administration	(15)	30%
Leadership	(11)	22%
Discernment	(10)	20%
Communication	(6)	12%
Counseling	(4)	8%
Encouragement	(4)	8%
Helps	(3)	6%
Hospitality	(3)	6%
Apostleship	(2)	4%

Craftsmanship	(2)	4%
Healing	(2)	4%
Mercy	(2)	4%
Faith	(1)	2%
Knowledge	(1)	2%
Prophecy	(1)	2%
Wisdom	(1)	2%

Do pastors feel like they are able to maximize their unique gifts? Seventeen say "yes" (34%), twenty-four say "no" (48%), and nine said "yes and no" or "not sure" (18%). The most common response to this question was, "Not as much as I'd like." Many pastors wanted to focus more in their ministry on areas of giftedness but felt pulled in too many directions by "in-reach needs" and "administrative details" and "congregational resistance." One pastor said, "I simply have too many demands." Another lamented, "I wish I didn't have to do certain things but I have small churches and not enough gifted people to cover the basics."

Some pastors felt they were able to focus. One pastor from Florida explained that his initial approach to a new congregation is to focus on their basic needs before allowing his own gifts to flourish. Two pastors see leadership development as a key part of their ability to focus. Another described a new school purchased by a couple of constituent churches that will include (besides a church school) provisions for lay training and equipping classes for members. Some see the answer as leaving the pastorate (or wishing they could). A West Coast pastor said, "My primary gift is teaching. I always wanted to go into teaching. I should have, but I felt the regulations of what I could say in the classroom would have been too stifling at the time." A pastor from the East Coast said, "I'm leaving pastoring. I'm pursuing an advanced degree and plan to teach."

While some pastors wanted to focus more on their gifts, some pastors simply stated, "You can't specialize as a pastor." Another explained, "Pastors are general practitioners." This pastor said, "A pastor needs to be 'rounded'. And when he gets out-of-round, he usually ends up in the conference office." Two pastors indicated that pastors, for practical purposes, can't focus on any particular gifts of theirs. They simply need to try to be "all things to all members." A repeated challenge voiced by many pastors in multi-church districts was the time and distance and lack of gifted members that made equipping and mobilizing others difficult. Another pastor described the frequent turnover of pastors as making it difficult to focus. He said, " Many congregations have been trained to 'let the pastor do it' and resist an equipping emphasis. They will simply 'wait out' a pastor who attempts to re-train them."

A difficulty experienced by a Northwest pastor during his internship was working with a senior pastor who did not have the gift of leadership. This senior pastor struggled to delegate and he constantly micro-managed his associates. This former intern suggested that conference leaders sometimes take task-oriented pastors who appear to get a lot done in small church situations, and who have gifts of shepherding, and promote them to a

larger church that demands more leadership (empowering others) gifts. Another pastor's story summarizes this experience. He said, "I'm a perfectionist. I like things done a certain way. It's hard for me to delegate. My wife tells me I need to delegate more. She's right. I'm old enough to realize I can't keep pastoring the way I always have or I'll burnout."

Question 4. Did your church do Net '98? How would you compare Net '98 with previous Net programs? How can we improve future Net programs based on what we've learned so far?

Twenty-seven of fifty pastors did Net '98 in at least one of their churches. Many pastors who didn't do Net '98 in any of their churches reported that they encouraged members to support the program in "sister" churches nearby. Others watched pieces of the program by satellite, tape, in other churches, or on the Internet.

The overwhelming response by pastors to Net '98 was positive. Many said, "Superior," "Outstanding," "Great music," etc. One pastor said, "We've finally arrived in the 1990's!" Frequently mentioned elements that were appreciated include Dwight's preaching, streamlined program (shorter, few preliminaries), up-to-date graphics, music, Generation X involvement, Bernie and Shasta, the friendship emphasis, Christ-centered preaching, the Sabbath message, Internet support, superior technical support, etc. When asked to compare this Net program with previous ones, several said, "Dwight reached a different audience, and that was good." Comments regarding the speakers were not focused on one better than the other, but one is different from the other. One pastor saw Mark as more of an evangelist-preacher and Dwight as more of an evangelist-teacher. Just a different feel.

Negative comments were few, but specific. Regarding the preaching, two pastors said it was "weak on prophecy." A couple pastors didn't care for the music. One pastor did not appreciate any negative references to specific people (Tim LaHaye) and wishes we would avoid doing this in public. Another pastor near retirement is totally against satellite evangelism and spoke about "Lazy preachers using TV" and "I just can't believe that people would want to go to church to watch TV!" Regarding handbills, three or four pastors said they didn't get the turnout they usually expect from these handbills. One thought that the "beast" handbills tended to bring out a bigger crowd (though he said he personally doesn't care for them). Another said that ticket booklets in his small town were totally useless.

About 10% of the pastors complained about technical problems. One Hispanic pastor couldn't get a Spanish voice signal. Two pastors had an embarrassing situation come up. Preceding a broadcast when the video projector was turned on, the galaxy chosen for the signal was advertising pornography. One pastor had a video projector mounted on the ceiling and he couldn't figure out how to quickly shut it off. He said, "Tell A.C.N. to be far more selective in their choice of galaxies!" Another pastor lamented that his small church spent \$7,000 for this big event and were pleased that 20 nonAdventists came out.

But, the video projector kept shutting off during the middle of the first broadcast. The second night only six of these people returned. He felt "let down by A.C.N."

Suggestions for future broadcasts emphasized two things. First, keep using different speakers. Don't use the same ones. The most frequent comment regarding speakers was the suggestion to use an African-American next time. Some suggested the names of C. D. Brooks and Walter Pearson. Others said, "The vast majority of the people I'm attempting to reach (inner city people) would not relate to this presentation." Other pastors mentioned using women or young adults or other ethnicities. One pastor said, "Dare to focus. Don't be afraid to be more targeted." Another said, "I got the feeling we were initially going to focus on Generation X and then backed away. What happened? Why are we afraid to target certain groups? We can't reach everyone anyway." The second most frequent comment was to shorten the series. Lots of pastors liked the shorter program, but still felt the whole series was too long. They suggested numbers between 14 and 21. Another suggestion was to show spots of other churches around the world that represented something other than white people sitting in a nice, clean church.

Hard copy of a report that
is periodically e-mailed.

ENVIRONMENTAL SCAN REPORT

For the Office of Information, Research and Strategic Planning

Pastoral Interviews

Report for Week of: 5-4-99

Number of Calls: 10

Number of Conferences: 7

EXECUTIVE SUMMARY

QUESTION 1

In this new series of questions, pastors were asked what impact the Littleton, Colorado shootings had on their teens. Five pastors say they have little or no contact with the youth in their church. One of these pastors has only one teen in his small church district. Three pastors are moderately connected with their youth and have talked some with kids about the shootings. And two pastors are more directly involved with youth and have spent time talking about the shootings. Reactions of teens focused mostly on asking, "Why did God allow this to happen?" and "What can we do in our school to reach friends with problems?"

Pastors were also asked how to help teens who struggle with hopelessness and counterculture activities. A few emphasized the need to stress healthy parent-child bonds. One said, "I tell my kids straight that they need their parents. They need caring adults. You are not prepared to make certain decisions. I've been there and know first hand the hopelessness of pursuing counterculture activities." Other pastors spoke of preaching grace and stressing the loving character of God. A couple pastors talked about being available to simply talk with teens. Another said their school has a parish nurse and a school counselor. And another talked about the importance of appropriate touch, hugs, and affirming the value of kids.

Interestingly, two of the pastors in this interview live in Colorado. One pastor lives near the Columbine High School and the other lives within 30 minutes of the school. Both spoke of the way the shootings not only impacted their members (shock, concern, fear, confusion, pain, etc.) but the whole greater Denver area. One of these pastors has a ten grade Adventist school nearby that received a letter with a bomb threat which required immediate evacuation of the school. The kids were brought to the church where police spoke with faculty while the kids met in the sanctuary to sing and pray together. At one point, some of the smaller children began to cry in fear. Before the adults knew what was happening, older kids took these younger ones to the steps of the sanctuary platform, sat down, held them in their laps and rocked them. It brought tears to everyone's eyes.

QUESTION 2

In this second new question pastors were asked if they feel women in their congregations were being effectively ministered to. Nine of ten pastors said yes. Only one said no and also said they were attempting to start a women's ministry. Of the nine pastors, about three of them gave hesitant 'yes' answers ("I think so", "I guess so since we've had no complaints", etc.). When asked how women were being ministered to, six pastors spoke

of a Women's Ministry in their church. (Two mentioned trying to start women's ministries.) Four pastors mentioned they had women elders. Other comments include having a woman as a pastor (2 spoke of this), making efforts to be inclusive of women in committees and on the platform, having special Bible study groups for women, involving women in preaching (one pastor's wife preaches regularly), etc.

Suggestions for ministering more effectively to women focus mostly on two things: starting a local women's ministry in the church, and having conference wide women's ministry events. Other suggestions include "valuing women" more in ministry, having more women's elders and pastors, including them more in decision making places in the church, and clearing up the theological confusion over the role of women in ministry. A couple pastors stressed that we can "overstress" the differences of men and women and should treat them equally. Another felt women would be ministered to more effectively if more men served in his local church. What he meant was that men are backing away from serving and women are by default filling in. He felt that could imbalance ministry.

QUESTION 3

In another new question pastors were asked what tangible benefits their local church receives from NAD ministry leaders. Every pastor hesitated on this question, many drawing a blank. Three pastors gave a direct 'nothing' with no other comments. Six pastors gave a 'nothing I can think of' or 'not sure' and then proceeded to mention areas they 'thought' were NAD (Adventist Review, Ministry magazine articles, etc.). Some mentioned materials have been sent for large scale promotions usually tied to raising money. One asked if Ron Gladden was subsidized by the NAD. Another appreciates PlusLine but wasn't sure if it was Union or NAD.

Two pastors gave a clear and affirmative response. Both spoke of the administrative and organizational services of the NAD. One said, "They play an important role in providing an umbrella of operations (setting policy, creating guidelines, etc.) that allows for an environment for the local church to flourish." He said, "They don't send me anything directly and I don't expect them to."

QUESTION 4

In this final new question, pastors were asked about the biggest challenge they face to bring about positive change in helping their churches reach their God-given mission. Five pastors spoke about resistant members. Some said the resistance was tied to age (elderly), some spoke of resistance toward an "equipping model" of ministry where the pastor equips the members to serve, some spoke of a resistance to put in more time. Three pastors talked about the materialism, busyness, focus on work, two spouses working full-time challenges of members committing to service in the church. Another talked about the resistance of the local conference to his church's desire to be innovative. Two pastors talked about their own challenges (too many churches and not enough time). One of these said, "I've been trained to be a professional 'doer' of ministry. I don't have much training in the leadership skill of casting and carrying through a vision. That frustrates me."

Pastor: BA
Conference: Texas
Church(es)/Position: 1 church, associate pastor

1. How has the Littleton, Colorado school shootings (and others like it in the last year) impacted the youth in your church? What have you found to be helpful in encouraging teens who might struggle with hopelessness and/or counterculture activities?

No thoughts on first part of the question. I'm not connected with the youth group. I think the second part, the greatest help preventative-wise is strong parent-child relationships. Children need a connectedness and freedom to talk to their parents about anything that concerns them.

2. Do you feel women in your congregation are being effectively ministered to? If so, in what ways? How do you think ministry to women could be improved?

I think in our local congregation ministry to women is significant and meeting needs. We have a female pastor on staff who does well. There is a monthly women's ministry meeting. I think effective women's ministry has to be locally based. It will vary from place to place.

3. Describe tangible benefits you receive in your local church from the NAD ministry leaders?

Not really. Not to criticize their presence and function. I don't really sense any tangible benefits on a local level. I should back that up ... I do read articles from them in the Review and Ministry that I appreciate. I generally perceive Division leaders heading in a progressive direction which at times can lend support to progressive avenues of ministry in the local congregation.

4. What is the single biggest challenge you face as you attempt to bring about positive change in helping your church reach and fulfill it's God-given mission?

The challenge of assisting people to distinguish current applications of the gospel to contemporary culture. I'm sure it varies from place to place. Generally, for the average congregation, there is often a gap between congregational forms (like worship, evangelism, and ministry) and where a lot of people live—both members and people in the community.

Pastor: SA
Conference: Washington
Church(es)/Position: 2 churches

1. How has the Littleton, Colorado school shootings (and others like it in the last year) impacted the youth in your church? What have you found to be helpful in encouraging teens who might struggle with hopelessness and/or counterculture activities?

We really didn't have much feedback about that. I try to in my churches present the character of God, and not feel like we have transform God into our own image.

2. Do you feel women in your congregation are being effectively ministered to? If so, in what ways? How do you think ministry to women could be improved?

I think. We had a women's ministry, but none of the women wanted to take it on, but on the other hand they are very much involved in the activities of the church. I think the more we stress the issue of women being different than men in the church ... and that we have to have a special ministry for them ... that doesn't help the issue. I think we need to treat them the same as every one and not highlight the issue of women vs. men, things will fall into place. I make sure in my church women are treated equally as far as opportunities. We stress people serving in the areas of spiritual gifts and give them options. I haven't had any women elders and its never come up by either sex.

3. Describe tangible benefits you receive in your local church from the NAD ministry leaders?

I don't know if it's funneled down through the Union and Conference, but directly I don't think we have. We have our own church programs and we try to run them for the benefit of everyone. The main thing we've received from the NAD is the promotion of large-scale programs. It's mainly financial promotions, some for missions which is also financial.

4. What is the single biggest challenge you face as you attempt to bring about positive change in helping your church reach and fulfill it's God-given mission?

It is the mentality of the people... changing it from the traditional way of thinking to a more Christ-like life-application. Legalism has been very prevalent in the church ... if you do this you'll be saved, etc. What I'm trying to do ... it's working ... we have to adhere to God's love and understand who our Heavenly Father is. I believe a focus on the character of God is key to helping breakthrough their mentality in thinking... serving God from the premise of understanding his grace. We shouldn't bribe people into the kingdom or scare them out of hell. The best way to get into the kingdom is know and love God and desire to be with Him. The main point is, how much do we love Christ? The way you measure that is by how much you love your neighbor... those on the street, the addict...

Pastor: WA

Conference: Kansas-Nebraska
Church(es)/Position: 1 church

1. How has the Littleton, Colorado school shootings (and others like it in the last year) impacted the youth in your church? What have you found to be helpful in encouraging teens who might struggle with hopelessness and/or counterculture activities?

We've talked about it a little bit. We had a "lock in" at the school with our teens and had games, etc. Lots of talking. We had it last Thursday. They didn't say that much. Asked a few questions about it, why, music, etc. They probably see their situation different since all are in church school. We talk about "what do we do as a nation".

I've actually worked a lot with teens who are hopeless. I stress that they need parents. They are not equipped (though they think they are) to make adult decisions and run their lives alone. That is a huge factor. You need to let people care for you, including myself as their pastor. Counterculture does not bring happiness, but a lot of pain, loneliness, suffering and unrest. It's an illusion. What God offers is genuine and brings peace and satisfaction. Worked with disturbed teens. You have to believe it yourself. You can't mamby pamby around with teens. You have to be very frank and honest and believe what you preach. If you don't, they can see through that. I've been there myself.

2. Do you feel women in your congregation are being effectively ministered to? If so, in what ways? How do you think ministry to women could be improved?

Yes, I think so. One way is inclusiveness. I include them in ministry and seek to empower them, support them, encourage them to lead. In nominating committee we talked about women elders ... and because of major conflict, we didn't go that way, but we encourage them to minister to each other. We promote women's ministries from the church, we include them on the platform. A couple kids went to Shasta Burr's eXcite program. We have cooking schools, etc.

Probably it would help women be ministered to more if more men were serving in ministry. In other words, many men are defaulting out, so women are serving out of necessity. So, I think if men serve in ministry in the local church (unthreatened).

3. Describe tangible benefits you receive in your local church from the NAD ministry leaders?

Our recent ministerial meetings at the Union level, I felt a positive impact. Division level? Nothing. I think I get trickle down dates from some at NAD. For instance, Seeds is right on the heels of campmeeting (so timing is bad for me). The GC P.R.E.A.C.H. event was at the same time as our Union Ministerial Meetings. Seems like poor coordination. I do see support from NAD in that I believe part of Ron Gladden's salary comes from them. On the topic of church planting, it seems like a lot of my fellow pastors have attempted or have successfully planted churches, but funding only comes if you go through certain hoops.

4. What is the single biggest challenge you face as you attempt to bring about positive change in helping your church reach and fulfill it's God-given mission?

I'd say the big one is leadership. The most difficult task for me is to turn the church around, like a huge ship, toward empowering lay ministers. I'm not the doer of ministry, but the leader and helping others to minister. I've attempted to do this and its hard and slow.

Pastor: MB

Conference: Northern California

Church(es)/Position: 1 church, associate pastor, female

1. How has the Littleton, Colorado school shootings (and others like it in the last year) impacted the youth in your church? What have you found to be helpful in encouraging teens who might struggle with hopelessness and/or counterculture activities?

I do not work with youth in our church, but I am doing some baptismal classes for Earliteens. Their questions focus around "How could God allow this to happen?" We also talked about "What can we do to include everyone in our classroom and church group ... and not hold the nerds back or reject them."

I think what we are doing here is that we have a counseling service, and I think its very helpful. We also have a parish nurse close to the kids in the academy here. She is around for a few hours a week and kids can come in her office and talk. We try to have the youth pastor present at the academy. When he picks up on something, he tells me and I try to refer people to assist.

2. Do you feel women in your congregation are being effectively ministered to? If so, in what ways? How do you think ministry to women could be improved?

I think women are ministered to in some ways by other women in our congregation. I encourage women Bible study groups and Sabbath schools is important. It would be nice to have a curriculum that focuses on that. As a women pastor I have been affirmed for my ministry and should be promoted in other churches. If 60% of your church is made of women, and there are no women in leadership position to help ministry, I don't know how men can do the whole show. We are losing some very capable and intelligent people.

3. Describe tangible benefits you receive in your local church from the NAD ministry leaders?

I am trying to think of something. I receive some publications that pertain to my field—family life and children’s ministries. It’s not material I use a whole lot, but some is interesting and keeps me updated.

4. What is the single biggest challenge you face as you attempt to bring about positive change in helping your church reach and fulfill it’s God-given mission?

Resistance to change and lack of time. People in general resist change. If we would have more time to work with individuals, we could move along better and faster. Change is something people generally don’t like. Even minor changes can threaten people. If I had more time to prepare them and why it needs to happen, that would help. This church is too large to build trust with a lot of people. The more trust there is, the easier change will be. We find college students resist change as much as the elderly. It has to do with the level of trust and relationship.

Pastor: JB
Conference: Central California
Church(es)/Position: 2 churches

1. How has the Littleton, Colorado school shootings (and others like it in the last year) impacted the youth in your church? What have you found to be helpful in encouraging teens who might struggle with hopelessness and/or counterculture activities?

I’ve talked to kids at church. I teach 7th and 8th grade Bible in our church school. They have wanted to talk about it. I found them sharing, discussing why it happened, things that could have been done differently, etc. In our context, having other adults they are comfortable to talk to in Sabbath school or church helps. We can provide functions for kids to be able to talk other church members. I think they want to talk and not necessarily find immediate answers. Sounding boards. A sense of assurance and comfort in the midst of some of these things where there are no easy answers. So, my talks have been in more of a family setting and through relationships at socials, etc. Not some specific event.

2. Do you feel women in your congregation are being effectively ministered to? If so, in what ways? How do you think ministry to women could be improved?

I can only go by feedback. I think its been a concern in our church. And we have taken steps to alleviate that through encouraging a women’s ministry. They meet and discuss women’s needs. Across Division? Not sure. Encourage women’s ministries in the local church. I’m hearing good things from the standard women’s groups getting together in our conference.

3. Describe tangible benefits you receive in your local church from the NAD ministry leaders?

I think in our situation here I don't see that many tangible manifestations coming directly from the NAD. But from the Union, the PlusLine has been a source for our church members in specific departments, its been a real positive thing. Directly from the NAD? I don't see it. I'm not trying to be negative, just the way I see it.

4. What is the single biggest challenge you face as you attempt to bring about positive change in helping your church reach and fulfill it's God-given mission?

Time. Constraints people have due to commitments to work. Both spouses work, so their jobs pretty much take them away from church activities. That's the biggest hurdle. We can have ideas, but finding people committed is difficult. We do things but time is always a "tension" factor. I need to help them get refocused and centered on church.

Pastor: RB

Conference: Rocky Mountain

Church(es)/Position: 2 organized churches and 4 companies, Hispanic

1. How has the Littleton, Colorado school shootings (and others like it in the last year) impacted the youth in your church? What have you found to be helpful in encouraging teens who might struggle with hopelessness and/or counterculture activities?

I live on Columbine avenue next to the school. The whole area has been affected by the tragedy. There has been a feeling of hopelessness and despair. Not just Littleton but the whole Denver area. Even our own Adventist schools were under special surveillance to see who was coming in out. It seems like a couple days after this their were other schools that were having problems. Its affected the whole country. It has created a sentiment of reproach over what happened, but also a support for what has happened.

We have presented in my churches a couple of times during the Sabbath sermon and at a midweek service an emphasis on our hope in Christ. Even though things like this happen, we can have assurance in Jesus. This is a very peaceful area, nice suburban, not inner city... So it came as a total shock. People move here to get away from that kind of violence you associate with the inner city. We were under a lot of stress because most of the streets to the school were blocked completely and it moved traffic in difficult spots. Plus many came to simply see the media, etc. We have a park next to the school and it was taken over by thousands of people from the media, satellites, dishes, etc.

2. Do you feel women in your congregation are being effectively ministered to? If so, in what ways? How do you think ministry to women could be improved?

I guess we try to minister to women like we try to minister to any other group. We don't have a special target ministry for women in the sense of ... like with the youth. But so far I haven't heard any complaints about them not being ministered to. I know in a lot of areas women aren't always involved in different areas of ministry. I pastor Spanish

churches and 1 English church. In the Spanish churches, the way we are set up we involve women in the preaching rotation... so many churches. Some don't like this. But I know in English churches some don't like the idea of women elders. I guess we need to take Paul's text on tearing down the wall of separation and build up something good, not because of color of skin or language or gender.

3. Describe tangible benefits you receive in your local church from the NAD ministry leaders?

We have the conference that helps us as much as they can in different support areas. I guess without the conference, the Union is there... Directly from the NAD, to be honest ... unless its something written down in my pastoral package, we don't. We don't deal that much with the NAD. We get information from them through the conference.

4. What is the single biggest challenge you face as you attempt to bring about positive change in helping your church reach and fulfill it's God-given mission?

Because of the situation we have with the number of churches we have ... trying to minister effectively, trying to run from one place to another... We try to do what we have to do with the time that we have. I guess that's the biggest challenge we have.

Pastor: AA

Conference: Kansas-Nebraska

Church(es)/Position: 3 churches

1. How has the Littleton, Colorado school shootings (and others like it in the last year) impacted the youth in your church? What have you found to be helpful in encouraging teens who might struggle with hopelessness and/or counterculture activities?

I don't know much about staying close to these kids and parents. I preach grace-oriented sermons, but it seems like they still find it hard to open up in church when they are hurting. It seems like they just have a hard time learning to trust us, especially when our tenure is three years.

2. Do you feel women in your congregation are being effectively ministered to? If so, in what ways? How do you think ministry to women could be improved?

Yes, especially in two of my churches. We have a good women's ministry leader here. In fact, this one gal really ministers to the whole church. She lined up meals to a single dad in our church with a disabling disease and three boys. I think we could improve ministering to women if we cleared up the theological confusion about their role. If we had a position on the Sabbath like we do with women, how would we present that!

3. Describe tangible benefits you receive in your local church from the NAD ministry leaders?

I think the benefit we receive is knowing that someone is taking care of the administration and organization on a level that we can't. Somebody needs to be about the business of keeping this thing glued together. I think the conference level is about as far removed as the local church goes in way of tangible benefits. It's a tremendous task. We're glad its there, otherwise we'd be congregational. The cream always rises to the top and we need top notch leadership and training abilities to be available to the local level. But, outstanding pastors go up the ladder and we lose them.

4. What is the single biggest challenge you face as you attempt to bring about positive change in helping your church reach and fulfill it's God-given mission?

For me, its like the blind leading the blind. Even though I went to college and got a master... I just don't feel like I was trained at a level of leadership that I should have been. I'm in a local church and tend to "react" instead of having long range goals. Maybe guys who switched from business to pastoring do better. I read things from Willow Creek, etc. and I try... maybe I'm not gifted enough. I want to really understand how to implement a vision.

Pastor: EB
Conference: Greater New York
Church(es)/Position: 2 churches

1. How has the Littleton, Colorado school shootings (and others like it in the last year) impacted the youth in your church? What have you found to be helpful in encouraging teens who might struggle with hopelessness and/or counterculture activities?

I haven't had an opportunity to talk with my teens about this shooting. I'm sure they've talked. They haven't talked directly about this. I work with the young people and give them encouragement and point them to Christ. I'm in New York City. The kids here in the city are exposed to a higher level of tension and are aware of violence though not directly involved. So we haven't spoke of hopelessness directly, but what I do with them... if they show problems in that area, we have rap sessions and show them that life is not essentially different than what many adults face.

2. Do you feel women in your congregation are being effectively ministered to? If so, in what ways? How do you think ministry to women could be improved?

Yes. Mainly because we have a high respect for women. I have two churches and women elders in both churches. So, I believe they are being ministered to. I think generally we need to involve them more at the decision making levels of the church.

3. Describe tangible benefits you receive in your local church from the NAD ministry leaders?

Without trying to skew your answers or sound negative, my answer is no, I'm not aware of any impact.

4. What is the single biggest challenge you face as you attempt to bring about positive change in helping your church reach and fulfill it's God-given mission?

I think the challenge of materialism and busyness among my members.

Pastor: AB

Conference: Northern California

Church(es)/Position: 2 churches

1. How has the Littleton, Colorado school shootings (and others like it in the last year) impacted the youth in your church? What have you found to be helpful in encouraging teens who might struggle with hopelessness and/or counterculture activities?

We don't have any youth in our churches. We do have one who home studies. No thoughts on that topic. In my small town they seem to get along fine. I think the only advice I have is that need is brotherly love.

2. Do you feel women in your congregation are being effectively ministered to? If so, in what ways? How do you think ministry to women could be improved?

I think so. I have a lady elder in one of our churches. And we had a women's ministry coordinator for awhile. But not right now. I think the retreats are doing a good job. My wife works with the women quite a bit. She even preaches once in awhile.

3. Describe tangible benefits you receive in your local church from the NAD ministry leaders?

The only thing I ever see is what's in the Review. We get an occasional letter from Al McClure promoting the Net programs. Other than that I don't know of anything.

4. What is the single biggest challenge you face as you attempt to bring about positive change in helping your church reach and fulfill it's God-given mission?

People are kind of set in their ways. I find you have to have a good reason before people are open to change. Especially the older members. Some even resist my using new versions of Scripture. I often read the King James but then share other translations.

Pastor: RB

Conference: Rocky Mountain

Church(es)/Position: 1 church

1. How has the Littleton, Colorado school shootings (and others like it in the last year) impacted the youth in your church? What have you found to be helpful in encouraging teens who might struggle with hopelessness and/or counterculture activities?

I have participated in and have been involved with some of the memorial services for Littleton and in our local town nearby. In our local 10-grade school we had a threatening letter that day and evacuated the school. So, our teens have been affected quite a bit. So, I've talked to the kids. They were extremely solemn... it shook all of Denver. You know we are a vibrant, sports, emotional town. If you are sensitive to the aura of people, you can tell if the Broncos have won or lost by driving the freeway on Monday morning. We are a western town and wear our feelings on our shirt sleeves. Thursday, when I drove back from the ministerial meetings in Lincoln, there was a hush over all of Denver. We went to the mall the next day and it was 75% empty.

Our kids were affected. I saw visual acceptance of hugging. One thing was on Monday morning ... we took the kids to the church when we had to evacuate. Some of the little kids started to cry and the older kids sat down and held the little kids on their laps. I saw that and we all cried and prayed.

I would say for our institutional personnel, we need to work at building up self-worth in all of our kids and acceptance. And I think we need to hug and touch them appropriately. We don't tell them they are ok when they answer math questions correctly. But to love and affirm them in every way possible.

2. Do you feel women in your congregation are being effectively ministered to? If so, in what ways? How do you think ministry to women could be improved?

Yes. Two things. We have three women elders and that brings them into the main of the life of the church. We have an extremely active women's ministry patterned after the College View Women in Touch ministry.

3. Describe tangible benefits you receive in your local church from the NAD ministry leaders?

I would have to tell you that I look at NAD leadership as not directly or even indirectly affecting the local church. I think they play a very important role in providing an umbrella of operations—setting policy guidelines, etc.—that allows an environment for the local church to flourish. I don't know what they do. They don't send me anything. I don't expect them to.

4. What is the single biggest challenge you face as you attempt to bring about positive change in helping your church reach and fulfill it's God-given mission?

Conference inability, ineptness to allow creativity and diversification. If it's not according to policy, you can't do it. My church has some clout, but on the other hand, so many times when I'm attempting to do things like bring in the Hispanic kids ... creating matching funds ... I ran into red tape. I think we need to back off and

ENVIRONMENTAL SCAN REPORT

For the Office of Information, Research and Strategic Planning
Pastoral Interviews

Report for Week of: 8-24-99

Number of Calls: 10

Number of Conferences: 10

EXECUTIVE SUMMARY

QUESTION 1

In this new question on ADRA Annual Appeal, four of ten pastors say their church will do a campaign. One pastor says he's not sure. The other five pastors said 'no'. Of these five who say 'no' three of them say they will put fliers in the church bulletin and take up an offering. One boasted, "We never go out, but we always reach our goal." Seven of ten pastors say they received the Leader's Sampler Box. One pastor said he didn't and two others are not sure (been on vacation, haven't checked the church mail, etc.).

Reactions to the materials were generally good. One pastor said, "I'm impressed with the quality." Another commented that "It looked like a good promotion." One pastor wasn't impressed with the video quality, especially the acting and recommended we hire better actors. Another pastor wished the transition between Ingathering and AAA was made clearer by his conference. Two pastors were concerned that the "every penny will go to ADRA" and "there will be reversion funds" didn't make sense. They were not convinced the issue of "saying one thing" and "doing another" has been cleared up.

QUESTION 2

In another new question pastors were asked the three major categories of ministry they are involved with. Evangelism (public and personal) came out first with seven (7) mentions among the three they could list. Three pastors listed evangelism first. Administration and visitation tied with six. Four pastors mentioned this one as their first and most time consuming aspect of ministry. Visitation was listed twice as the top pick. Study and sermon preparation came next (4 mentions total), followed by training members (3 mentions total). Areas with one mention include: teaching, leadership, community services, and youth ministry.

Four pastors are satisfied with the way they organize their time in ministry. All the others, in one way or another, want to do less administration. One wishes for a secretary to do administration, another wants to train elders to do more of this (and visitation), and another felt tugged by members to "wait on tables" rather than do the ministry God called him to. Three pastors specifically want to do more training.

QUESTION 3

Where do pastors say they purchase ministry resources? Adventist Book Centers top the list with eight mentions. AdventSource is next with five mentions. Pastors mentioned local Christian bookstores three times. Seminars Unlimited was mentioned twice. Other

places mentioned once include: American Bible Society, Ministerial Association, Hart, CBD, mail advertisements, Alban Institute and Injoy.

A few pastors have Adventist Book Centers nearby but many use the toll-free number to place orders. A couple mentioned using the web to place orders. One pastor attends a yearly church growth conference in his state (interdenominational) and always makes plans to purchase resources at these events.

QUESTION 4

In another new question, pastors were asked if anyone from their church attended the "Discover the Power" Pathfinder camporee in Osh Kosh, Wisconsin. Seven pastors mentioned someone going from their church. Two of these had clubs go (24 and 10). The others had one adult attend (except one who was a mom who took her son). Two reported no one attended and one pastor wasn't sure because he just arrived at his new church.

No negative comments were made or suggestions. Positive comments include "It was cool to feel like a bigger part of the family of God" and "I loved seeing people from so many other nations" and "I really appreciated the way youth were involved" and "Loved the programs" and "Excellent" and "Spiritual". One pastor said several of his members watched a 3ABN program on the event and were impressed.

Pastor: MB

Conference: Hawaii

Church(es)/Position: 1 church, Senior pastor

1. Is your church planning to conduct an ADRA Annual Appeal Campaign? Did you get the Leader's Sampler Box? What do your leaders think of it? Do you have any questions or concerns about AAA?

I don't know (I'm leaving). My guess is no. I don't remember seeing it.

2. If you were to group your time spent in doing various types of ministry, what would the three major categories be? (E.g. Administration, visitation, evangelism, training, etc.). How would you wish it were different?

Administration, worship preparation (sermon), equipping/lay training. First study and prayer. Second discipling and training. Number three teaching/preaching.

3. What are the three primary places you purchase ministry resources (books, tapes, etc.). Example places: bookstore, toll-free number, web page, etc.

Bookstores (ABC, Christian bookstores), toll-free (Alban Institute, Injoy, etc.), church growth conferences (interdenominational).

4. Did anyone from your church participate in the "Discover the Power" Pathfinder camporee in Osh Kosh? If yes, share one positive comment about what you've heard and one suggestion or concern.

Yes. Ten people. The excitement of being there with church from so many nations was neat. They felt a sense of the "family of God" from a world perspective. No suggestions.

Pastor: LC

Conference: Iowa/Missouri

Church(es)/Position: 2 churches

1. Is your church planning to conduct an ADRA Annual Appeal Campaign? Did you get the Leader's Sampler Box? What do your leaders think of it? Do you have any questions or concerns about AAA?

Well, yes and no. We give, but we don't go out. Got the box. No questions or comments.

2. If you were to group your time spent in doing various types of ministry, what would the three major categories be? (E.g. Administration, visitation, evangelism, training, etc.). How would you wish it were different?

Hard to tell you, I'd have to think about it. Evangelism, visitation, study/preparation. I feel comfortable.

3. What are the three primary places you purchase ministry resources (books, tapes, etc.). Example places: bookstore, toll-free number, web page, etc.

Call the ABC. Also Revelation Seminars.

4. Did anyone from your church participate in the "Discover the Power" Pathfinder camporee in Osh Kosh? If yes, share one positive comment about what you've heard and one suggestion or concern.

Yes, one adult went who recently moved here.

Pastor: RC

Conference: Lake Region

Church(es)/Position: 2 churches

1. Is your church planning to conduct an ADRA Annual Appeal Campaign? Did you get the Leader's Sampler Box? What do your leaders think of it? Do you have any questions or concerns about AAA?

Yes they are. Yes we did. I'm not sure about one of the my churches. Everything seems to be clear. Had a question about ordering. I received one for Waukegan, Illinois church but not Kenosha, Illinois (Ebenezer SDA Church).

2. If you were to group your time spent in doing various types of ministry, what would the three major categories be? (E.g. Administration, visitation, evangelism, training, etc.). How would you wish it were different?

Evangelism, Community Service, and Bible study. I feel comfortable with this.

3. What are the three primary places you purchase ministry resources (books, tapes, etc.). Example places: bookstore, toll-free number, web page, etc.

Adventist Book Center, bookstores in town (Christian bookstores for things like cards and marriage certificates).

4. Did anyone from your church participate in the "Discover the Power" Pathfinder camporee in Osh Kosh? If yes, share one positive comment about what you've heard and one suggestion or concern.

No.

Pastor: CC

Conference: Wisconsin

Church(es)/Position: 2 churches

1. Is your church planning to conduct an ADRA Annual Appeal Campaign? Did you get the Leader's Sampler Box? What do your leaders think of it? Do you have any questions or concerns about AAA?

Well, we received the kit a couple weeks ago. I passed them on to the appropriate individuals. I'm not going to do it. Ingathering is not my thing. Leaders haven't said anything about the box. I opened it, I watched the video, it looks very nice. It's the old thing with a new face. This last week I watched a "Safe and Sound" video on Christian education. I have heard so many good comments about it. I think the ADRA video was pitiful. I think they should have hired better actors. My kids watched it and were laughing at the acting. I don't think it was done well. Get someone like Dick Duerksen to do it.

In the past, some of the money was NOT for relief ... but in the video it says "every penny for ADRA" ... and I'm wondering if that's really true. That needs to be VERY clear. I know for reversion purposes in the past some have gone to friendship camp or educational assistance. If that's the case, it's not ADRA.

2. If you were to group your time spent in doing various types of ministry, what would the three major categories be? (E.g. Administration, visitation, evangelism, training, etc.). How would you wish it were different?

Administration, evangelism and training. I'm using "Becoming A Contagious Christian" series in my training now. I'm trying to develop leaders and take them through a curriculum. I wish I didn't have to do any administration. I'd like for someone else to conduct these business meetings and deal with finances, school board meetings, etc. I'm into evangelism and training members.

3. What are the three primary places you purchase ministry resources (books, tapes, etc.). Example places: bookstore, toll-free number, web page, etc.

From advertisements in the mail. I haven't really purchased ministerial resources over the Internet. And I'm sure I've bought some things in the store. AdventSource is one place, using their toll-free number.

4. Did anyone from your church participate in the "Discover the Power" Pathfinder camporee in Osh Kosh? If yes, share one positive comment about what you've heard and one suggestion or concern.

We don't have a Pathfinder club, but one of my members is a police officer and helped out.

Pastor: DC

Conference: Northeastern

Church(es)/Position: 2 churches

1. Is your church planning to conduct an ADRA Annual Appeal Campaign? Did you get the Leader's Sampler Box? What do your leaders think of it? Do you have any questions or concerns about AAA?

We got the materials. We haven't really projected for the program, but we plan to. I took a brief look at it. It looks interesting. I was impressed with the quality. The only comment I have is that the transition from Ingathering to AAA be made clearer. I wasn't briefed.

2. If you were to group your time spent in doing various types of ministry, what would the three major categories be? (E.g. Administration, visitation, evangelism, training, etc.). How would you wish it were different?

Administration, sermon preparation and visitation. I need to adjust my time a little more, so the problem is just me. I guess this is a problem with most pastors ... as a pastor, you

get tugged to do everything by the congregation, waiting on tables instead of doing ministry that I'm called to do.

3. What are the three primary places you purchase ministry resources (books, tapes, etc.). Example places: bookstore, toll-free number, web page, etc.

I guess mainly my local ABC. I do get stuff everyone once in awhile from AdventSource (toll-free number). Also a toll-free number with the American Bible Society.

4. Did anyone from your church participate in the "Discover the Power" Pathfinder camporee in Osh Kosh? If yes, share one positive comment about what you've heard and one suggestion or concern.

Yes. My wife attended. Basically I've only heard positive comments. They put a lot of effort in getting the young people to lead out, like the Youth to Youth program. The only thing I can think of is that so much was going on, that you had to miss something. But that's typically for such a large program.

Pastor: KD

Conference: Texico

Church(es)/Position: 2 churches

1. Is your church planning to conduct an ADRA Annual Appeal Campaign? Did you get the Leader's Sampler Box? What do your leaders think of it? Do you have any questions or concerns about AAA?

I'm sure we will, I haven't even looked at it. Haven't received sampler box. The elder said something came the other. They sent it to the church and there is nobody at the church.

2. If you were to group your time spent in doing various types of ministry, what would the three major categories be? (E.g. Administration, visitation, evangelism, training, etc.). How would you wish it were different?

Visitation, evangelism, and administration. I wish I had a secretary to deal with a lot of the administration details. Another I would wish is help with youth ministry. I don't have a mate, so I've been doing ministry more "solo" ... things like women's ministry. Although I've been able to spend more time in ministry.

3. What are the three primary places you purchase ministry resources (books, tapes, etc.). Example places: bookstore, toll-free number, web page, etc.

Adventist Book Center. Some from AdventSource and some from the Ministerial Association. I also go to local Christian bookstores. I also use Hastings Bookstore for 12-step materials. I've been using the 12 Steps, A Spiritual Journey book.

4. Did anyone from your church participate in the "Discover the Power" Pathfinder camporee in Osh Kosh? If yes, share one positive comment about what you've heard and one suggestion or concern.

No. I've heard good comments from people that have gone. Pathfinders thought it was awesome.

Pastor: SB
Conference: Central California
Church(es)/Position: 1 church

1. Is your church planning to conduct an ADRA Annual Appeal Campaign? Did you get the Leader's Sampler Box? What do your leaders think of it? Do you have any questions or concerns about AAA?

We don't do a campaign. We hand out fliers in the bulletin and take up a special offering. I haven't received a box. We have some very active ADRA projects going on here among the Hmong people.

2. If you were to group your time spent in doing various types of ministry, what would the three major categories be? (E.g. Administration, visitation, evangelism, training, etc.). How would you wish it were different?

Teaching, visitation, evangelism. Last two are close together. No, I wouldn't want to rearrange my time. I have a lay medical doctor who is the administration pastor, the head elder. Does a great job.

3. What are the three primary places you purchase ministry resources (books, tapes, etc.). Example places: bookstore, toll-free number, web page, etc.

Mostly at the Adventist Book Center in town. Buy a book occasionally at the Christian bookstore. Once in awhile I'll order from CBD.

4. Did anyone from your church participate in the "Discover the Power" Pathfinder camporee in Osh Kosh? If yes, share one positive comment about what you've heard and one suggestion or concern.

Yes, we had 24 of our staff and kids attend. Haven't had a chance to debrief so I haven't heard much. They seemed to like the program a lot. They were burned out from the hecticness of it all, but liked it.

Pastor: RC
Conference: Northern California
Church(es)/Position: 1 church

1. Is your church planning to conduct an ADRA Annual Appeal Campaign? Did you get the Leader's Sampler Box? What do your leaders think of it? Do you have any questions or concerns about AAA?

No. Yes. We reviewed it this year and felt like it was ... something we need to look at more carefully before we consider it for next year.

2. If you were to group your time spent in doing various types of ministry, what would the three major categories be? (E.g. Administration, visitation, evangelism, training, etc.). How would you wish it were different?

Administration, study (sermon preparation) and visitation. I would like to see less administration time.

3. What are the three primary places you purchase ministry resources (books, tapes, etc.). Example places: bookstore, toll-free number, web page, etc.

Primary place is the ABC. We also use AdventSource quite a bit.

4. Did anyone from your church participate in the "Discover the Power" Pathfinder camporee in Osh Kosh? If yes, share one positive comment about what you've heard and one suggestion or concern.

No, but one of our leaders went. Only positive. Excellent camporee, very spiritual, came back wishing our club would have attended.

Pastor: GC
Conference: Washington
Church(es)/Position: 2 churches

1. Is your church planning to conduct an ADRA Annual Appeal Campaign? Did you get the Leader's Sampler Box? What do your leaders think of it? Do you have any questions or concerns about AAA?

Up to this time we've always carried that on. We haven't said we wouldn't but we probably will. Yes. I glanced at it. It looked like a good promotion.

2. If you were to group your time spent in doing various types of ministry, what would the three major categories be? (E.g. Administration, visitation, evangelism, training, etc.). How would you wish it were different?

Evangelism, leadership, youth. Happy with way it is.

3. What are the three primary places you purchase ministry resources (books, tapes, etc.). Example places: bookstore, toll-free number, web page, etc.

Mainly through Seminars Unlimited (toll-free number). I suppose this place in California ... Hart Research Center.

4. Did anyone from your church participate in the "Discover the Power" Pathfinder camporee in Osh Kosh? If yes, share one positive comment about what you've heard and one suggestion or concern.

Yes, we had a son and his mother go there. I haven't talked with them.

Pastor: CB

Conference: Oregon

Church(es)/Position: 1 church

1. Is your church planning to conduct an ADRA Annual Appeal Campaign? Did you get the Leader's Sampler Box? What do your leaders think of it? Do you have any questions or concerns about AAA?

We'll probably collect an offering among the congregation and that will be the extent of it. Got the box. Haven't looked at it. It's piled with everything else. I've been on vacation.

2. If you were to group your time spent in doing various types of ministry, what would the three major categories be? (E.g. Administration, visitation, evangelism, training, etc.). How would you wish it were different?

Right now, because we're in this new church, I'm doing visitation a lot, then administration, and training. I want to be primarily a trainer and a vision caster. And then after that ... visitation and administration I will do, but I really want the members to do that.

3. What are the three primary places you purchase ministry resources (books, tapes, etc.). Example places: bookstore, toll-free number, web page, etc.

Adventist Book Center (toll-free number). AdventSource (toll-free number). CBD (web page).

4. Did anyone from your church participate in the "Discover the Power" Pathfinder camporee in Osh Kosh? If yes, share one positive comment about what you've heard and one suggestion or concern.

I think so ... I'm new here. A nearby church had a large church go and I think a couple people from our church went. Our kids go the Pathfinder club in the big church in town. All I've heard is the exciting stories of the tornadoes and things like that. We do have Better Life TV here and they broadcast the meetings every night. So, whatever 3ABN put on, we saw. What I heard was positive comments from people who watched it on TV, not from people who went.

Pastoral Interviews
Report for Week of: 9-21-98
Number of Calls: 10
Number of Conferences: 4

EXECUTIVE SUMMARY

1. Do you conduct annual assessments in your church? Five pastors answered affirmatively. Pushing the word “annual”, only about three of these five are regular about this. Others used words like “sporadic”, “occasional”, “when I first came here...” in their responses. The focuses of the assessments include: general, worship services, church leaders, pastors, specific ministries, and church friendliness. Worship was the most common type survey done. One pastor has his small group leaders submit a quarterly report. Most pastors created their own surveys after gathering samples from elsewhere. One pastor used a survey from the Ministerial Department and had the conference office tabulate the results. Most pastors survey the entire congregation. A few focus on particular groups, usually the church board.

2. What prevents pastors most from “equipping” and “training” members for ministry? The two comments that rated the highest (5 each) include: my members are too busy, hectic schedules, trying to survive, etc. and the second is a philosophy that it’s the pastors job to do most of the ministry. Another “member” problem mentioned was the desire for power and control on the part of members, apathy, and a consumer mentality (I come to church to “get” not “give”). The “pastor-problem” comments were three: “I don’t encourage training” and “I have lots of emergencies” and “I lack ‘know-how’ in training all the different officers”. Other comments: “We need to focus more on Jesus, not the nuts and bolts of training. If people had Jesus, then they would be equipped”, “My people assume that having a knowledge of spiritual gifts is the same as being equipped”, “People tend to spend more time theorizing in the training process and I’d like to move beyond just talking”. One pastor uses “self-directed teams” instead of a church board. He feels the board tends to be out of touch with ministry.

3. What does your church do that raises the “quality of life” in your community? Nine of ten pastors spoke of a community service program almost always focusing on food distribution (clothing second). Next is a reference to health ministries (cooking, stop smoking, stress, etc.). Others in this category of touching the community include: Adventist school that welcomes nonAdventists, a community Christmas choir, 5K run, members volunteering in a local Senior Services agency. One church owns the local fire department. Another holds “makeover” classes bringing in community people to do part of a presentation (on dress, make-up, perfume, etc.) and then a spiritual analogy is made. Another church has a community focus in its Wednesday evening services (family, parenting, recovery, etc.). And another is getting a bus to pick up children and bring them to Sabbath school.

4. What percentage of Sabbath morning attendance is involved in leadership? With an average of 131 (1,180/9), pastors say 30% are involved (40). Once more, the smaller churches have a higher ratio of involvement. When asked about increasing numbers of leaders, almost every pastor spoke of personally looking for, approaching, and inviting certain members to serve in leadership functions. Three pastors train leaders in and through small groups. In fact, one pastor was “fed up” with elders who didn’t do much, so they are now required to be small group leaders as part of their job description. Several spoke of coaching members as part of leadership training. And few specifically use spiritual gifts (surveys, classes, or just watch for) as the basis of finding people. One pastor spoke of an elder’s weekend retreat with Floyd Bresee that went very well. Wants to do this for all leadership positions. Another (a retired conference president) gave several ways of finding leaders: “They’re sitting all around you! Offer training. Have a youth day to involve youth in leadership. Use surveys. Personally visit and encourage people”, etc.

Pastor: JS
Conference: Minnesota
Church(es)/Position: 2 churches

1. Do you conduct annual assessments in your church, surveying members on church life and your pastoral work? If yes, how do you do it, what do you use?

[Talked about his church plant. Going well.]

Yes and no. I haven’t done it, but my leaders quarterly send in reports. So, churchwide, no, leadership yes. I made the team leaders report with my team.

2. What prevents you most from the task of equipping and training your members for ministry in the church?

In one church (traditional), the pastoral expectations prevents me most. “We have a pastor to do those things.” At the other church, I don’t sense a problem there. If anything is getting in the way, it’s the logistics of getting a church going. We don’t have a church board, but self-directed teams. Determine own budgets, etc. They answer to me. Make sure were still on the same page. Picked this up from the book “Rethinking the Church” (Meckelburg Church stuff, North Carolina). If you don’t “trust” them, you won’t go anyway. Set up teams and work on trust. Empower them, not only in theory. When you have a church board, they are often the ones not involved in the hands on ministry.

3. What does your church do that raises the “quality of life” (the new public image the NAD suggests for Adventism in North America) in your community?

We are instituting on Wednesday nights, we started a full service family ministry. On the one end (Adventist) we do Pathfinders and Adventurers, but at the same time we also have people who are training kids who need help with homework ... positive parenting type seminars, how to get out of debt type seminars. Also, with our cell groups and our "Powerhouse" worship service. We are also doing the recovery program from Saddleback, called "Celebrate Recovery."

4. What is your current, average Sabbath morning attendance? How many of these attendees would say are actively involved in the leadership of the church? What are you doing to increase the number of people leading in ministry in your church(es)?

Attendance, 140. In one church 25, the other is 12. Twice the amount of leadership involvement in the church plant. In one church we are at the cell group level, so the cell group is the basic level for training. We are using the Touch Ministries material from Ralph Neighbour. We don't elect deacons and elders. These are servant positions within cell groups. I'm tired of my elders not serving. So, we incorporate these positions within the cell group structure.

Pastor: JL
Conference: Minnesota
Church(es)/Position: 1 church

1. Do you conduct annual assessments in your church, surveying members on church life and your pastoral work? If yes, how do you do it, what do you use?

Occasional. I did several when I first arrived, then I did one I mailed out. Got it from the ministerial department. Had them send it to the conference office so the tabulation would be anonymous. We've surveyed them on worship, my pastoral work. Did the general information survey with the church board.

2. What prevents you most from the task of equipping and training your members for ministry in the church?

The busy-ness of their schedules. Maybe its priorities. Right now I'm doing the small group leader training and have only two people. I expected better turnout for a couple of seminars I've recently done. There has been a lot more "talk" than "walk" when it comes to taking time for these things. In fact, these two low responses have helped me decide to take a call to another church that is passionate about equipping and training, etc.

3. What does your church do that raises the "quality of life" (the new public image the NAD suggests for Adventism in North America) in your community?

We operate an Adventist Community Service Center. Our Adventist Christian School has 8 or 9 nonmembers (who receive Worthy Student Funds—considerable amounts). The Community Service Center works closely with the local hospital in providing help with newborns—a layette. We've done some cooking classes, etc. in preparation for Net programs. Our current outreach document has plans for "awareness" spots, etc.

4. What is your current, average Sabbath morning attendance? How many of these attendees would say are actively involved in the leadership of the church? What are you doing to increase the number of people leading in ministry in your church(es)?

140 attendance. Leadership is 30. Small group training is training leaders. My style is more of a "coaching" approach to creating leaders. We have a new school board chairperson (who just went through Connections and discovered she has a gift for administration). I've been coaching her one on one in helping her chair boards. Sharing ideas, giving tips, etc. So, that's my approach, one on one mentoring. [Gave more details in coaching the Community Service leader through a problem. Talked, gave tips, prayed, encouraged a gentle approach...].

Pastor: DC
Conference: Arkansas / Louisiana
Church(es)/Position: Retired

1. Do you conduct annual assessments in your church, surveying members on church life and your pastoral work? If yes, how do you do it, what do you use?

Seldom, if ever. I believe once because it was specifically requested by the leadership.

2. What prevents you most from the task of equipping and training your members for ministry in the church?

I would say the biggest problem with that is ... the pastors don't know what they are doing. In other words, they were not specifically instructed or taught (seminary or otherwise) ... this is not a heavy concentration in the Adventist faith. Either in the presentation of Union gatherings or whatever. It smacks me more as a session when those instruction things happen... a methodical thing rather than a need. I felt the pastors went from the point of view "required" or "good idea". We need to equip the saints, but not just in a "nuts and bolts" way. I think the bottom line is not equipping, but "Christ and Him crucified". The task we need to focus on is "Jesus" and "showing God in our being" and "evangelism." When that comes clear, you've equipped the saints. All these titles of new terms and titles (lay activities, church ministries, etc.). Titles, functions, mechanics... the church is tired of it... more programs. I don't mean to sound angry. But Ellen White is our guide through the Holy Spirit. Telling others about Jesus can't be "mechanicalized". When people get plugged into Christ and why He did it for them ...

then they are equipped to do it for others. And until they get plugged into that, it's just a bunch of semantics, more programs, a waste. [Referred to Doug Batchelor as an Advent heroes.]

3. What does your church do that raises the "quality of life" (the new public image the NAD suggests for Adventism in North America) in your community?

It's a nice point of view, but it's a bunch of baloney. We cannot raise the thought of Adventists in our community, until we see the point of why we are Adventists in our community. Our reason for being here is not to pass out clothing and literature, and that's what conveys Christ... Nope. Here's the reason why. You go out to the community and see how people know about Adventists. If we don't put forth in the newspaper our evangelistic public approach letting people know about prophecy, they won't know. We have fewer people to draw people to come to these meetings because of the media. We no longer go out and share Ingathering materials (with the right heart set). People I think dreaded this "program" because they didn't see the "reason" for it. I think the "equipping the saints" idea needs to focus on heart preparation, on their knees, not "running their mouth" praying, but focusing on learning about Jesus.

[Got off on talking about Dwight K. Nelson's approach. This retired pastor heard Dwight preach at Andrews and use the Beatles song "The Yellow Submarine." He felt this was totally inappropriate... Talked about evangelists advertising themselves beyond what they really are ... "world traveler" type stuff, etc.]

4. What is your current, average Sabbath morning attendance? How many of these attendees would say are actively involved in the leadership of the church? What are you doing to increase the number of people leading in ministry in your church(es)?

I felt, many times, miserably unprepared to raise up leaders. Many of my people have not had an opportunity to express Christ and explain Him. Encouraging people to speak from the Bible is important. Training members to get into Scripture more as a preparation to lead. I've had classes where you bring all the men together in the church and teach them the steps of how to preach. The best way I think we can help them is to get out into their homes and talk to them about Jesus and answer their questions, and listen to them, and pray with them. Jesus orientation

Pastor: GM
Conference: Arkansas / Louisiana
Church(es)/Position: 3 churches

1. Do you conduct annual assessments in your church, surveying members on church life and your pastoral work? If yes, how do you do it, what do you use?

We do it. I compiled several samples and created my own. Cover a lot of areas. I have a general one, another on worship, another on church friendliness.

2. What prevents you most from the task of equipping and training your members for ministry in the church?

Probably ... we were just looking at this in one of my church's... the congregation's unwillingness to be trained or equipped. They are satisfied with the pastor doing it on his own. It's his job. I have plenty of resources. It's the members. Right now we are doing a "Bible marking" seminar, giving Bible studies right out of their Bibles. This is going well, but I've had sour success in the past. You can always start with 2 or 3 but it seems like a waste of time for a couple people.

3. What does your church do that raises the "quality of life" (the new public image the NAD suggests for Adventism in North America) in your community?

Our church here is a little bit different. We do a couple things. Of course we have the typical Community Service outreach (disaster and flood relief). Other bridge building seminars (stop smoking, etc.), run Discovery Bible School, and ads in the paper. We also have a church school for the community as well as Adventists. We own a local volunteer fire department. So, it's a unique service to the community. We don't do direct evangelism through this. But people know the Adventist church owns the fire department (and cemetery). Adventists do not strictly run it.

4. What is your current, average Sabbath morning attendance? How many of these attendees would say are actively involved in the leadership of the church? What are you doing to increase the number of people leading in ministry in your church(es)?

Attendance, about 180. Leadership, about 40%. My primary way to get leaders is being intentionally involved in getting more people involved in every aspect of the church. It results in more leadership development. Seems to work. I want people to be involved even though sometimes I do it myself.

Pastor: DG
Conference: Oregon
Church(es)/Position: 2 churches

1. Do you conduct annual assessments in your church, surveying members on church life and your pastoral work? If yes, how do you do it, what do you use?

Probably haven't done it as much as I should, done a couple times. Made something up myself. When I did it, my head elder wasn't really interested in the results or tabulating them. Probably why I quit doing it.

2. What prevents you most from the task of equipping and training your members for ministry in the church?

Probably my inability to get them out for training. I'd love to have more people involved, but its usually that people are too busy. Many people know (or think they know) their gifts so they know what they already want to do.

3. What does your church do that raises the "quality of life" (the new public image the NAD suggests for Adventism in North America) in your community?

The district I was before was an "Adventist" community because of a local academy. They invited community to programs, etc. We did some nutrition classes at my other church. One church didn't really make a dent in the community. In my current district, I have a food bank and clothing, with a good reputation. In fact, last week the local church had 1/2 page on the front page of the newspaper, positive report. The other church also has a community service center... little less. Right now we're getting ready for Net '98.

4. What is your current, average Sabbath morning attendance? How many of these attendees would say are actively involved in the leadership of the church? What are you doing to increase the number of people leading in ministry in your church(es)?

85 and 30. Close to half are actively involved in leadership. Everything that happens, this group is their, involved, etc. I view people as very active, so I see this as a form of leadership. I do the one on one approach mostly to get people involved in leadership. The small group thing has never really worked for us. Seems like people will come out for prayer meeting and church, but not small groups. I watch for people's interest in things and then encourage them to get invovled.

Pastor: HZ

Conference: Oregon

Church(es)/Position: 1 church

1. Do you conduct annual assessments in your church, surveying members on church life and your pastoral work? If yes, how do you do it, what do you use?

No, I don't.

2. What prevents you most from the task of equipping and training your members for ministry in the church?

Probably the biggest thing would be ... not sure how to say this ... a lack of information on "how to" do all the situations that arise. You know, we are supposed to have

knowledge on all the different activities of church life. How do you train a Sabbath school superintendent, etc. with limited time and knowledge. Some basic things they need to learn on their own. Perhaps more conference leadership training programs would be a help.

3. What does your church do that raises the "quality of life" (the new public image the NAD suggests for Adventism in North America) in your community?

A couple things. We've had a strong community service program (food pantry) that serves the western side of the city where we are in. We recently closed because of a building program. We also have a "Christmas Choir" and do three concerts before Christmas. Lots of community people come out for that. We also involve community members.

4. What is your current, average Sabbath morning attendance? How many of these attendees would say are actively involved in the leadership of the church? What are you doing to increase the number of people leading in ministry in your church(es)?

Averaging 175 people (usually higher when not in a building program). If you don't take all the deacons and deaconesses, etc. Probably 35. Last year, for the first time, we had an elder's weekend of training with Floyd Bresee. I think it was a powerful inspirational and motivational experience for the men. I would like to, eventually, take most of our key people and have a weekend with all of them, maybe not the same weekend. I think it gets them away from the stresses of the local church and says to them, "You're important and we're going to grow together this weekend." All the fellows came away from that weekend and felt it was beneficial. We went to a retreat center. One of the things that I really found interesting. We didn't have a formal Sabbath school presentation. So we just shared our spiritual journey for 2 hours with 9 men. We had tears and a deep experience. I feel that people really want to talk about their experience. We live in such a hectic pace, that they don't have the time to feel the ability (or acceptance) to do this. This year we plan to do it again. One thing, if we can't get a speaker, is to get the Union President to come down with us. One thing we talked about is having each elder take a segment and share something that's on his or her own heart. It's an opportunity for them to share and grow.

Pastor: RW
Conference: Oregon
Church(es)/Position: 1 church

1. Do you conduct annual assessments in your church, surveying members on church life and your pastoral work? If yes, how do you do it, what do you use?

We have nothing from the conference. I haven't surveyed my members. We are in the process of developing a survey on church health and I feel we need to do that. We'll be doing one on "general ministry" and another on "effectiveness of specific ministries." We did a worship survey when I first got here, and we've done some on special events.

2. What prevents you most from the task of equipping and training your members for ministry in the church?

I think that's a complex thing. Part of it is role and expectations, my own and the church's. I find here, the ability to do anything for any length time for a group of people with crazy schedules is a challenge. Getting a committee to meet two months in a row with at least 80% of the members... difficult. Anywhere from Sabbath school classes, small groups, committees, etc. Crazy schedules, scheduling conflicts. Apathy on the part of people is another issue. We've done some spiritual gifts things here and the momentum to keep that going was difficult. I think Adventists are pretty independent and many of us don't see a need for small groups. There is this sense of "if I attend worship on Sabbath I've done my duty..." Those ideas inhibit long term mentoring and coaching. We still have small groups here, but nothing like when I first came. It's a multi-faceted thing on why its not happening... me, demographics, etc.

3. What does your church do that raises the "quality of life" (the new public image the NAD suggests for Adventism in North America) in your community?

Only thing we've done on a consistent basis is with our health ministry, and that has been conducting a vegetarian cooking school. We used to have a community service center, but it shut down because of a leadership change. Local members felt it was a duplication of other agencies in town. As far as other awareness things... we did a 5K run sponsored by our church. Person that ran it burned out on arranging it. Some of my members have been volunteering in helping senior citizens, our group started this and its going well... odd jobs, transportation, etc. The only other way is the Net programs.

4. What is your current, average Sabbath morning attendance? How many of these attendees would say are actively involved in the leadership of the church? What are you doing to increase the number of people leading in ministry in your church(es)?

110. 35. Recruiting, talking to them, asking them to be involved. Asking them if they want to go on to the next step. Let them know we'll be with them and encourage and support them. I'm thinking of doing another spiritual gifts focus group. Its been awhile.

Pastor: BF (His wife answered the question)

Conference: Oregon

Church(es)/Position: 2 churches (1 is a Russian affiliate)

1. Do you conduct annual assessments in your church, surveying members on church life and your pastoral work? If yes, how do you do it, what do you use?

Yes. He created it himself, and has each board member assess the offices and the associate.

2. What prevents you most from the task of equipping and training your members for ministry in the church?

I think the thing that gets him away most is church politics and members trying to take on the role of the pastor rather than the office they were voted on. Of course, emergencies. The fast pace that people are living in – two workers in the home – the volunteerism is much more challenging than it was. Its hard to get anybody to do anything. Training isn't the problem as much as people loving to "theorize." More people like to focus on the role of the pastor and what he's doing and not doing. It's not a knowledge issue. I've found that the bigger the church, the more people like to hold offices, but not do much of anything.

3. What does your church do that raises the "quality of life" (the new public image the NAD suggests for Adventism in North America) in your community?

What we personally are doing ... encouraging young adults. We are really attracting young adults (20-45 age group). We've noticed our community is heavy in families this size, so we have this group at church really wanting to reach out. We're conducting several health classes. Our family life directors are also doing a "makeover" approach to reaching our community ... highlighting an "inside out" approach to life with a spiritual emphasis (but doing an outside emphasis). For instance, we received assistance from a local department store (Nordstrom's) to come in and do a make-up makeover. We then draw analogies to the inward person. We also do a high amount of work with Campaign for Community and we've discovered a lot of young marrieds without children. We also have on our billboard an offer to pray with anyone over anything.

We've also started an AAA meeting in the city we pastor in. About 13 pastors come together once a month and talk about PR in the city (Adventist Awareness Association). We've done radio spots (Christian and rock stations). We've also set up an 800 number. One is for Bible (answers questions) and another is Church (which lists the Adventist churches in the area). All this is leading up to Net '98. The funding for much of this cooperative work among pastors in our community came from evangelism funds.

4. What is your current, average Sabbath morning attendance? How many of these attendees would say are actively involved in the leadership of the church? What are you doing to increase the number of people leading in ministry in your church(es)?

About 200. About 17. We do work one on one. Encouraging people to bring their friends to church. These young adults are bringing their friends. One group is focused just on

training leaders. So, out of this we are getting young adults to move beyond an inward focus to an outward focus. Many of these have taken on leadership roles in the children's division. The older people are working primarily as consultants and back-up. Our children's division almost dried up. But when the young adults became more "servants", we found people coming over here.

Pastor: RB
Conference: South Central
Church(es)/Position: 2 churches

1. Do you conduct annual assessments in your church, surveying members on church life and your pastoral work? If yes, how do you do it, what do you use?

Yes. I had something from some other people.

2. What prevents you most from the task of equipping and training your members for ministry in the church?

Different geographical locations. Most people I work with are a "working class" people. So, they are busy surviving.

3. What does your church do that raises the "quality of life" (the new public image the NAD suggests for Adventism in North America) in your community?

We have a food bank. Affiliated with the city and tries to help needy families. I also write an article every other month for the newspaper. I just talked to the newspaper about regular columns, etc. and it worked out great. We are an icon of sorts. Everybody else is Baptist and Methodist or JW.

4. What is your current, average Sabbath morning attendance? How many of these attendees would say are actively involved in the leadership of the church? What are you doing to increase the number of people leading in ministry in your church(es)?

70 attendance. All the auxiliaries in the church are filled. 50% of people in leadership. The smaller church is a vibrant struggling church. My approach to get new leaders is by detecting new gifts, watching and approaching people and letting people know they have certain gifts ... and ask them if they've considered exercising their gifts.

Pastor: CD
Conference: South Central
Church(es)/Position: 2 churches

1. Do you conduct annual assessments in your church, surveying members on church life and your pastoral work? If yes, how do you do it, what do you use?

No.

2. What prevents you most from the task of equipping and training your members for ministry in the church?

My churches are very small churches. We started from scratch. We had 8 members about 3 years ago and we're up to about 25 in one church. So, the group is very small. We move along together as one unit. In one church we have more people attending than are on the books. Of the auxiliary meetings, and the reports, everybody gave a report and met once a month. Every meeting had a plan for soul winning. Even the treasurer. So, I had about 25 or 30 reports that each auxiliary to turn in. They had to meet to report. So, I meet with all these groups. They are running it and I guide them. This has tamed board meetings because everyone knows each person has their turn to give reports. We put the reports together for the whole year into one report.

3. What does your church do that raises the "quality of life" (the new public image the NAD suggests for Adventism in North America) in your community?

This church has a community outreach program and feed people in the community twice a week. Once before prayer meeting and then after Sabbath church. We actually had a baptism as a result of this feeding program. We have learned that its important in how you relate to people, regardless of teaching doctrine. We're also going to get a bus to pick up children to bring them to Sabbath school. Many, we hope, will go home and tell their parents.

4. What is your current, average Sabbath morning attendance? How many of these attendees would say are actively involved in the leadership of the church? What are you doing to increase the number of people leading in ministry in your church(es)?

50. All of them, because we are so small. When you have a big church, you have more people in the pew doing nothing. Smaller churches, we "know them by name" and if somebody is missing, we know it. This relational emphasis, especially on Sabbath morning, gets people excited. Like a family. We know the needs.

Getting leaders? Tell pastors they have leaders sitting all around them. More leadership than what pastors realize. Some people don't feel they are a part, even though they have talents. Its easy for a few to do it all. So, its taking folks who "appear" not to have anything to offer and training them. I once took a lady from a church and put her in charge of an Ingathering band and she did a fantastic job. I have a youth day and have the children do the service. Befriend and encourage people. I took a lady who was retarded ... and the folks thought she couldn't do anything in the church ... but I made her an usher.

Everybody else got upset, but I held my ground and encouraged her to do “something”. There are some hidden talents we let die on the vine. If we don’t use them, we’ll lose them. Put people to work. Use surveys to find talent. Ask them about their work, ask what they have ever done, what did you do in your previous church, etc. Sheep produce sheep. [This pastor used to be a conference president.] I encourage visitation. If you go to see them, they will come to see you.