

nad **Ministerial**

CALLED

A DIGITAL MAGAZINE FOR ADVENTIST CLERGY

**RESOURCES FOR
PASTORS AND
CONGREGATIONS**

**CLEAR, CONCISE,
ACCURATE, AND
INTERESTING
NEWSLETTERS**

**9 PRACTICAL TIPS
FOR VIDEO MINISTRY**

**SAMPLE JOB
DESCRIPTIONS
FOR VOLUNTEERS**

**7 LESSONS TO
SUCCESSFULLY
LEAD YOUR
WORSHIP MINISTRY**

**HOW TO SELECT A
HEALTH MINISTRIES
DIRECTOR**

**A PASTOR'S STORY
ABOUT PATHFINDERS**

**IT'S NOT IF YOU
USE SOCIAL MEDIA,
BUT HOW WELL**



Ramone W. Griffith,
Associate Pastor, Capitol Hill Seventh-day Adventist Church



RESOURCED FOR SERVICE IN THE LOCAL CHURCH

by Ivan L. Williams, Sr.

Some of the greatest challenges pastors face in the local church are in the area of equipping members for ministry service, igniting their spiritual giftedness, and helping identify leader's personal passions for sustained ministry. Training, equipping, motivating, encouraging and identifying potential volunteer leaders is an on-going cycle within the congregation. This on-going cycle often pressures churches to assign responsibilities to volunteers without orientation or training. However, assigning a warm body to be the leader without training or expectation is an injustice. The faithful evangelist and my professor in college, E.E. Cleveland said, "it is an injustice to include people without informing them."

If meaningful ministry is to happen in the local Seventh-day Adventist Church, how best can members/volunteers be trained and equipped for service? How can we insure that members or even visitors for that matter, volunteer in our congregations? What are the best practices for membership engagement in ministry of service? Once a person is chosen to be a church leader, what's the next step? How can volunteers be utilized to their maximum capacity? What ministries are a 'must have' in the local church? What are ways to make ministry functions sustainable? In this issue of CALLED we view these questions and more through the windows of a variety of church ministry leadership positions.

The nominating committee time, or the selection process of church leaders, is pivotal to the fruitfulness of the local church. Having spiritually gifted people serving in places of passion is essential for viable ministry. Having a greater understanding of the Seventh-day Adventist church manual's suggested process, being engaged in need assessment based community dialogue, and knowing your congregation's strengths and weaknesses are just a few more ways to ensure members are engaged and resourced for service.

This quarter's magazine, not only addresses some ministry opportunities and leadership roles people can serve in at the local church, it also practically shares ways in which ministries can function more effectively. Looking through the lenses of certain local church ministries, our authors share new and exciting views of church ministry positions. Some have written about best practices for ministry involvement, and others will share short case studies of what works.

Watch the documentary and vignettes featuring Ramone Griffith, associate pastor of the Capital Hill Seventh-day Adventist Church in Washington, D.C. as he visits the North American Division office. You'll travel with him as he talks with NAD ministry leaders and discovers some of the varied and many resources that can be used in the local church.

I leave you with this question. Are people placed in ministry positions just to fill empty slots, or does the mission of your congregation require you to carefully select and equip leaders for relevant ministries.

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Empowering the ministerial community in leading churches to reach their world for Christ with hope & wholeness.

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



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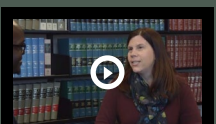
Muslim Ministries



Women's Ministries



Prayer Ministries



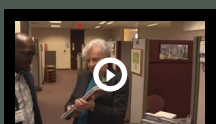
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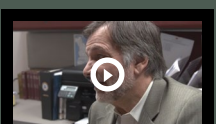
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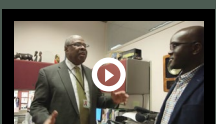
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The Next Steps course intends to empower a research-informed, relevant approach to young adult ministry by exploring the Adventist Millennial Study conducted by the Barna Group. Eager to help your local church love young adults better? By the end of Next Steps, you and your team will be able to apply the research findings from the Adventist Millennial Study to young adult ministry in your context.

Find Next Steps at nextsteps.ygchurch.com

“Fact: Millennials are disengaging and leaving the church. Instead of being paralyzed by the problem, take this opportunity to learn from one of the leading voices in millennial ministry. In NEXT STEPS, Dr. A Allan Martin offers an engaging combination of field research and experience-based wisdom to guide you towards a thriving young adult ministry.”

Tara VinCross, DMin
Senior Pastor, Azure Hills Church

“A Allan Martin, PhD, is the premiere Adventist presenter on youth and young adult ministry. Through NEXT STEPS, I would encourage others to do as I have done and glean from his teaching. Your life and your church will be better for it.”

Roger Hernandez, MDiv
Ministerial and Evangelism Coordinator
Southern Union Conference of Seventh-day Adventists

“Lots of talk and hand-wringing seem to be the typical response to, ‘Youth and young adults are leaving the church.’ In NEXT STEPS, Dr. A Allan Martin combines his expertise, passion, experience, and research to provide action steps to address this great need.”

Steve Case, PhD
Doctor of Ministry Coordinator
for Youth and Young Adult Ministry, Andrews University

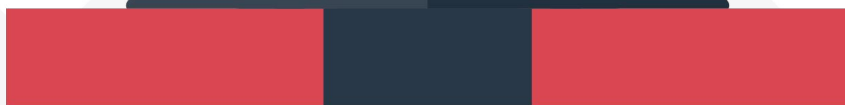
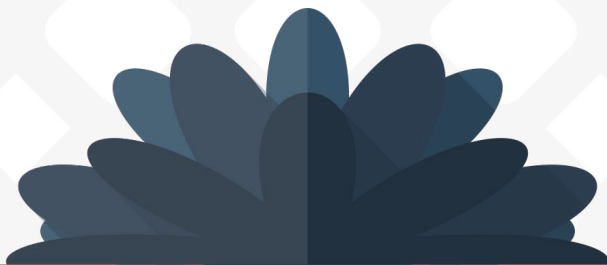
“Of the many available resources in the Adventist Learning Community [ALC], I believe that NEXT STEPS is one of the most important courses. The Adventist church at large has already begun to sip and savor the proverbial millennial coffee, however now it’s available in espresso! Kudos to Dr. A Allan Martin for making this cutting-edge research available in clear, compact, and comprehensive cup servings.” #ResearchMeetsEspresso #MillennialsForDummies #NextSteps

Geston Pierre, MDiv
Bass Vocalist, Committed
Outreach + Social Justice Pastor, Grand Advent Church

“NEXT STEPS promises to be a transformational process to assist you in taking the young adult ministry you lead to greater success in retaining and reclaiming our most precious resource. Dr. A Allan Martin is a proven young adult pastor, ministry professional, clinician, and superb communicator, who will make the time you spend in this training a worthwhile investment.”

Willie Oliver, PhD, CFLE
Family Ministries Director
General Conference of Seventh-day Adventists

nextsteps.ygchurch.com



ELDERS

A GIFT FROM GOD

by Nikolaus Satelmajer



Before our wedding my wife-to-be, Ruth, and I decided that after our marriage we would select a new church as our congregational home. In New York we had many options, but we agreed (a good thing for newlyweds!) to join the Manhattan Seventh-day Adventist Church.

Soon we were immersed in a congregation made up of young and old, new members and members of many years, and individuals from various parts of the world—that was the congregation. To my great surprise, I was soon asked to be an elder and a primary Sabbath school teacher. An elder at 21? In my mind, elders were older individuals with many years of experience, and I did not have the years or the experience!

During our rather short stay at the Manhattan church I was supported by the other leaders, and I have many good memories of my first “eldership.” More than that, after I became a pastor I often recalled that experience, and it has since guided me in my relationship with elders.

It took the Seventh-day Adventist Church several decades to formally elect individuals to serve as church elders. It was not until the mid-1880s that the position of elder became a regular church office. Today elders are key leaders in the Seventh-day Adventist Church, and pastors have a great opportunity of helping the elders serve the congregation and at the same time experience personal spiritual growth. I am sharing specific things that a pastor can do so that elders will more effectively serve the congregation and therefore be effective partners with the pastor.





Listen to the elders: Elders usually have valuable information about the congregation, and they can provide helpful insights to the pastor. If you are new to the church (or district), elders can help you understand the strengths, needs, and challenges of the church. I have made it a practice of asking the elders these questions: 1. What has happened in the church during the past five years? 2. What do you think the church will be like five years from now? The response from the elders has given me invaluable insights. Also, the elders have told me that these questions helped them assess the strengths and needs of the congregation.

Talk to the elders: You are busy—very busy. Perhaps you have a district with two, three, or four churches and the distance between them is great. Or you may have a large congregation that places many demands on your time. You may have one elder in your church or perhaps you have a large number of elders. I have had a church with one elder and another with nearly 20 elders. It's a challenge to find time to communicate with the elders. I did not invent a system, but I copied it from another pastor, and it has worked well throughout my ministry. Early in my ministry I saw a pastor hold a three-minute meeting with the elders just before worship started. It worked for him, and it has worked for me. During those three minutes I heard from them and they heard from me. Without this scheduled meeting, the pastor and the elders may worship in the same congregation with minimal personal contact with each other. On the other hand, the meeting reminded us each Sabbath that we were a team.

Seek input: All too often complex issues are brought to a church board without adequate input from elders. I have made it a practice to have a brief elders' meeting just before church board, at which time the agenda is reviewed. In some churches the elders met the week before the board meeting for the same purpose. Whichever method you use, either approach will shorten the length of the board meetings and lessen the potential for conflict. There are other complex issues that are best discussed by a smaller group, and often that group is the elders. Give the elders an opportunity to deal with them. They may bring a resolution or recommendation addressing the issue more effectively.

Provide resources and training: In a recent survey about 50 percent of the elders throughout North America (more than 1,100 responses) responded that they want resources and training. In the same survey more than 85 percent of ministers (nearly 400 responses) responded that elders need information about their responsibilities. Thus, ministers and elders agree that resources and training are needed for elders. It is interesting to note that a much larger proportion of ministers thought that elders needed resources and training. What is available and how do ministers and elders rate their effectiveness?

Elder's Digest: More than 80 percent of the elders in North America receive *Elder's Digest*, a quarterly magazine published by the General Conference. The North American Division makes it available without cost to all the conferences in its territory. About 60 percent of the ministers and elders who responded to the survey rated the magazine excellent or good. Is your church making certain that each elder receives it? As the survey shows, some elders are not getting it. Are the elders in your church receiving it?

Elder's Handbook: We asked elders about the *Elder's Handbook*. Forty percent told us that they have it, and a little more than half of them rated it as excellent or good. That means that 60 percent of the elders do not have this valuable resource. Until now the handbook, though not expensive, had to be purchased either by the elder or the church. The printed copy may still be purchased (check with the local Adventist Book Center or visit www.adventistbook-center.com/), but elders and pastors in North America may download a PDF copy without cost. (The free PDF version is available at www.nadministerial.com/resources-for-elders.)

Retreats and seminars: Less than 40 percent of elders participate in retreats or seminars, and just 32 percent rate them as excellent or good. Retreats and seminars are usually held in a location that may require travel, so we are not surprised that less than 40 percent of the elders participate in them. We are surprised that only 32 percent rate these events as excellent or good. We realize that throughout the division a variety of events are offered, though our survey does not reveal the reasons for the low rating or low participation. Local conferences usually sponsor such events, and the evaluations they do may be more helpful.

Two of the resources—*Elder's Digest*, *Elder's Handbook*—are available to all elders. Retreats and seminars are available to many elders throughout North America. The pastor does not have to make a significant investment in time to make these resources available. It is primarily a matter of sharing the information about these resources or events. Elders who participate will be more effective leaders in their churches and ease the pastor's workload.

Build relationships: After my first year of internship, the conference president informed me that I would be given my own church. I was excited because I would be the pastor. Of course, it did not take long to figure out that I had to deal with all the leaders—on my own. There was no longer a senior pastor to provide guidance and at times be the intermediary between church leaders and me. I had to deal directly with the leaders, and that of course also meant the head elder. The elder in my church was an older gentleman, retired from an executive position of a large corporation in the New York City area. Furthermore, he was one of the

founding members of the church. Once I processed all that information about the elder, I was nervous and frankly a little scared of the man. In fact, he was supportive, and we liked working together. He was a blessing to the church and to me; and he no doubt helped me develop a positive attitude toward elders. I have pastored about a half dozen churches—small and large—and I have fond memories of the elders with whom I have worked. In all instances we built a positive and supportive relationship. My attitude as a pastor has had a significant impact on the relationship that will exist between me—the pastor—and the elder. The outcomes have been a blessing, and we have functioned as a team.

One of the reasons the first elder and I developed a wonderful working relationship, I believe, was that we kept each other informed. Elders need to keep the pastor informed, and the pastor needs to keep the elders informed. I have always kept a list of what I need to do, and one of the items was a list of what I needed to share with the elder. Once an elder told me, “I don’t hear anything from the pastor.” No doubt some pastors could say the same about the elder. An absence of contact creates problems. If you keep each other informed, you will build a positive relationship, and the church will benefit from it.

Elders are volunteers: Pastors know that, but it is easy to forget. Elders are not rewarded monetarily, and yet all of us like to know that our work is appreciated. We can acknowledge their ministry by personally and publicly expressing appreciation. The pastor is a public figure in the church and has many opportunities to make public statements. I make it a practice to express public appreciation to worship participants—musicians, scripture readers, and others. If the elder was involved in providing the participants (and often that is the case), let us remember them also. Church board meetings are also occasions when we can remember the work of the elder and others. Volunteers, and that includes elders, are the lifeblood of a thriving congregation.

There is another effective way to remember the elders—in our personal prayer life. I thank God that we have a system of elders, and I remember them in my prayers, thanking God for them and asking God to bless them in their ministry. If elders are effective in their ministry, our pastoral ministry will also be more effective, and our burden will be lighter. You, the elders, and the church will be blessed.

DISCUSS THIS ON 



Nikolaus Satelmajer, D. Min., S.T.M.

serves as a consultant for elder resources for the North American Division of Seventh-day Adventists.



HELP!

**I'M THE
NEW FAMILY
MINISTRIES
COORDINATOR
FOR MY
CHURCH**

by Claudio and Pamela Consuegra

Editor's Note: As a pastor you are probably active in the volunteer placement process in your congregation. As your team begins to explore possible candidates for the position of family ministries coordinator, the following article may be helpful.

“The church nominating committee has finished its work and has asked me to serve as the family ministries coordinator. I am honored to have been asked, but now I’m a bit panicky not knowing where to begin. HELP!”

What Is a Family?

Perhaps the place to begin is to understand what the modern family is. The traditional view of the family, composed of a husband, wife, and a couple of children, is far from what is typical today. Today's families range from a family of one person to families of two parents with children; from single parents to newly married couples; from group home families to a few friends sharing a roof. Families include grandparents raising grandchildren, married couples without children, teenage mothers, empty nesters, foster parents, and even older siblings in charge of younger ones. Each and every member of the church is a family in and of themselves—and a part of the larger church family.

Because of this great diversity in family configurations, one of your many duties is to ensure that all diverse families are included and nurtured. To accomplish this, you will need a cornerstone faith, a passion for families and relationships of all types, sensitivity for others' needs and feelings, an insight to assess the church as a whole while keying in on each family's personal challenges, and the ability to act as a model for others to see. Also, no matter how many people are part of your family, it is important that Christ is the head of your home.



*...evaluate the available resources,
and establish a plan for what you can
realistically accomplish with your time.*

What Is Family Ministries?

Family ministries has often been seen as a “program” that is periodically used in the lineup of church days and special events. It will never live up to its “ministry” label if it never outgrows its “program/event” boundaries. The dictionary defines “program” as “a public presentation or performance.” Programs come and go and are applauded for the moment, but seldom have any lasting effect for the local church and community. Programs alone are simply a flash of light that vanishes as quickly as it comes. “Ministry,” on the other hand, is defined as “the act of serving or assisting.” Only the ministries that are Holy Spirit-sustained and structured into the church plan can provide an unending source of light, a constant beacon for families to see, accept, and follow to Christ. Family ministries is not just a one-time program or performance; it is a continuing ministry and a constant act of service. This is an opportunity for personal and spiritual growth within your own family, the families of your church and surrounding community, and beyond. This is not simply compiling a list of do’s and don’ts to preach and expect each person to follow. And because each family is different, the same guidelines won’t work for everyone. Family ministries is not a venue to prove our talent, creativity, or genius. Rather, family ministries provide an opportunity to reflect God’s light into the world for the purpose of leading others to Him.

“In order to be effective, the family ministries leader(s) must have an understanding of God’s redemptive plan for dealing with the brokenness in relationships that sin has brought [both in marriages and with our everyday interactions with family and friends]. The leader(s) also must maintain appropriate confidentiality and know when and how to encourage individuals in critical situations to seek professional counseling.”¹ This means creating and providing ministries—both social and healing—and simply offering an attentive and caring ear.

Throughout your term as family ministries coordinator, you must devote specific time to understanding your church family and—more important—what each individual needs in order to have healthy relationships with one another and their heavenly Father. This will help you build your family ministries committee, evaluate the available resources, and establish a plan for what you can realistically accomplish with your time.

At the same time, remember to balance your personal life with your family ministries position. Yes, this is a ministry that demands your time and attention, but even a fantastic ministry won’t make up for a suffering personal life. Keep this in mind as you begin and continue your ministry.

A Family Ministries Committee to Help You

The church board will help you select a committee with members representing specific groups in the church. Make sure your committee contains a representative cross section of the various age groups in the church. Departmental leaders are necessary as a part of the family ministries committee because they will have input at the board level. Their membership on the committee also prevents the possibility of contention over separate agendas. Here’s a list of men and women who could be included on the committee:

- At least one single person
- At least one married couple
- One or more parents
- Sabbath school leaders
- Home and school leader
- Personal ministries leader
- Community Services leader
- Men's ministries leader
- Singles' ministries leader
- Women's ministries leader



Research the Needs of Your Church

Now that you have your committee ready, start by assessing the needs of the families in your church and community. Families are the part of life through which many people experience the most joy, but also the most sorrow. Family ministries leaders can reach out to families in the church and in the community where the local church is housed. A church and community assessment is helpful in learning how to minister to local families effectively.

A simple assessment of the church is a good place to start: What was the family ministries committee doing before you took over? What were their goals? What was established? What worked, and what didn't work? Were any people left out? Discuss these questions with your committee. Your answers will help you identify problems and ways to make changes and improvements.

An assessment can be conducted in a variety of ways. The easiest and most straightforward method is simply to listen. Ask your fellow members to share their observations. Float about potluck and talk to people at each table—especially the stragglers. Bid farewells in the foyer after the service and ask what your fellow members need and want from the church. Write down your observations so you can remember what was shared during conversations with members.

If you would like to create a written survey, coordinate with your church's communication director to create a questionnaire that can be filled out and turned in with the offering. You can also post a survey on the church's Web site. Make sure the survey includes your phone number and e-mail address so that people can contact you if they have questions or would like more information. The more outlets you provide, the more information you will receive. And throughout this process, keep an open mind.

If you do conduct a written survey, plan to collect the responses immediately. It's too easy for pa-

pers to be placed in purses or Bibles and taken away. Collecting surveys immediately upon completion will yield a wider response.

Don't be discouraged if what you thought should happen or needed to change isn't a concern for your church. Also, remember that unmet needs don't mean you are doing a poor job as family ministries coordinator. A need is simply that, a need. Don't take constructive feedback too personally.

Research the Needs of Your Community

Once you have become familiar with church families' needs, it's time to learn more about community needs. Listen to what community members say about their families' needs. Your efforts to serve families through ministry should reflect the needs they share with you. Remember that Christ knew what we needed, and responded directly to those needs—He did not force His will on anyone. And responding to community needs is evangelism!

You can learn more about families in the community by seeking information that has been compiled by other entities in the area. If such information already exists, it is helpful to access it and then determine what additional information will be needed to help the focus of the ministry. If such information does not exist, determine what type of information is needed to offer purposeful, intentional ministry that addresses the needs of community families. Also, contact charities in your community and ask about their needs.

Meet the Needs With Family Ministries

Based on your collected information, meet with your committee and discuss what events, programs, and ministries you can plan to best fulfill the needs of the people in your church and community. As you entertain ideas about what you can do to strengthen family bonds, don't forget to create direct ministries for those in specific demographics: young adults, foster parents, home-care providers, divorcés, those struggling with addiction, singles, empty nesters, those whose spouses have died, etc. But don't focus all your attention on the smaller groups; this is family ministries, and providing events and activities that everyone can be a part of is equally important.

Keep in mind that at times church activities separate family members from the moment they enter the church door until they regroup when they pile into the car to go home. This is not new, as we read, "The Sabbath is often filled with meetings and other activities, even potlucks, that do not offer families the opportunity to share in the delights of the Sabbath as a family unit." "The Sabbath should be made so interesting to our families that its weekly return will be hailed with joy. In no better way can parents exalt and honor the Sabbath than by devising means to impart proper instruction to their families and interesting them in spiritual things, giving them correct views of the character of God and what He requires of us in order to perfect Christian characters and attain to eternal life. Parents, make the Sabbath a delight, that your children may look forward to it and have a welcome in their hearts for it."² Help advocate on behalf of the families so they are strengthened and not weakened by all the church activities.

Ask yourself if each idea is realistically possible. How will this strengthen your church family's bond? What are the pros and cons? Whom are you targeting? Is this a one-time event? Who might feel excluded? Is this something that can be sustained? Will you need to bring in outside professionals? Is this what the people in your church and community need, or is it what you think they need? How does this illustrate Christ's love and His integral part in each home? You may find that while some of your ideas are good, they may not best serve what you and your committee wish to accomplish.

Family Safety

Please keep in mind that the goal of each event is to strengthen the bonds between families and to shine the light of Christ's love, emphasizing the need for Him in all of our undertakings. But as you shine your church's light into the world, it is absolutely necessary to remember the appropriate legal and safety precautions. Please be certain that only appropriately trained individuals facilitate your programs. There is liability for the church if you allow an unqualified individual to run your church's programs. More important, if events are run by inappropriate personnel, innocent people could be hurt.

Certification

Ideally, both the pastor and the family ministry coordinator will be certified—or close to completing certification—in the Adventist Family Ministries Curriculum for Local Church Leaders. These certification classes may be presented at conventions and other training events for family ministries coordinators. Please check with your local conference office for information about upcoming training events. Additionally, this training is available free online in the Adventist Learning Community at <https://www.adventistlearningcommunity.com/courses/8>.

There's much more to learn about this wonderful ministry to families. Remember to look for additional resources and materials in the [Adventist Learning Community](#), on the NAD's family ministries' [web site](#), and www.AdventSource.org. Welcome to the family ministries leadership team—you will be blessed as you bless others!

1 Seventh-day Adventist Church Manual, 19th ed. (Silver Spring, Md.: General Conference of Seventh-day Adventists, 2015), p. 93.

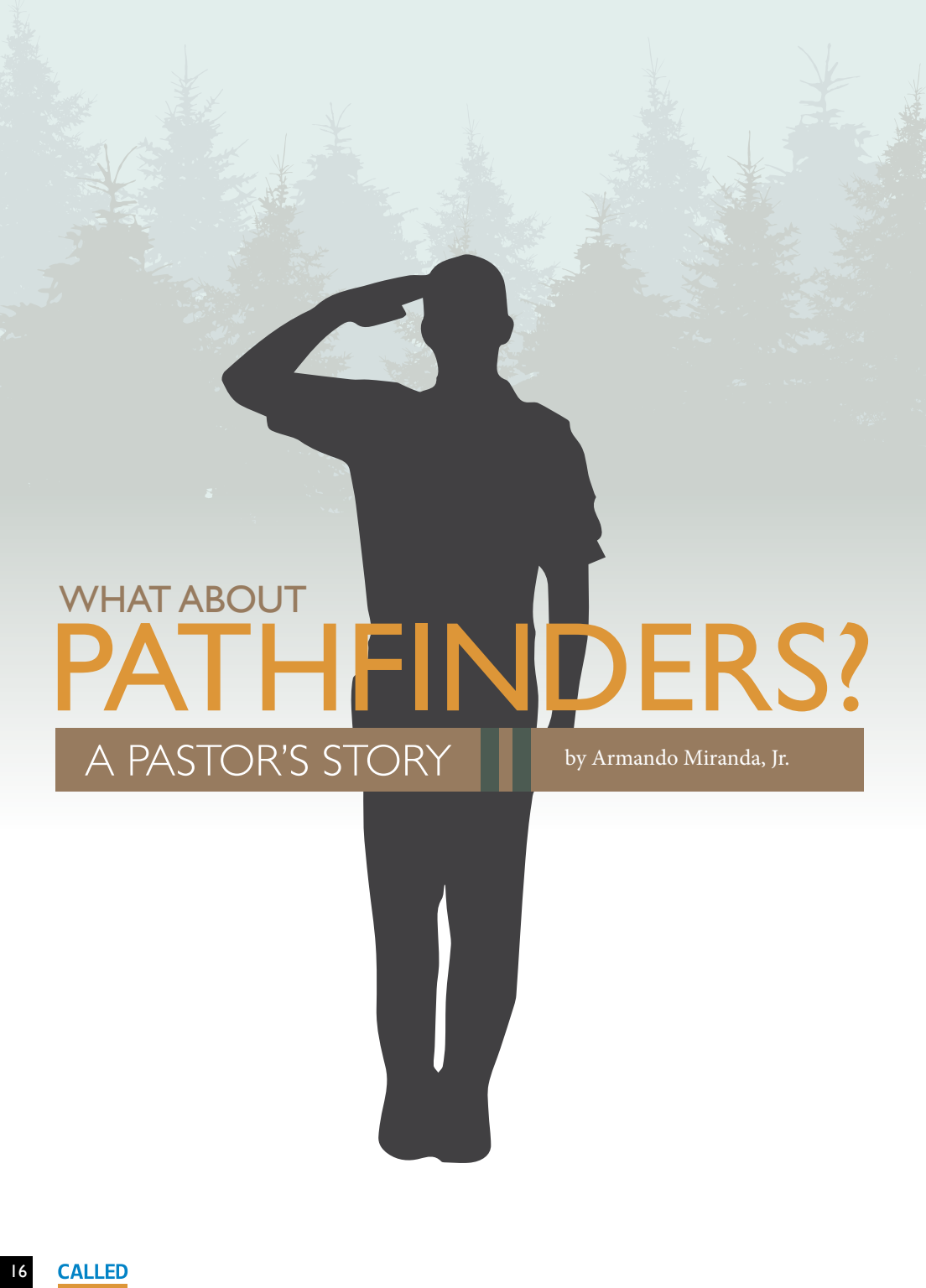
2 Ellen G. White, *Child Guidance* (Nashville: Southern Pub. Assn., 1954), p. 536.

DISCUSS THIS ON 



Drs. Claudio and Pamela Consuegra

serve as the director and associate director of family ministries at the North American Division of the Seventh-day Adventist Church.



WHAT ABOUT

PATHFINDERS?

A PASTOR'S STORY

by Armando Miranda, Jr.



It seems that every August and parts of September our churches start anew with a bundle of activities. Summer is over, and school is starting. Brand- new dreams, brand-new ideas for the year, and it seems that in the church, children's and youth ministries start anew also. With all that activity going on, parents seem overwhelmed as to what to choose for their children. There are many plans for activities and in those activities you have club ministries: Adventurers, Pathfinders!

Many of you know about two of these ministries, which are targeted toward children and youth from ages 4 to 16/17. These ministries are a staple in many churches, and some churches exist because of the life that these ministries bring into the them. Yes, they bring life into the church. Let me explain:

At my first pastoral assignment as a lead pastor, I was given the opportunity to serve in a small two-church district in south Texas. When we arrived at the district, there were some signs of discouragement, but the churches were a solid group. They were looking for ways to impact the community, yet it seemed that any effort did not bring much in results. As I analyzed the situation, I became aware that we did not have much at all for our young people (it never happens that way in our churches, right?). We had a few teens and a few children under the age of 10, but there was no specific ministry that would get them excited. AYs were not as productive as we would wanted them to be. That is where club ministries came into my mind, so I decided to ask the question "What about Pathfinders?"

Growing up in a place where club ministries were so normal, I grew up camping, enjoying the activities of Adventurers, Pathfinders, and Master Guides. How many times was I in a camp where it rained? Too many to count, but oh, so much fun! Friendships were made, memories that I will never forget, and definitely I learned some things (I still know a few knots and how to make a fire with three matches). What I also learned was a lot of Bible knowledge and SDA church history. My time in club ministries made an impact in my life for good!

When I asked the question "What about Pathfinders?" in my two churches, the response was not what I was expecting. Nobody wanted, or knew exactly how, to go about it. They had not had Pathfinders in close to seven years, and people had good memories of those times but did not have the courage to go ahead and do something with that ministry. Since nobody said much about starting it, I decided that this ministry was worth my time and that I was going to be the Pathfinder director for the club. We would have one club for both churches, and we would start working toward going to OshKosh the following year. Most of the 10 Pathfinders did not know what Pathfinders was nor knew about the camporee coming up, so we set out in faith to fund-raise all the money needed to buy tents, equipment, and tickets for the camporee, and to rent the bus to take us there and back (30+ hours each way), in basically under a year.



The focus on ministry started to shift in both churches as they started to support the fund-raisers—the families and the Pathfinders that were trying to go to camporee. Suddenly there was a purpose, and more families became involved in Pathfinders. Parents and family members started to come to church activities that included Pathfinders. Needless to say, when we arrived at OshKosh, we had 31 people in the bus from our club and 21 from another club from south Texas. Sixteen Pathfinders and 15 staff members all the way from Texas into Wisconsin. When the Pathfinders saw that there were thousands of other Pathfinders like them, they started to feel different. They were not just the small church club that didn't have much going on—they were part of a big worldwide family, and that made them feel proud!

After the camporee, the following month of September, we restarted our Pathfinder year, and the impact of that focus brought close to 20 Pathfinders for the second year, with kids from the community who started to come because of the Pathfinders who recruited them. Even the parents started to be more involved in not only the Pathfinder club but also in church activities. An Adventurer club started to take form in the minds of some members who had small children.

It all started with a Pathfinder club in a small district where nothing much was happening. Today both churches are still in the Pathfinder ministry together, and not only that, an Adventurer club was formed and is a ministry that is also a beneficial one to both churches. More families are attending the church, and Adventurers and Pathfinders offer a program for their children that was not there before.

Another experience happened just this past April: I was privileged to be at the Adventurer Family Camp for the Arkansas-Louisiana Conference, held at Camp Yorktown Bay. There were close to 350 attendees, which included many Adventurers and their parents. As I talked with a variety of people at the event, I discovered someone who knew my father and me from Mexico. He was one of the leaders of the Little Rock Spanish church on Baseline Road.

I remember him only as “Pastor Tele” (his first name is Telesforo). An ordained pastor in Mexico, he was, here in the United States, simply helping out as a lay pastor. Even though he was not leading out as a full-time pastor, he hadn't lost his passion for ministry and mission.

As we talked, Pastor Tele mentioned that a small Spanish-speaking group was meeting with the local English church, but when he started looking around, he knew their group would not grow too much. While they had a place to worship, the neighborhood was not very accessible for the Spanish-speaking community. In other words, the demographics of the neighborhood where they met did not match with the mission they had in their hearts. Pastor Tele told me that in order to grow, the group needed to move into an area where there were a lot of potential members. With a prayer and a vision, he set out with his wife and another couple to go and plant a church in a neighborhood where many Hispanics lived.

For months the little group met in houses and looked for interests for Bible studies in the community. They persevered and, after some time, with the influx of people that started to come, decided to start a Pathfinder Club. It brought so many people that the church plant



had to start an Adventurer Club! And that is when I met him at the family camp. The group has been active as a church for a little more than three years, with an active Pathfinder Club and now a new Adventurer Club. Pastor Tele mentioned that not all the attendees to the camp were baptized yet, but that they were there involved and supportive of the club! I was amazed—their group was one of the larger clubs, and they had a lot of children there!

I realized that it just takes willingness to follow the vision that God has given. God will give success!

Pastor Tele continues supporting the local pastor, but he definitely is the force behind the club ministries. They work! They are bringing people to the church!

Do you want to bring new life into your church? Start an Adventurer or Pathfinder Club. For more information, I invite you to check the following websites:

www.adventistyouthministries.org

www.adventurer-club.org

www.pathfindersonline.org

www.tltministry.org

Also, contact your local conference youth department to see how you can start or restart a club in your church. Believe me, it is one of the best ways to restart a church and bring life to it!

DISCUSS THIS ON 



Armando Miranda, Jr.

_____ serves as an associate youth director for club ministries for the North American Division of Seventh-day Adventists.

CHURCH MEDIA MINISTRY 101

The How of Sharing the Gospel

by Kimberly Luste Maran





SCENARIO ONE

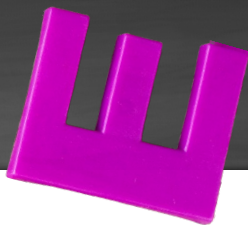
The phone rings one evening just as the dinner dishes are being put away. The number appearing on the caller ID doesn't ring a bell, but it looks like a local number, so you answer. It's a church member who cheerfully mentions that they are on the nominating committee and they'd like you to consider a position on the church's media ministry team. You have some experience with running the audiovisual equipment, and you've written a couple news announcements for the church, so with a bit of confidence and a lot of nervousness you agree. Now what?

SCENARIO TWO



Attendance at your church's worship service has grown. In fact, the church is pretty much packed each Sabbath. The board recognizes the value in providing the service online and votes to start a robust media team, adding online video streaming and a Facebook page. There's someone already putting the church's weekly e-newsletter together, but more people and equipment will be needed to handle this growth. You're the pastor, and you've been tasked with helping to find volunteers—and an economical and feasible way to cultivate your church's media ministry. What's the next step?

ROLE OF TECHNOLOGY IN COMMUNICATION



According to Nickilos Wolfer, production director for the North American Division Office of Communication, the most important thing to remember is that “the technology supports the ministry. It doesn’t work the other way around.” His advice: “Focus on the ministry first.”

Fitzgerald Taylor, media director for the Miracle City Seventh-day Adventist Church in Baltimore, agrees. “Our media ministry is successful because our team understands and is committed to the mission of Miracle City church and the vision of Pastor David Franklin.”

Taylor says that his church’s 20-person media team is, first and foremost, a mission-centered ministry. “We believe that the skills necessary to operate our audiovisual technology can be taught. We believe that what is inherent to success is a heart for sharing the gospel, a willingness to learn, and a commitment to showing up and getting the job done.”

Beltsville Seventh-day Adventist Church operates two campuses—one an established church with two worship services and another young church plant meeting in a ballroom. Associate pastor Will Johns explains how each location has a media team: Both locations send out a weekly newsletter from the pastors; a copy of the church bulletin is also sent. And each campus encourages ministry leaders to send out e-mail messages on events, and share valuable church documents via Church Community Builder (CCB), an online, Web-based communication tool. One Beltsville worship service is streamed each week.

“Communication is essential to the health of any church,” says Johns. “People need to know what is going on if they are going to participate. At [Beltsville Tech Road] we are intentionally telling the stories of outreach and baptisms to encourage a mission mind-set in the church.”

In the two fictional scenarios above, both of these churches are ready for the next step.

Below are some guidelines and tips from several local church “media ministers” in North America on a variety of services and products a media ministry might set out to offer. This information should prove helpful once your church’s media ministry needs have been determined after careful, prayerful consideration.

Following this general overview of media ministry, be sure to read the three breakout articles on church newsletters, video ministry, and social media ministry.



STRATEGY FIRST

Justin Diel, director of media for LifeWay Christian Resources in Nashville, Tennessee, writes that “media ministry is an essential part of every church. No matter what your church size or demographics, effective use of media and technology plays an important role in communicating the gospel in a dynamic way.”¹

Diel suggests that the first requirement is having a clearly defined leader. If your church will be videoing the weekly Sabbath service, for example, segmenting into areas such as audio, video, lighting, communications, etc., without one primary leader, the result is often inconsistency of work and no unity on the team. Diel writes, “One leader helps give consistent guidance and direction and keeps the team working toward one mission. The leader must have a passion for media along with proven experience in the field. Whether you have media staff or volunteers, you need a clearly defined leader.”

Other key strategies when starting and managing a media ministry are to develop a volunteer plan, allow team members to think creatively and execute those good ideas, and invest in stable equipment with a regular maintenance schedule. Smaller churches with little to no budget need to remember scale—e.g., the laser light show of a megachurch isn’t the reality for most churches.

In a recent article, Church Motion Graphics shares tips for smaller budget media ministries.² They encourage church media teams to make the most of what the church already has—and empower the church community, a valuable resource. And while understanding that budget is a concern, they warn: “Stop wasting time trying to do everything for free. . . . If you are going to design your own installations,” “prepare for new technology in the way you build today.”

Most important, CMG says to make sure the team has “a good vision for why media is part of your worship. Then discover who has what skills or interests. Come up with a style guide and a road map for visual styles and execution. Get everyone comfortable with the kit you have and the sources you use. Stress the importance of honoring copyright.” “Learn to put functionality before artistry.” If you cannot read something on the screen or hear it properly from the speakers, it doesn’t matter how good it looks or sounds.

ALL FOR GOD'S GLORY

R

Whether you are an experienced media person just starting to work with your church ministry, or a willing-to-learn newbie on the church media ministry scene, it is important to remember that God deserves all the glory for the use of media to change lives and save souls.

As Miracle City's Taylor says: "Media ministry is not an addendum to any church, nor is it something that can be neglected. To neglect media ministry and treat it as an insignificant addendum to the church is to directly stifle the spreading of the gospel of Jesus Christ. In the twenty-first century, . . . media ministry is the how of sharing the gospel."

1. "5 Essentials for an Effective Church Media Ministry," Oct. 14, 2014; www.lifeway.com, accessed on Feb. 2, 2017.
2. "Small Budget Media Ministry Tips," Feb. 5, 2015; www.churchmotiongraphics.com, accessed on Feb. 1, 2017.

DISCUSS THIS ON 



Kimberly Luste Maran

is assistant director of communication for the North American Division.

THE CHURCH NEWSLETTER

CLEAR, CONCISE, ACCURATE, AND INTERESTING



Whether you print and regularly mail your newsletter or distribute electronically, it's one of the most important forms of communication for your church. According to a Sharefaith magazine article, a newsletter conveys “essential information about your ministry and facilitates connection between the members of your congregation, staff, and community.”

The first consideration when starting a newsletter is who is going to produce it and with what. Large churches may have a graphic designer who volunteers to help and uses expensive programs such as Adobe InDesign—and a professional photographer supplying pictures on a regular basis. But many churches have a small budget and a volunteer, often a church secretary or elder, who is responsible for putting the newsletter together. Options may include Microsoft Publisher or Word, Scribus, or possibly e-newsletter companies, such as Constant Contact and MailChimp.

Regardless of the delivery system or creator, there are several important components to a successful newsletter. The first is the nameplate, which facilitates a consistent

brand and identity. Other important pieces include news, message from the pastor, inspiring words (scriptures, quotes, etc.), photographs of church members in action, announcements, and contact information.

The church newsletter must be carefully planned and executed, and meticulously reviewed and managed. The newsletter must always meet the church's objectives in “a clear, concise, accurate, and interesting manner,” says ShareFaith.

And while many churches are now opting to send e-newsletters to members via e-mail or social media, homebound members who don't use e-mail should not be forgotten. Most e-newsletters can be printed out and mailed, if necessary.

“Top 10 Things to Include on Your Church Newsletter,” June 4, 2014; www.sharefaith.com, accessed on Feb. 3, 2017.




9 OF SCREENS AND VIDEO CAMERAS PRACTICAL TIPS FOR VIDEO MINISTRY



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1. DON'T BE INTIMATED when starting a media ministry using screens and video cameras, but exercise caution and patience.


2. START SLOWLY—with the basics. Screen, computer, projector. Microphones. Video camera on a tripod. High-speed Internet access.

3. EASE INTO THINGS. Add music lyrics or Bible texts to the screen during the church service, using programs such as PowerPoint or Keynote. Ask for volunteers who either have experience or the time, willingness, and ability to be trained on the various technological tools.




4. BUY THE BEST CAMERA the church can afford. According to Shaun Walker, senior pastor of River Christian Church, a sub-\$200 HD camera can produce good images, but they are usually fully automatic, which means that exposure, focus, and audio are not adjustable. “More expensive cameras allow the user to utilize manual focus and manual exposure, avoiding such issues as the exposure shunting up and down and the lens searching for focus,” Walker explains. “However, if your budget doesn’t extend toward purchasing a more expensive camera, then there are ways to avoid some of these issues. . . . A fluid head tripod is perhaps the most important piece of equipment in a production kit (apart from the camera).” Walker also recommends investing in lighting for the church’s platform/stage—tungsten, fluorescent, or LED—but encourages teams to research lighting, as each type has pros and cons.

5. SOUND QUALITY can make or break your broadcast. Audio is typically the easiest obstacle for a church to overcome: churches have sound systems that amplify the audio for the room, and this system can be run straight into the camera (with the correct cables) or portable recording device (such as a Zoom H4n, H5, or H6).



6. POST PRODUCTION is something that churches should invest in, even if the plan is to live-stream the service on the Internet, according to Walker. Programs are available for the computer for nonlinear editing (such as Premiere, Final Cut Pro for Macs, or DaVinci Resolve); and apps that allow videos to be burned to DVDs, add motion graphics, etc., can also be purchased. He suggests that a church can set up a good-quality television or video ministry for just under \$3,000.

7. BUILD A MEDIA MINISTRY TEAM. “Our biggest communication ministry is our media team (A/V),” says Hayley Proctor, communication director and media coordinator for the Arlington Seventh-day Adventist Church in Texas. Proctor works with a team of about 40 people who volunteer their time to communication. With three photographers, and several members serving as broadcast directors, video is crucial to getting the message out. “We have some very dedicated people in this ministry, and they work tirelessly to serve our inhouse and online church family.”




8. “PLAN BEFORE YOU ENGAGE in media ministry, especially streaming services” is the advice that Proctor gives to churches. “Broadcasting your sermons is not an easy task,” she says. “It requires many hours of service, many hands to serve, lots of equipment. It’s not a ministry for everyone. Whether you broadcast or do something else, focus on what you do well, serve your local community in some new way—but do it with excellence. God deserves our best.”

9. “USE YOUR MISSION AS GUIDE when deciding what format of communication you want to use,” according to Proctor, and whether it is video streaming/recording, church newsletters, or reaching out through social media, “make sure you’re doing things that serve the mission of the church.”

Proctor says that the church’s media ministry gets to serve the local congregation and the surrounding community through living out and sharing the mission: “Through grace we are a church engaging with each other and our world.”

“In a world of information overload and bad news, these teams want to share the good news of grace with the world,” says Proctor. “And isn’t that what the Great Commission is all about after all?”

DISCUSSTHIS ON 



START AND FINISH WITH SOCIAL MEDIA



The Grants Pass Seventh-day Adventist Church in Oregon operates their media ministry with 10 elected members and volunteers, including one person who coordinates their social media ministry and two leaders who coordinate their Internet ministry. Pastor Christian Martin explains that the dedication to social media and the church Web site is vital. “It’s the face of our church, both locally and globally. It’s what makes first impressions,” he says. “It leads to conclusions that people will make in their minds about who we are in the community and ultimately who are Seventh-day Adventists in general, and [how our faith] is represented in the local church.”

The Toledo First Seventh-day Adventist Church in Ohio with about 10-12 volunteers and Pastor Mike Fortune, split their time between writing stories for publication in both secular and church organizations, taking photos, working on the church newsletter, streaming the church service, and keeping their social media and Web site current. Success, says Fortune, comes from using multiple mediums and repetition. “We use e-mail, phone, bulletin, newsletter, church Web site, Wi-Fi-enabled digital church sign, church Facebook page, pastor Facebook page, and personal invitations to share our message and ministry,” Fortune says.

He remembers a man who told him that he got baptized and joined a church in Idaho after watching Toledo First’s content online. Another woman watched services for months online before visiting in person. She is currently attending church. “Timely posting early mornings and after supper work for us. . . . The yellow pages are dead. People find, visit, and connect with our church via media.”

Most churches in North America, regardless of size, now have some presence on social media—usually it is Facebook, with Twitter and Instagram a distant second and third. Some churches have one person dedicated to social media, but many have a team with a coordinator. Sometimes this is the church pastor; sometimes it is an associate pastor, an elder, deacon, or a member who is able to share the church’s vision and message consistently and attractively on social media.

It’s no longer if a church uses social media, but rather how well they use it.

According to Pro Church Tools, social media for churches, especially smaller churches, serves two purposes: it engages your congregation; and it reaches out to new people.* It is important to understand that your church isn't on social media to blast your message across the world.

Social media is a place, first and foremost, for your members to connect and cultivate relationships—to be excited about what the church is doing, and to share that information. Pro Church Tools says that social media is “all about trust, so start with your congregation first. Engage them. Post things that are relevant to their everyday lives. . . . One of the coolest parts of social media is that people give you explicit permission into their lives. Now use that permission to show that you value them.”

But don't try to do everything all at once! If you're just starting with social media, go with Facebook first. And marry your online persona with what visitors will encounter if/when they visit your church.

Not only will church members connect and engage more with the church through social media, but once they trust that their church is posting accurate and honest content, they will share the posted material with friends and family. They will interact, which is the most important role of social media.

And for that interaction to draw people to a church and its message and programming, the church must listen—and consistently respond. It may be overwhelming to think about answering each comment, but just as you wouldn't ignore someone talking to you in person, you shouldn't ignore your social media audience. It may be that all you are able to say is “Thanks for your comment,” offer to pray, or just click “like.” Do it!


It is a good idea for churches to post often and at consistent times. Learn, through the analytics available to you through social media platforms, when posts get the most interest through shares, likes, and comments. Work up to about five posts per week on Facebook and Instagram; and between three to five tweets per day, depending on your church's social media plan and optimal posting times. And remember to post at least four helpful things for every one post advertising yourself.

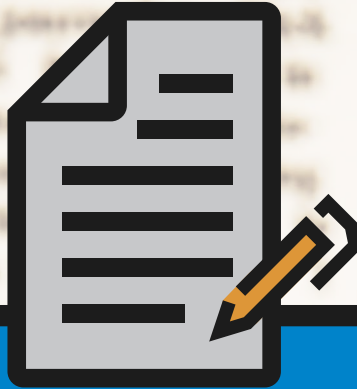
Stories should be shared on social media. These can be in the form of actual stories (300 words or less), photos with captions, and videos. Social media works well integrated with all media ministry.

Claudia Allen, main writer at Miracle City, says that the church's ministry is essential to everything they do. "Our media ministry does not simply share what happens at Miracle; they are the very ministers that help shape it. More specifically, our audiovisual ministers determine how people experience worship at Miracle City," says Allen.

And that goes for social media, too. "They distribute that worship experience on a variety of sharing platforms to hundreds of our online members, some local and others long-distance."

*"The Ultimate Social Media Strategy for Smaller Churches," Feb. 11, 2013; <https://prochurchtools.com/ultimate-social-media-strategy/>

DISCUSS THIS ON 



SAMPLE JOB DESCRIPTIONS FOR VOLUNTEERS



For volunteers to succeed in ministry they need to know what their church expects of them. Rather than have to re-invent the wheel for every job description, the North American Division has put together some samples for your congregation. This is a fairly comprehensive list, yet there may be some positions in your congregation that are not mentioned in this list, and this list has far more positions than any church could possibly have. Feel free to add, subtract, use, adapt, edit, and make your own.

On your tablet device simply touch any of the titles below and a pdf will open up that you are free to print or share with your volunteer placement team. If you have any difficulty the list is also available at www.AdventSource.org.

Adult Sabbath School Coordinator

Adult Sabbath School Facilitator

Adult Sabbath School Secretary

Adventurer Club Director

Bible Studies

Children's Church Leader

Children's Ministries Coordinator

Children's Sabbath School Assistant

Children's Sabbath School Leader

Children's Sabbath School Teacher

Church Board Member

Church Clerk

Church Treasurer

Communication Representative

Community Services Director

Community Services Volunteer

Deacon and Deaconess

Disabilities Ministries Coordinator

Education Secretary

Elder

Family Ministries Coordinator

Greeter

Health Ministries Leader

Home and School Association

Hospitality

Inner City Coordinator

Investment Leader

Lay Evangelist

Lay Pastor

Men's Ministry Director

Music Ministry

Outreach Coordinator

Pathfinder Club Director
Planning Committee
Prospect Care Coordinator
Religious Liberty Leader
School Board Chairperson
School Board Member
Seminar Coordinator
Small Group Leader
Social Committee
Stewardship
Usher
Vacation Bible School Director
Visitation Team
Volunteer Ministries Coordinator
Women's Ministries Leader
World Missions Coordinator
Young Adult Ministries Coordinator
Young Adult Sabbath School Assistant
Young Adult Sabbath School Leader
Young Adult Ministries Coordinator
Youth Ministries Coordinator
Youth Sabbath School Leader



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SELECTING A HEALTH MINISTRIES DIRECTOR

7 SUGGESTIONS

by Angeline B. David



The mission of Adventist health ministries is to demonstrate God's love and power by promoting whole person health principles that support individuals, families, and communities as they seek for the more abundant life promised by Christ (John 10:10).

During the past 10 months, as I have traveled throughout the North American Division (NAD) and met with our health ministries directors at churches, conferences, and unions, I have been pleasantly overwhelmed with the depth and breadth of the work that is being done. And even more so the compassionate individuals who are serving in this capacity. Health professionals, and those with no prior training or experience, engage heartily in the work, with much faith to match their labors.

And it is always thrilling when I hear of a newly appointed health ministries leader. I recently received a call from a church pastor who was unexpectedly asked to take on this additional role at a conference. As we talked, I sensed a growing calmness as he learned of the health ministry resources available through the NAD. Before our conversation ended, he confidently decided on a simple place to start—a “small” but significant first step. Clearly it is unusual that a pastor should take on the role of health ministries leader. However, as a pastor, you are instrumental in shaping the vision of your church and assisting volunteers to find their optimal place in ministry.

There are decided benefits to having a health ministries leader who has some type of professional training, such as a physician, nurse, counselor, therapist, social worker, dietitian, or one of many others. But the most important quality is to have a deep conviction of the importance of the Adventist health message, exhibited both in personal practice and in compassionately sharing this with others. What a leader may lack in skill or knowledge they can more than compensate for by building and graciously leading a team of people who are willing to contribute their own God-given skills.

But I do keenly sense the pressure of taking on such a role. After all, haven't we heard that the health work is the “right arm of the body” and “an entering wedge, making a way for other truths to reach the heart”?¹ Moreover, “we have come to a time when every member of the church should take hold of medical missionary work.”²

So how do we go about doing this while being balanced, compassionate, relevant, and also being able to report to the church board about the fruits of the labor? You can find many resources through conference, union, and NAD health ministries departments.³ But as important as tools and programs are, they can be only as effective as our planning, preparation, and perseverance. Here are some suggestions for making your health ministry work truly effective in reaching the people.

1. PRAY CONTINUALLY

You surely prayed prior to accepting the position as health ministries leader. Now, continue to pray as you consider the goals and objectives of the ministry and plan the activities and events. Pray for which program you should do that will best meet the needs of your community. Pray for volunteers, those with and without health professional training. Pray for participants both in the church and among the community who are ready to make healthy changes. Pray that they have a support system, or that your church is able to become that for them. Pray with your team.



And when appropriate, pray with the attendees. While working at the Seventh-day Adventist Guam Clinic, I would, toward the end of health education programs, schedule individual sessions with patients to see how their personal goals were progressing. I remember one patient in particular. She was a member of a non-Adventist Christian church and retired from serving in public office. Without prompting, she shared with me her thoughts regarding my practice of praying at the start of each program. Watching me, she became convicted that her own life was lacking in a daily spiritual activity, so she began to read the Bible for five minutes every day. It was a response that I had not intended or expected, but the Holy Spirit spoke to her. There are times to have private prayers for our program attendees. And sometimes they need to observe and participate in them.

2. MEET THEIR NEEDS

It is a common mistake to plan a health program that, though excellent, may not be meeting the needs of your community. Sometimes we focus on real needs while missing the target of reaching their felt needs. In John 5 Christ comes to the Pool of Bethesda and finds a man who had suffered for 38 years with a crippling disease. Alone and friendless, he agonized over his past life of sin, finding no relief for his tormented thoughts. But the question Christ asked him was “Do you want to be healed?” (John 5:6, RSV).⁴ The man identified his felt need when he responded that no one was there to help him get into the pool—the place where physical healing was believed to happen. His felt need was for relief from his physical agony. And Christ’s first response was to heal him of that. But the Savior later seeks the man in the Temple to assure him of a spiritual healing. The spiritual healing was the man’s real need, but it could not be accomplished without first demonstrating compassion toward his felt, or expressed, need.

Discovering the felt needs of your community can be done with a simple door-to-door survey. As you walk or drive around, take note of issues that could be affecting their health. Are the streets safe for walking? What kind of groceries are available? How many fast-food restaurants, bars, and smoke shops are in the neighborhood? What is the age and ethnic makeup of the population? Also, use information available online through the local Department of Health to learn of the major diseases affecting them. Network with other community groups to learn from their experiences. By assimilating all this data, your ministry will be much more effective and valuable to the community.

3. COUNT THE COST

Before running any class or program, be sure you have a concrete plan and realistic expectations of what is needed for the pre-work, the program itself, and follow-up work. All three are vital aspects of a successful program, and bear in mind that follow-up is the most labor-intensive but also most productive in yielding fruit.

The good news is that many deeply committed individuals and organizations have developed programs that are practically “plug and play.” Videos, workbooks, cookbooks, and activities have all been put together in excellent packages. Start with what is available. Encourage your team to focus on the personal aspects of the ministry. How can they invite people from their work and personal networks? How will they connect with the attendees? How will they recognize barriers that individuals have, and help them overcome them? How can they best support those who are struggling through the program? What will be done for follow-up? How does the health program bridge into meeting their other needs? If someone asks questions about the church (and someone will), how do you respond? How can each church member be involved? Even the best of programs will not replace the effect of a personal touch to reach a heart.

4. INTEGRATE AND INFORM

Health ministries should not be an isolated event. The leader and team members should not be working outside the other programs of the church. It is very important that the leader is often in contact with the pastors and elders, and attends as many board meetings as possible. Share your plans with the board, and talk with other department leaders about how you can collaborate. Board and church members should know how the health initiatives fit into the overall plans of the church. Are the events part of the evangelistic cycle?

5. RECRUIT AND RETAIN

One of the most important roles of the health ministries leader is to identify individuals who will actively contribute to your events. Perhaps there is a physician who can commit to giving a health lecture on occasion. Maybe a university student who is majoring in a health or biological science can give a guest presentation (have their material reviewed by a trained professional). How can the youth and young adults be involved? How can every member be engaged and trained to support the work and befriend attendees? How can past program attendees be engaged in future programs? Have brief but regular meetings with your team so that everyone understands the details of the program. As they become familiar with the hows, turn their attention to the whos. Remember that the program is only a tool. The goal of doing health ministry is not to run a perfect program, but to reach people.

6. BROADEN THE FIELD

What do you think of when you hear “health ministry”? Often it means cooking classes, lectures on what to eat or how to exercise. Hopefully it doesn’t bring to mind scars from food fights over what should be allowed at potlucks. As a dietitian I know that our diet and physical activity are very important. And our communities want to know how to do this. But let’s also consider their other needs. Remember, as Seventh-day Adventists, we believe that health is comprised of physical, emotional, social, and spiritual aspects.



In an article published in the *Journal of the American Medical Association*,⁵ the authors identified the top causes of living with disability in the United States as including major depressive disorder and anxiety disorders. In addition, some of the primary risk factors for decreasing life expectancy included smoking, high body mass index, and alcohol use. The U.S. surgeon general's 2016 report on addictions in America states: "The accumulated costs to the individual, the family, and the community are staggering and arise as a consequence of many direct and indirect effects, including compromised physical and mental health, increased spread of infectious disease, loss of productivity, reduced quality of life, increased crime and violence, increased motor vehicle crashes, abuse and neglect of children, and health care costs."

There are almost countless factors that affect our health. They affect our ability to function, to enjoy life, and to understand spiritual issues. Again, take a long look at your community. Talk with them. What are the major issues they face, and how can you best help?

7. INCLUDE SPIRITUAL HEALING

Sometimes we shy away from addressing spiritual issues for fear of frightening people away. But when done well, and appropriately for each situation, including spiritual elements may not be as offensive as we think.

Some years ago I was asked to share a health talk at a group home for senior citizens. The church member who invited me also said that there was one atheist attendee who would immediately walk out of the room if anything spiritual was shared. While prayerfully preparing, I was convicted that I needed to include an element of faith in the presentation. As I stood in front of the room full of attendees, not knowing which was the one of whom I was warned, I began with a disclosure. With a calm voice I stated that I was a Christian, so some of the things I was going to share would be from that perspective, but I hoped that everyone would gain something, even if they disagreed with my spiritual beliefs. Not one person left as I spoke for 30 minutes, so I began to think that our special friend was not there. Several stayed to talk with us after the program. Once they had left, my church member related that an elderly woman firmly said, while pointing to me, "Bring her back." It was the atheist. She had been resistant to religion, but had sensed that we could be mutually respectful of each other. And she was willing to hear more.

There is no one-size-fits-all in health ministry. We are working with individuals and communities that have their own specific needs and barriers. Our churches have their own individual list of available resources and talent. But every one of us is called to bear the message of hope, healing, and wholeness. The message is embedded within the identity of the Seventh-day Adventist Church, and is demonstrated by practicing and sharing the principles of healthy living. The key, then, is to find the Christ-centered way that works for you, your church, and your community.

Remember, it's good to dream big but start small. Begin with what you have right around you. Then as you continue step by step, learning and adapting as needed, the Lord will grow the work and bring forth “much fruit” (John 15:5-8).

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1. Ellen G. White, Testimonies to the Church (Mountain View, Calif.: Pacific Press Pub. Assn., 1948), vol. 6, p. 327.
 2. Ibid., vol. 7, p. 62.
 3. www.NADHealthMinistries.org
 4. Bible texts credited to RSV are from the Revised Standard Version of the Bible, copyright 1946, 1952, 1971, by the Division of Christian Education of the National Council of the Churches of Christ in the U.S.A. Used by permission.
 5. U.S. Burden of Disease Collaborators, “The State of U.S. Health, 1990-2010: Burden of Diseases, Injuries, and Risk Factors,” JAMA 310, no. 6 (Aug. 14, 2013): 591-608.

DISCUSSTHIS ON 



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NOW
THAT I'VE BEEN
ELECTED TO SERVE
AS A SABBATH SCHOOL OR
PERSONAL MINISTRIES LEADER,

WHAT DO I DO?

by J. Alfred Johnson II



I continue to be amazed at our Lord's "sense of humor." That He would give an opportunity to one who was raised in a housing project—the Richard Allen Homes—of Philadelphia, Pennsylvania, and assign same to a Seventh-day Adventist pastoral ministry post in 1973, which has continued through local conference directorship, conference presidency, and the union secretariat to this day, never ceases to amaze me! That He would give you the privilege, and honor, of mentoring/guiding ministry department leaders in your local congregation should lead you into continuous shouts of "Praise God from whom all blessings flow!"

That you stand as the visible head of a local congregation, whose members call you "Pastor," is an honor of the highest order in and of itself. That the members look to you for guidance, mentoring, and inspiration toward the competencies required to lead people to unite in "advancing the kingdom" toward the "growth of the church," which will result from the "stable functioning" of the ministries that emerge through the members of the church.

By making use of the processes that it adopts for placement of ministry personnel, a pastor is likely to hear this question raised by a newly appointed person: "Now that I've been elected to serve as a Sabbath school or personal ministries leader, what do I do?"

While by now you have come to sense that not even my nickname is Solomon, it is my hope that you will find at least one of these thoughts beneficial for one of those times the question is posed to you.

Pastor, I encourage you to make sure the person realizes that you are a real, "regularized" minister, called by God to serve through His church in these last days! In 1 Peter 2:9 the apostle Peter declares to all who serve through God's church, "But ye are a chosen generation, a royal priesthood [of ministers, and there are no biblical qualitative distinctions regarding anointing—either we are or we are not!], an holy nation, a peculiar people; that ye should shew forth the praises of him who hath called you out of darkness into his marvellous light" (KJV).

Pastor, please impress upon the local church leader that he or she is an official agent of heaven, assigned to assist others in the process of "choosing to make the journey"—whose anointing comes from the same source as yours! Pastor, yours is a serious, vital assignment.

Pastor, also ask the newly appointed local church leader to realize that the objectives of the two ministries (Sabbath school and personal ministries) are the same. That's right! I said it! By definition, "Sabbath school is Seventh-day Adventist local church educational fellowship that builds faith and practice in the context of the four goals of Sabbath school: Bible study, community outreach, fellowship and nurture, and world mission emphasis." Personal ministries is any ministry carried out by individual members or small groups focused on direct evangelistic contact. It seems to me that both ministries are like two trains that depart from the same location on parallel tracks for the purpose of transporting the maximum number of passengers that need to reach the same destination at the same time! Different vehicles—same destination! Sabbath school and personal ministries! So please do all you can to eliminate some of the stresses that arise between these ministries.

Pastor, please encourage the local church leader to seek direction from such training resources as www.festivalofthelaity.com, www.adventsource.org, www.sabbath-schoolpersonalministries.org, and *Christian Service and Counsels on Sabbath School Work*, by Ellen G. White.

In conclusion, Pastor, please implore, beg, this new leader to make use of his or her most powerful asset—power for his or her various ministries through prayer!

"The greatest victories gained for the cause of God are not the result of labored argument, ample facilities, wide influence or abundance of means; they are gained in the audience chamber with God, when with earnest, agonizing faith men lay hold upon the mighty arm of power."*

It is my prayer that at this point you have other options to the "What can I do?" question. Blessings! Maranatha!

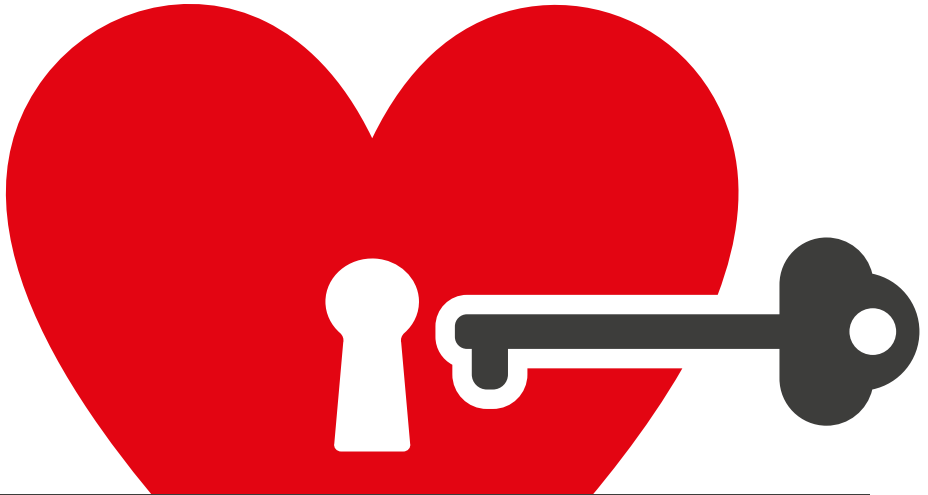
*Ellen G. White, *Gospel Workers* (Washington, D.C.: Review and Herald Pub. Assn., 1915), p. 259. (Italics supplied.)

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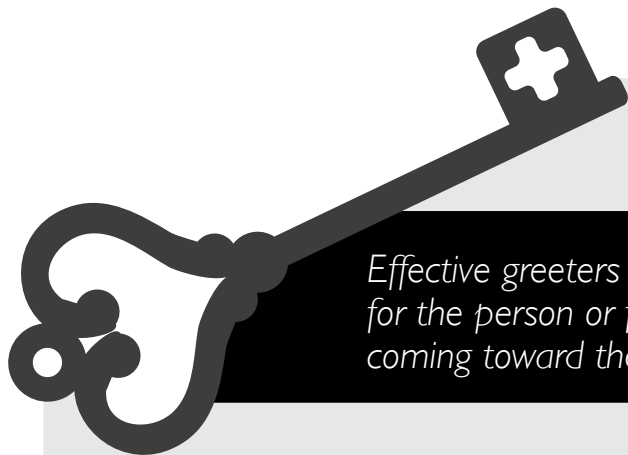
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THE KEY TO UNLOCKING HEARTS FOR WORSHIP

by Eileen Gemmell



Effective greeters breathe a little prayer for the person or family that they see coming toward the church.

One of the most important elements of a person's church experience is often overlooked by the church staff. It's not unlike going to a doctor's office. The attitude and greeting of the receptionist can make or break our experience. I had an outstanding dentist who did fantastic work on my teeth, but I dreaded going there because the initial contact person, the receptionist, was rude and indifferent. I spent too much time with my teeth clenched, stomach churning with too much anxiety because of the unfriendly "setup" she had given me.

Church greeters have the holy opportunity to participate in "setting up" a great worship experience. God uses greeters as the key that unlocks hearts.

Here are some things that pastors can do to enhance this ministry.

Recruit a Greeter Leader Who Gets It

An effective greeter leader is someone who is confident, friendly, prayerful, and sensitive; smiles easily; establishes eye contact; is a great matchmaker (introducing newcomers to regular attenders who have some commonality), organized, and emotionally perceptive; has great follow-through; and loves kids. Sounds like a great catch, huh? It's also important for that person to buy in to the mission of your church. If your church is focused on welcoming unchurched people, it would be important for that leader to be in sync with that vision.

I used to love going to Moe's, a fast-food Mexican restaurant, because the staff seemed so friendly—each time I went they would yell out, "Welcome to Moe's!" But then when I noticed it was each and every time someone came in, the welcome started feeling empty, disingenuous, and rehearsed. I judged the dining experience by the welcome I received.

Not everyone wants a warm, friendly, chatty greeting. In fact, I was shocked to hear from my introverted friends that they prefer a brief simple greeting. My unchurched friends have told me how uncomfortable it is to hear everyone saying "Happy Sabbath." They feel excluded, as they don't feel comfortable speaking Adventist lingo. Many people are just delighted with a simple "Good morning! Welcome!" Others who you suspect are guests may appreciate, "Hi, I'm Eileen. Have we met? Are there any questions I can answer for you?" I'm told that introverts are very uncomfortable with eye contact and prefer a short/brief welcome. Giving a special uniquely-designed-for-them greeting makes them feel loved, secure, and open to the church experience.

Effective greeters breathe a little prayer for the person or family that they see coming toward the church. They ask God to move them toward that individual. Most parents (and little ones) are delighted when you give a warm, friendly greeting to even the littlest members of the family. What parent isn't proud to have their child noticed? So here's the thing: this greeter leader may be difficult to identify. You may need to model all of this, hanging around in the entryway, greeting the way you'd love to see your greeters do. Pastors are busy, but if you can model it here and there, your investment will pay off.

Elevate Your Greeting Ministry to a Leading Ministry

Instill that idea in your greeting team. Let them know how important this ministry is, and that it's much more than just passing out bulletins. Consider putting the greeter leader on your board or leadership team. Have them involved in the major vision and planning of the church. Tell them "Thank you" every now and then. Remember that they're volunteers, they likely have a full-time job, and are doing this because they love God and people.

Ask Your Greeter Team to Have Regular Meetups

This should be at least quarterly, with the goal of the team becoming a small group who will seek God together, pray, talk about their successes and opportunities, and inspire each other. Some teams turn it into a social opportunity and have potlucks together, then share experiences, review the mission or vision of the church, and brainstorm about how they can enhance their ministry.

Provide Resources

AdventSource has multiple resources that are affordable, such as *First Impact*; *How to Say Hello Without Saying Goodbye*; *Extending a Warm and Caring Welcome*. Other books available on Amazon are: *Organized Friendliness*, by Les Parrot, or *Church Greeters 101*, by Christopher Walker, which are excellent tools. There are many online scheduling tools or calendars with automatic e-mail reminders that help keep the team organized and efficient. One church provides its greeters with bright-colored T-shirts, which they ask the greeters to wear for special events. This identifies the greeters as a team of people who are not only "welcomers" but also people who can answer questions or give directions.

Prevent Burnout

Encourage your team to constantly recruit new greeters. Feed them names of church attenders who would create a positive first impression for the community. Encourage your greeter leader by letting them know how important their ministry is and empowering them to do the same for their team. Give them feedback when you hear attendees say, "This is such a friendly church."

Recently I visited another large SDA church. It was a freezing day, with snow covering the parking lot. Most sensible people would have stayed home and watched the service online. I was surprised to see teams of greeters—men and women—outside, identified by a big silk flower on their lapel (which Michael's craft store sells for 99 cents each). They opened car doors for people, helping them up each icy step with a warm greeting that exhibited their hospitality. The key to my heart was turned, and my "door" was wide open to worship and hearing God's Spirit that morning. I still have a warm spot in my heart thinking about the worship experience of that day. It all started with the greeting.

Some questions to consider from Church Greeters 101, by Christopher Walker:

1. How vital is your greeter ministry?
2. How often does your greeter team meet?
3. How effective is your current training plan?
4. How happy is your greeter leader?
5. How often do you recruit greeters?

DISCUSS THIS ON 



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A VOLUNTEER VOCATION

7 LESSONS TO LEAD YOUR WORSHIP
MINISTRY SUCCESSFULLY

“I was glad when they said to me, ‘Let us go to the house of the Lord’” (Ps. 122:1, NLT).

Editor’s Note: As a pastor you are probably active in the volunteer placement process in your congregation. As your team begins to explore possible candidates for the position of worship leader, the following article may be helpful.

I will never forget how I felt one Sabbath nearly 17 years ago as I stood in church speaking with my pastor. We were having a pleasant and casual conversation when I suddenly heard these words escape from his mouth: “The Lord told me to ask you to be the minister of music.” I remember the uncertainty, insecurity, and utter shock that immediately invaded my thoughts. As if it were not daunting enough that my pastor said, “The Lord told me to ask you,” he then made sure I knew it was the top leadership position in the church’s music department. I was unprepared mentally and administratively for this incredible task. However, I knew I would have to say yes to the Lord. Worship music is my purpose and passion. So I asked my pastor for 30 days to ponder and pray over this serious decision. During that time I begged God for guidance on how to lead a music ministry department. Although I was happy to serve, I thought to myself, What am I going to do now?

Regardless of whether you are the music minister, music director, music coordinator, worship leader, or any other title that churches have developed, leading worship is a weighty responsibility. More than likely your congregation has selected you because of your spiritual leadership ability and exceptional musicianship. While these essential leadership positions garner a salary in most church denominations, in many other churches these valuable positions are filled by volunteers. Yet despite your professional or volunteer status, this vocation requires skill and purposeful planning.

There is an art and a science to crafting a meaningful worship experience. In his book *The Art of Curating Worship: Reshaping the Role of the Worship Leader*, pastor and artist Mark Pierson explains, “I’m beginning to understand worship and worship preparation much more as an art form than an organizational task. To see myself as a producer/preparer of worship for myself and others, as a worship curator—someone who takes the pieces provided and puts them in a particular setting and makes a particular arrangement of them, considering juxtaposition, style, light, shade, etc. A maker of context rather than a presenter of content. A provider of a frame inside of which the elements are arranged and rearranged to convey a particular message to the worshipper.” In her book *Evangelism* Ellen White shares, “The science of salvation is to be the burden of every sermon, the theme of every song.” Worship, our time of engagement with God, must be seen as wholistic, intentional, purposeful, irresistible.

So this volunteer vocation is certainly one of the most worthwhile experiences that is guaranteed to change your life and impact the lives of your congregation. I accepted the position and served as a volunteer minister of music for five years out of my 13-year tenure. During this life-shaping time of volunteerism I learned some valuable lessons through personal experience, academic study, and prayerful submission that I’d gladly like to share.

Here are seven lessons you should know to lead your worship ministry successfully.

Lesson 1: Know God

Worship ministry is a very rewarding yet challenging area of service in the church. While there are many highs, there are just as many, if not more, lows. To artists who are sensitive to environmental changes, these unexpected variations in congregational moods could directly affect the ability to serve. Yet like the psalmist David, we must anchor our worship, not to whims, but to the Word of God. We must have a worship methodology that is grounded in biblical theology. In his book *Worship the Ultimate Priority* Pastor John MacArthur writes, “Genuine worship is a response to divine truth. It is passionate because it arises out of our love for God. But to be true worship it must also arise out of a correct understanding of His law, His righteousness, His mercy and His being. Real worship acknowledges God as He has revealed Himself in His Word.” Knowing God enables our ability to share the gospel of Jesus Christ through song. Worship is lifestyle. Bible study is essential to robust worship preparation and practice.

Lesson 2: Know Yourself

I know this may sound a bit silly or obvious, but it is an invaluable lesson. Get to know yourself as a leader. Become familiar with your leadership style, and work to develop it if you have not already. Be aware of your own strengths and weaknesses. Good leaders are excellent followers. Learn to follow God’s leading in your worship planning. Learn to lead to your strengths and build teams to your weaknesses. In other words, if you are not a people person, then add someone to your team who is gregarious and able to interact positively with people. That way your weakness is minimized as you work to develop your skill and ministry in a team setting. As spiritual Levites (the priestly musicians), we are called by God to be servant leaders (Num. 3:5, 6). Servant leadership guru Robert Greenleaf states, “The servant prepares himself or herself to lead by a process of growth through experience guided by a self-image as a builder and within a conceptual framework that suggests the strengths that will emerge if allowed.”

Lesson 3: Know Your Pastor

Take time to get to know your pastor so that you can learn how to relate to him or her. You should strive to create an environment in which you can collaborate continuously with your pastor to develop a worship strategy and structure based on God's overall vision and mission for your church. Engage your pastor so that you can hear his heart and know his sermon theme for the year, quarter, month, or week. Respect and understand her vision and mission for the church and know how to interpret it through musical praise. Develop a regular working relationship with key leaders of other ministries that are impacted by your planning (e.g., greeters, media, elders, deacons, sound, etc.) so that you can be a liaison for your pastor. Learn to serve your pastor by planning worship holistically and intentionally.

Lesson 4: Know Your Congregation

Become familiar with the people who are sitting in your pews. Be a part of the church family by participating in fellowship activities. Your members should see you in other settings beside leading out in the worship service. Identify the demographic composition of your congregation and your community (age, gender, ethnicity, nationality, dominant culture, etc.). Know how to sense your congregation's spiritual needs, and act on them when necessary. Partner with your pastor so that you will know the general spiritual condition of the members in your congregation. Then learn to teach, guide, and pastor through encouraging spiritual words, compassionate leadership, and theologically sound, spirit-filled music.

Lesson 5: Know Your Resources

Know how to access your resources. Identify what resources are available to you to be successful in ministry. Ask yourself, “To be successful, what do I need?” Then answer the question and prioritize your list. If you need additional people, training, coaching, music lessons, educational courses, etc., then prayerfully find a way to provide or develop these resources. This may be a painstaking exercise that is daunting and requires lots of patience. But in the end it is worth the effort. Build and retain a team of spiritual leaders who are musicians. Pray and ask God to lead you to the people who are most suited for the musical roles in your church. Outline, design, and create job descriptions of the worship tasks for each area of the worship service. Assign your music leaders to specific tasks based on the combination of spiritual calling, appropriate leadership ability, and musical skill sets. Then learn how to maximize and use your resources most effectively (Neh. 12:24).

Lesson 6: Know Your Purpose and Plan


Set clear goals, objectives, and worship expectations for each musical area in your worship service. Create a ministry mission and vision that supports the overarching church mission and vision. Make sure you have a plan with expectations and proper guidelines for the entire liturgy, including prayer, scripture reading, baptisms, congregational singing, altar calls, announcements, etc. Also develop guidelines and expectations for the praise teams, choirs, special music singers, appeal singers, response songs, musicians, etc. Communicate this information to your worship participants in advance and make sure they are clear on what is expected during the worship service. This purposeful planning will help to reduce miscommunications and misunderstandings. Smooth worship flow will be enhanced, and all participants will have a clear knowledge of their role in designing a Christ-centered worship experience.

Lesson 7: Know Your Craft

Know how to hone your craft. Constantly improve the musical skills for yourself and your ministry team members. Find ways to enhance and improve your musicianship. Seek to be skillful and always strive for godly excellence (1 Chron. 25:7; Ps. 33:3; Ps. 150:2). Continue to improve your leadership, organizational, administrative, public speaking, or other types of ministry skills that are necessary to thrive. Good leaders are constant learners.

Be certain your songs communicate the appropriate musical message through both the lyrics and the melodies. Author Calvin Johansson states, “The medium is the message. The medium (music) is not neutral. It is a dynamic force and deserves careful consideration. As a powerful element in singing, the musical medium either colors and reinforces the words or contradicts them.” Be intentional. Integrate constant discipleship, spiritual growth, and skills training as an essential part of musical worship. Prepare songs that will support the sermon and orchestrate a worship atmosphere that enhances the gospel.

Once you have implemented these valuable lessons, your corporate praise will be a visible and audible sign of devout worship and adoration to God. As you expand your ministry influence, you will learn that these lessons can be applied to diverse worship environments. As you grow in God’s grace, your volunteer vocation will become a personal and corporate testimony of God’s glory, praise, and power. When you serve the Lord with your talents and your whole heart, your reward will be certain. The impact of your purposeful praise will be undeniable and your volunteer vocation will continue in the house of the Lord and eternally in the halls of heaven.

DISCUSS THIS ON 



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