- Christ-like Follower
- Life-long Learner
- Empowering Leader
- Multiplying Disciple-maker
- Relational Shepherd
- Inspiring Communicator
- Effective Administrator

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Ministerial Association
General Conference of Seventh-day
Adventists | Trans-European Division

7 Competencies for Professional DEVELOPMENT

Shaping excellence in pastoral ministry

7 Ministerial Competencies

Ministry is first of all being and secondly doing. The temptation is to be engaged in more activity ***for*** God than our being ***with*** God can sustain. Jesus constantly had to remind his disciples that their joy was to come from their relationship ***with*** him, not their achievements ***for*** him (Lk 10:20). Likewise, as pastors, we must remember that who we ***are*** is more important than what we ***do***, because the love of Jesus in us is the greatest gift we have to give to others. The following list of competencies should be viewed in the same way. Numbers 2-7 flow from the quality of number 1.

Christ-like Follower

In response to experiencing the love of God, we choose to yield our lives to follow our Lord and Saviour. This frees us to seek the beauty of God (Psalm 27:4), with the result that as we contemplate the glory of Christ, we are being increasingly transformed into His likeness (2 Cor 3:18). Thus, we live out the purpose for which we were created, to honour and glorify God. (Isaiah 43:7)

Life-long Learner

Our goal is to develop a growth mind-set in ourselves and others (2 Pet 3:18). This means we will personally invest in our continuing education and endeavor to nurture our church/es to become learning communities, including emphasizing the value of Christian education. Being a life-long learner will also result in us using a coaching and mentoring approach where active listening skills are practiced, and doubts and questioning are seen as necessary to the learning process.

Empowering Leader

As empowering leaders our aim is to multiply our effectiveness by identifying and mentoring potential leaders (2 Tim 2:2). Therefore, we will model good leadership practices (such as visioning, strategic planning and being values driven), mentor others through a learning process and then delegate appropriate levels of responsibilities to them.

Multiplying Disciple-maker

Being inspired by the Great Commission (Matt 28:18-20) and the 3 Angels' Messages (Rev 14:6-12), we will adopt a coaching approach to help all our members, as followers of Jesus, to lovingly lead another to be Jesus' disciple, thus multiplying God's kingdom (John 15:8).

Relational Shepherd

As relational shepherds we aim to build and nurture positive relationships (Col 3:12-17). Pastoral care takes place through our everyday encounters, intentional visits, spiritual counselling and intercessory prayers. By following Jesus as the Good Shepherd (John 10:14-15) our ministry will be one of incarnational compassion.

Inspiring Communicator

Like all people, we are constantly communicating both with our lives and our words (Matt 5:16). Preaching and public presentations are two of our primary tools for communicating with a variety of audiences. Therefore, we will seek to sharpen our skills in being able to communicate the gospel with believers, seekers and the secular European mindset (2 Tim 4:2).

Effective Administrator

As administrators we will manage both our own and our congregation's resources effectively by building a team and sharing responsibilities appropriately. This will help prepare ourselves and our church to make the best use of opportunities and to avoid crises that would hinder our mission (Matt 24:45-46).