

A person in silhouette stands on the left, holding a black umbrella. The background is a dramatic sky with dark clouds and bright blue lightning bolts. The scene is framed by a curved pink border at the top and bottom.

FACING A NEW CHALLENGE



*General Conference
Ministerial Association*



Advice to incoming pastors

**1- Try to be totally
impartial**



- Treat all the brethren alike.
- Do not allow yourself to be influenced by comments made to you.
- Do not allow yourself to be drawn into a particular group.
- Exercise the privilege of knowing each person yourself. Do not allow this privilege to be taken away.

**2- Do not criticize
what the prior
leader did**



- If you believe the outgoing leader did something wrong, discuss it only with him.
- Remember that those who criticize the outgoing leader are possibly the very ones who will criticize you.
- Be aware that some will test you to find out what you think and what kind of person you are.
- Do not forget that the outgoing leader also left many people who loved him.

**3- Make an
assessment of the
current state of
the church**



- Find out what has been the church's performance in recent years.
- Try to identify its potential.
- Be interested in learning with what human resources in the church you can count on.
- Identify who are the leaders and what are the capabilities that they have.
- Find out what are both the strengths as well as the weaknesses of each of the leaders.
- Keep away from making promises like politicians do.

**4- Listen to the
brethren and ask
for their suggestions**



- The brethren desire to have the satisfaction of knowing that their pastor listens to them.
- Get the brethren involved in the plans that you will be implementing.
- Do not impose your wishes. First convince the church about them so that all goes smoothly.
- Before presenting your plans to the church at large, first make sure the key leaders will back you up.
- Maintain a good relationship with the council of elders.

**5- Keep doing the
positive things that
had already been
implemented**



- Do not alter things just for the sake of change.
- Introduce new ideas, but never implying that what was done before was not good.
- Remember that you are not required to change everything. What is already working, let it continue so and do not change it.
- Remember that the goal is not achieving glory for yourself.

**6- Organize a
short-term and
a long-term
work plan**



- Include activities for all fronts of the church.
- Remember that within the church programs, the priority is evangelism and it must hold the major role.
- Include improvements to the structural condition of the church.
- Include programs that will strengthen the unity of the church.
- Do not forget that all programming is subject to be evaluated.

**7- Dedicate time
for training the
church**



- Organize training for the elderly.
- Train the leaders of the various departments.
- Teach the whole church about the organizational function of our denomination.
- Teach the church about everything relating to stewardship and the correct use of the tithes and offerings.

8- Use common sense



- Do not be afraid to bring on changes, but always uphold principles.
- Make your church a missionary church.
- Make an effort to tend to the newly baptized.
- Organize programs that strengthen the unity of the church.

**9- Do not meddle
in the district from
which you came**



- You now have new responsibilities, so do not render opinions about your prior district.
- If someone calls on you to ask your opinion about your old district, be tactful and ethical.
- If you must render your opinion, let it be to uphold and support the incoming leader who took your place.

10- Organize your district so that it participates in all of the activities in its field



To have different clubs.



Pathfinders



Adventurers

To have a variety of ministries.



**Couples
and Family**



Church Elders

Conclusion

When you face a new responsibility:

- Do it in the Name of the Lord.
- Work with humility.
- Be ethical and responsible in your opinions.
- Trust that God will help you.