

THIRD QUADRIENNIAL MINISTERIAL DEPARTMENT REPORT
of the
Allegheny East Conference

MISSION STATEMENT:

The Ministerial Department of the Allegheny East Conference exists to serve Pastors, Bible Instructors, Ministerial Interns, Conference Staff Personnel and their families by: facilitating, communicating, promoting, nurturing and representing them in their personal, professional and spiritual needs.

My fellow members and workers, this has been an interesting two years for me in this office as Ministerial Director. The challenges of ministry and the needs of the various churches are a constant issue and finding solutions demands innovation and insight. I am grateful for the experience gathered over my 39 years of pastoral ministry and for the input and encouragement of the President, the Executive Secretary and the Treasurer along with the counsel of the Area Leaders. I am grateful for the expertise of Sister Gwen Norwood, whose organizing skills and attention to details have made the task easier.

We are fortunate in the Allegheny East Conference to have an experienced workforce by and large with pastors open to growth and interns who are willing to learn. Because we are a people service, the concomitant problems related to personalities, both in the church and among the workforce, is a constant. It is largely reflective of the times in which we live and the changing dynamics of the church and the expectations of the membership. Congregations have become more demanding and independent and expect more from their pastors and leaders than they previously did. Pastors on the other hand are strapped with the mechanics of pastoral care, doing personal devotion, administering, visiting, comforting, counseling, and preparing sermons, finding time for family and keeping up with the world around. It is a constant treadmill and any missed step could have far reaching consequences. It is a twenty-four seven responsibility that is without a break in most instances.

My specific job description is to be a consultant, a resource person having interaction with both pastors and congregations. However, other duties are:

Assist ministers in their varied responsibilities, encouraging them in their striving for excellence, support them in their challenges and crises as they lead their congregations.

Visit and consult with pastors in their districts

Encourage continuing education for the pastors and bible workers.

Facilitate the search for qualified pastors inside and outside of our field for church assignments

Consult with administration on personnel changes in the field

Plan and execute two pastoral in-service seminars for our Licensed Ministers

Profiling churches in order to determine their pastoral needs

Arrange for and assist in the installation of pastors in their assigned churches

- # Visit churches, listening to their concerns and helping to solve their problems
- # Visit and participate in the six Area Meetings
- # Assist with the administration of the Annual Pastoral Review.
- # Organize the examination of candidates for ordination
- # Organize the ordination services
- # Represent the pastor's interest on the Conference Executive Committee
- # Assist in resolving church conflicts.
- # To be a source of comfort for pastoral families at a time of loss.

I also serve on the Administrative Committee, Building Committee, Evangelism Committee and Marriage and Divorce Committee.

The struggle remains daunting and the gradient of progress is steep and rugged but God's promise is that His church will triumph. It is for this cause that many of us have been willing to climb the mountain regardless of it being so foreboding. The joy of ministry is in the satisfaction of service to our fellow men in the cause of God. Nothing can replace the smiles of the children or some lonely member when they are greeted by name on Sabbath by their pastor. There is a level of comfort that the pastor brings to that special moment of need and the privilege of being the conduit of God's message to His people is unspeakable. We cannot discount the hands of the forces of evil who are working against the cause but we believe in the power of God to finish His work in righteousness.

Humbly Submitted,

S. Peter Campbell
Ministerial Director