

# Retention

Seventh-day Adventist® Church, Inter-American Division

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# I WILL GO

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1. How should pastors and ministries within the local church function to more effectively conserve members?

- A. Suggest approaches that are working – best practices
  - i. Implement the Special Class (post-baptismal) with the newly baptized. Prepare appropriate materials with the teachings of the organization.

# 1. How should pastors and ministries within the local church function to more effectively conserve members?

## B. Suggest new concepts:

- i. Ministries should collaborate rather than competing for space, time and programs.
- ii. Work with the structure of the church by developing a multi-ministries retention program to be implemented in the local church, administered by the local field and supervised by the Union.

1. How should pastors and ministries within the local church function to more effectively conserve members?

B. Suggest new concepts

- iii. Considering yearly retention awards to be given to Pastors and Churches (similar to what is done in soul winning) for those who conserve the greatest percentage of new believers.
- iv. Have an annual members retention audit done in every Union, local field and church.

## 2. What specifically should the Division do to aid Unions, Local Fields, Pastors and Ministries in local churches to achieve the desired retention?

- i. Clearly define the objectives and leave the fields to develop the activities and dated to achieve those objectives.
- ii. The Division and the Union give a menu of strategies, the fields establish what activities will be carried out.
- iii. To motivate the pastor, the Division designs an APP for their education and evaluation.

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iv. Define the emphasis for the five-year period, whether it is baptizing or discipling.

v. Utilize the stewardship theme of financing to have an education system, with innovative materials and inject resources as an important part of retention.

## 2. What specifically should the Division do to aid Unions, Local Fields, Pastors and Ministries in local churches to achieve the desired retention?

- vi. That the Division determines at least one year in each quinquennium to instruct, consolidate and equip the church members and that the pastor be evaluated differently in relation to achieving those objectives that year.

## 2. What specifically should the Division do to aid Unions, Local Fields, Pastors and Ministries in local churches to achieve the desired retention?

vii. Train Trainer of Trainers in the philosophy, art and application of membership conservation.

viii. Change and update the pastoral curriculum (SETAI)

## 2. What specifically should the Union do to aid Pastors, local fields and ministries in local churches to achieve the desired retention?

- i. Publishing houses improve the content and quality of the publication despite the costs.
- ii. Prepare an educational video for church members, especially for newly baptized, although it will be of benefit to all, to introduce them to the SDA Church, its structure, history, institutions, how to become integrated into the ministries, etc. so to help them feel identified with their church.

## 2. What specifically should the Union do to aid Pastors, local fields and ministries in local churches to achieve the desired retention?

iii. Create a special training program for pastors for member retention, providing a complete program, a manual, that can be applied in the church.

iv. Develop a format or tool that allows for the determination of the percentage of the newly baptized who remain in the church.

## 2. What specifically should the Union do to aid Pastors, local fields and ministries in local churches to achieve the desired retention?

- v. In collaboration with the Division develop an “accreditation of church protocol” to determine how member friendly and winsome our churches are. Commendations should be given where positives are seen and recommendations made to encourage others to improve.

## 2. What specifically should the local fields do to aid Pastors and ministries in local churches to achieve the desired retention?

- i. To motivate members, develop levels of spiritual growth (bronze, gold, platinum, etc.) that will help him reach greater spiritual maturity.
- ii. Reduce the number of events so that the pastor has more time to visit.
- iii. Educate pastors and leaders to treat the church member with respect, kindness, professionalism, dignity and confidentiality.

## 2. What specifically should the local fields do to aid Pastors and ministries in local churches to achieve the desired retention?

iv. Provide economic empowerment for persons who come into the church from low income or no income background.

vi. Track new members' addition and retention in an up to date manner and regularly provide such information to the churches to help in their retention objectives.

## 2. What specifically should the Pastors and local churches do to achieve the desired retention?

- i. Appoint a spiritual mentor or discipler to the newly baptized.
- ii. Involve new members immediately in a Sabbath School class.
- iii. The church appoints positions and involve members in ministries according to their spiritual gifts.

## 2. What specifically should the Pastors and local churches do to achieve the desired retention?

- i. The pastor and the ministries devote more time to prepare candidates for baptism. The evangelistic cycles are so rushed that this goal is not met well.

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- v. Educate the church to be more friendly. Treat those who are visiting kindly so that it does not go unnoticed.
  
- vi. The meetings of the ministries of the church include dynamics of integration.

## 2. What specifically should the Pastors and local churches do to achieve the desired retention?

- vii. The worship has more time devoted to prayer, less sermonizing and more teaching.
- viii. Develop a member to member discipleship initiative.

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- ix. Conduct more social and fellowship initiatives to help members bond and care for each other.
  
- x. Reduce the ratio of members to a pastor so that the pastor has time to visit and help them meet individual needs.

