



REGIONAL MINISTER ORIENTATION MANUAL 2025



NORTH AMERICAN BAPTIST CONFERENCE

Table of Contents

Note from Executive Director Harry Kelm	4
The Ethos and Values of the NAB	7
Ministries	9
Missional Initiatives: Why	10
Missional Initiatives: What	13
Missional Initiatives: Who	19
Church Multiplication: Why	20
Church Multiplication: What	22
Cross-Cultural Engagement: Why	27
Cross-Cultural Engagement: What	30
Emerging Leader Engagement: Why	33
Emerging Leader Engagement: What	36
International Missions: Why	41
International Missions: What	44
Events & Resources	47
Staff	51
Funds	56

Note from Executive Director Harry Kelm



The NAB was established in the mid-1800s by German-speaking Christians reaching out missionally to other German immigrants around them. In doing this, they raised up leaders, trained pastors, planted churches, and sent international missionaries. This was the identity of the NAB from the beginning. It is the foundation and legacy of who we are today. It is also much of what we do today.

One of the blessings of God's working is that people from many different backgrounds continue to come into the churches of the NAB. Churches also call pastors who have been trained in various traditions and viewpoints. God has been growing the diversity of the NAB. In this diversity, it is crucial to focus on our common identity.

In 2013, the NAB moved to a governance structure that had as a key ingredient the establishing of End Goals, priorities the Governing Board believed God was calling us to strive toward together. Four End Goals were chosen by the Governing Board, in consultation with the regional ministers and NAB leaders and churches. As the NAB, our unity is based on our love for God, our love for each other, and our commitment to work together toward these End Goals.

In the years since, the need for a common unity and identity have become even more important. We see a need to emphasize these End Goals as we ALL work together, International Office with regions and associations, and churches with regional ministers. These End Goals are important for our current regional ministers and pastors to know and for new regional ministers and pastors to be aware of. Out of these goals flow objectives, ministries, and ministry opportunities for NAB pastors and churches to participate in.

The four End Goals of the NAB are:

1. NAB churches will be trained for missional ministries.

The NAB is missional in focus. This begins with knowing who God is and who God is forming us to be in Jesus Christ. It is looking at where God is on mission and joining him there. This focuses on multiplying the ministry of NAB churches that reach out to those who do not know Jesus. This also focuses on planting churches and revitalizing churches that are missionally reaching out to those who do not know Jesus.

2. NAB churches will seek opportunities to engage cross-culturally.

It is a priority for us to work together with those different than us in North America, culturally and ethnically. We seek to listen and learn from one another, both within our NAB churches and among our neighbors. We seek to live in godly justice and righteousness that confronts sin and injustice in us and in our world while affirming the dignity and worth of all.

3. NAB churches will develop spiritual leaders.

We believe God continues to raise up leaders he is developing all around us. We seek to elevate emerging leaders by identifying, encouraging, equipping, and engaging these leaders. As the NAB, we will endeavor to open up ministry opportunities to these men and women.

4. NAB churches will send and support international missionaries.

This is about partnering with national Christians and national churches and national church leaders in global ministries. We are committed to globally equipping Christians across the world to share with their neighbors the message of redemption in Jesus and also to reach out to those who have never heard the Good News of Jesus.

The Ethos and Values of the NAB

There are many ways people describe themselves and the groups they belong to. The values of a group help define its ethos. What follows are some of the significant values of our ethos as the NAB.

Being a People of Faith

Our unity with each other is based on our unity with God in Jesus Christ. Our faith in God through Jesus is what ultimately brings us together. As the NAB, we have a Statement of Beliefs, based on God's Word, that outlines what we believe. This Statement is the most important NAB document we have. It does not address every theological viewpoint, faith issue, or nuance of how we are to live as a people of God on this earth. Its intention is to define and describe the primary beliefs of the NAB. As the NAB, we agree on many things, and we also are willing to disagree on some things that are not addressed in the Statement of Beliefs.

Being an Irenic People

As a conference, we strive to have an irenic spirit with one another. The word irenic means "moving

toward peace.” In Scripture, peace is not just an absence of conflict and disagreement, or even a calmness and serenity; it is knowing the wholeness and fulfillment found in God through Jesus. The Bible describes the peace we can have in Jesus, but it also describes seeking peace with others and endeavoring to bring peace to a broken world. To be a people of peace means loving one another, listening to one another, and learning from one another.

Being a People of Partnerships

We believe God calls us into community with each other as a community of faith. As Christians, we complement and add to each other; we support and lift each other up. That is how God has designed the body to work. This partnership does not mean we are all the same. In the body of Christ, there is a diversity of abilities, talents, and gifts. There is a diversity of culture, backgrounds, and experiences. We believe we can celebrate our God-designed diversity and bring it to one another as a strength.

Being a People of the NAB End Goals

As a conference of churches, we seek to be unified around our End Goals, which describe our mission. These End Goals have been set by our Governing Board and affirmed by the churches of the NAB. These End Goals are not independent but are interconnected. They flow in and through each other.

The background consists of large, overlapping triangles in two shades of red (a vibrant red and a lighter, salmon-colored red) against a white background. The word "MINISTRIES" is centered in a bold, dark green, sans-serif font.

MINISTRIES

Bonfire

At a bonfire, you come together to connect and enjoy the community you share with others. You are warmed by the fire, but also by what you share with others. It is a place to celebrate and share life with one another. Every year, the NAB offers an opportunity to do this at something we call Bonfire. It is a gathering of NAB leaders who have committed themselves to be on mission together as a community of faith. It is a time to share stories, be encouraged, and be challenged. It is for those who are new to the NAB or new to what God is doing in the NAB, and it is for those who are veteran alumni of God's movement in the NAB.



Missional Initiatives: Why

Missional is a renewed theological vision of the church on mission, serving as a sign, servant and foretaste of the Kingdom of God. It is about the very nature of God, who is at work in the world and invites his people to join him on mission (theology – missiology – ecclesiology).

THEOLOGY **How we see** **God**

- Missio Dei – We see God as the God of mission. It is his nature.
- Trinity – We have a triune God. God is One, Love, Creator, Father.
- Gospel – In and through Jesus, God is at work redeeming all things.
- Kingdom of God – The Kingdom is present through Jesus our King, and yet not fully come. This Kingdom is where God's people live life to the fullest in relationship to him, to one another, and to all creation.

MISSIOLOGY

**How we see
the world**

- The World – God is at work in the world, redeeming people, places, and all creation. As the Father sent the Son and the Father and Son sent the Spirit, so now God sends his people into neighborhoods and across the globe.
- Culture – All people are made in God's image and have his fingerprints on their lives. Many have chosen their own way and not followed his plan for life. Cultures represent people, places, and ways of living that are often aligned with the ways of the world instead of the Kingdom of God. They are in need of redemption.
- Creation – God has no rivals. He creates order out of chaos, and all he has created is good. All creation is in need of redemption.



ECCLESIOLOGY

How we see the church

- Conversion – Dying to self and the kingdoms of this world, and being recreated into the image, character, and cause of Christ.
- Missionaries – The call of everyone who claims to be a disciple of Jesus is to follow him on mission, both locally and internationally.
- Church – Not a place you go but a missionary community to belong to, sent to a specific location.
- Framework – As imitators, we bear witness to God in all we do. We love God with all our hearts, minds, and strength, and we love our neighbors as we love one another.



Missional Initiatives: What

Partnering: Creating Movement

We wish to **engage** people in conversation about joining God on mission and **evoke** a response towards the change needed. We want to **equip** leaders and churches to create missionaries in the neighbourhoods and beyond. We believe this will help us **establish** new missional communities and church plants across North America and around the world. To this end, we desire to partner with regions and churches in the following ways:

ENGAGE “to participate or become involved in or with”

We help NAB churches and leaders to join God on mission in neighbourhoods. We do this through information on the website, telling stories of God at work in Updates and newsletters, book studies, webinars, and a variety of other offerings throughout the year.

EVOKE “to cause a particular response to happen”

We are seeking to make our NAB churches respond to God’s initiative as he is at work in the world. We do this through The Discovery Project, Blue Ocean, The Tasting Table, and Reframe.

THE DISCOVERY PROJECT

Invite the team to come to your church for a weekend to introduce the topic of Joining God on Mission in Your Neighbourhood. The Discovery Project is intended to produce hope for God’s people, develop a dependence on a God who is at work in your neighbourhood, and create an imagination for how you might love your neighbours and neighbourhood.

BLUE OCEAN

Blue Ocean helps NAB leaders engage in what it means to join God on mission, to be formed into the character of Christ, and to learn to share the whole Gospel. The cohort meets three times a year in different cities and is a basic introduction to our missional/formational movement.

THE TASTING TABLE

This six-week, online workshop is designed to help us become aware of which narrative we live in, how God has been at work through past periods of difficult history, practices that will shape us for

**REFRAME:
MOVING YOUR
CONGREGATION
TOWARDS
EVANGELISM**

discerning his presence and power, and the kind of leadership needed to lead God's people today.

What if we are asking the wrong question? Evangelism has been shaped by pragmatism. Asking "What works?" does not help congregations fulfill their evangelistic mandate. Explore how asking a different question will help your congregation to proclaim the good news.

EQUIP "to prepare for a particular activity or challenge"

The Missional Initiatives Team helps create local, theological, learning communities to equip leaders and shape churches to participate in God's mission in the world. We do this through Ethos and Evangelism Equipping.



ETHOS

Ethos exists to equip leaders and churches for neighbourhood transformation. It is a two-year commitment that shapes the work we are doing in our churches. It consists of six modules, with each module lasting for three months. Through partnership with Kairos University, this training can now be taken for credit towards a Masters level degree or a Doctor of Ministry degree.

EVANGELISM: EVANGELISTIC EQUIPPING

This six-month process includes several stages. An online evangelism questionnaire will be distributed to the congregational and the leadership team to fill out prior to the training. The results will be used during the training sessions to both teach and plan for evangelistic health. Then there will be three follow-up coaching consultations to encourage the ongoing facilitation of evangelistic health measures. This training will take place both in person and virtually over the desired time frame.

ESTABLISH “to initiate or bring about”

The ultimate goal of all activity in evoke and equip is to move our churches towards the establishing of new congregations and new ministries in our neighbourhoods. We foster this movement through an offering entitled “Launching and Leading Missional Communities.” We are also offering Missional Cohorts.

LAUNCHING AND LEADING MISSIONAL COMMUNITIES

This six-month cohort is a new offering around what it takes to launch new missional communities and to lead them towards multiplication. All participants must have taken either Blue Ocean or Ethos to be a part of this cohort.

MOVEMENT COHORTS

In these Missional Communities of Learning, several churches have been chosen to work together in telling their stories of what God has been teaching them when it comes to neighbourhood engagement. We are still seeking churches who would like to be considered for the fall of 2025; contact Cam Roxburgh (croxburgh@nabconf.org) for more details.

Missional Initiatives: Who

In addition to the Missional Initiatives International Office staff (see the Staff section), there are a number of other individuals who are a part of the Missional Initiatives Team.

MERV BUDD

Equipping
Evangelist

DEB JUDAS

Director of
Formation

LUKE MILLER

Teaching
Team

MATT STYLES

Teaching
Team

KAREN WILK

Neighbourhood
Life

DAVID WILLIAMS

Missional Theology
and Teaching
Team

Church Multiplication: Why

There used to be a time when church planting was viewed as an extraordinary task taken on by a local church or apostolic leader sent out to gather a group and start a new weekend service that, over time, would develop into a full-service church. However, this is the old math of church multiplication.

There is now a new math to multiplication. The early focus is on establishing a group to communally discern the leading of God in a community and join his activity in that effort. With this new math, the NAB family is engaging in ministry multiplication that includes church planting in ways that demonstrate the Gospel, join God on his missional/formational movement in our midst, and commit to further multiplication.

When a faith community begins with and pivots around communal mission and formation, the weekend gathering remains essential, but it is now a gathering centered on celebrating all God has done and is doing. This gathering should equip followers and skeptics alike to discern together what he is calling the community to be for the sake of the world.



To that end, church multiplication is the natural overflow of a people being formed in Christ's image and joining his mission. We are working hard to create a church planting movement that multiplies the way of Jesus in neighborhoods, rural counties, cities, and suburbs in an ongoing demonstration that the life found in Christ is the best of all possible lives.

Our missional/formational movement seeks to plant churches, establish missional communities, revitalize established churches who have lost their missional impulse, and multiply thriving ministries. We are entering into Multiplier Agreements, resourcing multipliers who are committed to:

- The Robust Gospel – the reality that the Kingdom of God is all around us in the here and now and not just the promise of heaven in an age to come.
- The NAB missional/formational movement – the understanding that missional theology and spiritual formation are two sides of the same coin.
- Level five multiplication – the core of everything we do is discipleship being replicated and multiplied, disciples making disciples who make disciples.

Church Multiplication: What



NAB'S FIT ASSESSMENT



Fit Assessment partners with individuals and couples to explore and discern their best next step in ministry.

We use trusted methods and proven tools to help you accurately appraise your fit to be a church planter, lead pastor of a revitalization effort, or serve as an international missionary. A trained staff team of experienced NAB planters, revitalizers, and missionaries will join you on this two-and-a-half-day journey!

Our typical rhythm will be to host three Fit Assessments per year:

MULTIPLIER AGREEMENTS

- February in the NorCal area
- May in the Edmonton, Alberta area
- August in the Cleveland, Ohio area

The first step for anyone interested in is to fill out the Fit Assessment Application on the NAB website.

Following Fit Assessment, we work with the multiplier – alongside their regional minister and any network partner(s) – to draft a Multiplier Agreement that establishes a strategic plan for their ministry, as well as milestone-based resource investments. Each multiplication effort agrees to uphold the Minister's Code of Conduct (where applicable), sign the NAB's Statement of Beliefs, and give back to the NAB's MRF and their association's general fund.

NETWORK PARTNERS

To assist us, we have relationships with Excel Leadership Network in the US and C2C Collective in Canada.

Current multipliers also have other network partnerships, including Hispanics for Christ, SEND, New Thing, 3Strand, Acts 29, and others. Our aim is to find a network partner for multipliers that serves their needs, if a network partner is of value. We are always pleased to work arm-in-arm with Christ-centered, Gospel-focused networks to play

our part in supporting multipliers and their call.

PATHFINDERS

As the NAB continues to send out new planters and revitalization pastors to announce the Kingdom in their various communities, we find ourselves at a crossroads – we are in urgent need of a short-term learning cohort for these leaders to help them in their early stages of establishing a team and building whatever God has called them to. We are working to finalize Pathfinders, a six- to eight-week cohort designed for new multipliers, and key members of their teams, to acclimate their work around the NAB's missional/formational ethos and collaborate with others around the NAB doing the same. This step in a multiplier's journey would ideally come early in the process, be done as a team, and is designed to inform their multiplication journey.

COACHING

We have carefully vetted a list of approved coaches who span the polarities of attractional, Sunday-centric ministry to organic missional communities. Each coach values and encourages movement with the NAB's missional/formational approach. Multipliers are typically

suggested a coach, but they are free to choose from any of the approved coaches.



SENDING CHURCH COHORT

These cohorts are another initiative where we have found significant fruit in our coaching efforts. Each year, we gather a small group of sending church pastors and planting pastors to learn from practitioners of these different sending/planting relationships in the NAB. We go on-site to visit these efforts – once in the spring and again in the fall – and hear from NAB leaders who are navigating sending and planting relationships so we might learn best practices, encourage one another, and commit to tangible next steps in our own multiplication journeys.

MULTIPLIERS SUMMIT

The NAB's annual gathering for all multipliers is designed for connection and soul care of the lead couple. This happens in an overlapping schedule with Bonfire in the spring to intentionally connect these

two key groups of missional leaders in the NAB Conference.

The challenges associated with the Kingdom call of church multiplication are often a heavy burden for a lead couple to carry. Whether revitalizing a legacy church, planting a new church, getting a micro-church off the ground, or leading a movement of missional communities, this is unique work. The sting of rejection, the weariness of long ministry weeks, and the joy of spiritual breakthroughs all weigh heavy on the souls of church multiplication leaders. As NAB leaders, we are convinced the trajectory of any church multiplication effort begins with *who we are becoming* as leaders.

Multipliers Summit is not the average conference with a parade of speakers and highly programmed gatherings. For this experience, we seek to gather about fifty people in a beautiful setting to hear from a seasoned church planting leader on the topic of soul care for the lead couple. We hope couples will attend together, though there is no problem attending solo. Our times are highly conversational and include several hours of non-programmed time to explore the city or simply rest.

Cross-Cultural Engagement: Why



Cross-cultural engagement is both about who the church is internally and how the church must be missionally. Internally, the people of God are multiethnic. That is not a choice, an intentionally hyperbolic statement, or some political rhetoric. Through the power of the Holy Spirit, God has called people from all walks of life, all ethnicities, and all cultures to worship him. This vision of the people of God is at least grounded in the change of Abram's name to Abraham, "father of many nations." The many nations are not just contained in their respective countries; these nations, ethnicities, and cultures are all around us.

Additionally, Jesus has called us to oneness, as expressed in his prayer in John 17:20–24. This oneness is about our posture toward one another: love from the heart, being united, being patient with one another, showing sympathy and humility, empathizing with one another. Ultimately, our oneness is in the God-man Jesus Christ, and we already possess this oneness because of what God has done. Our job is – by the power of his Spirit – to live like it.

Internally, we see from John 17 that our oneness is Christ's desire, God's glory on display, and to achieve it we must destroy our own self-centeredness. As Christ's desire, Jesus prays for our oneness. As God's glory on display, our oneness as his gathered people reveals his loving nature. As the cause for the destruction of our sin, our pursuit of oneness makes us more like Jesus.

Formationally, achieving the oneness Christ desires calls for the destruction of our self-centeredness because unity happens as we deny ourselves and love others the way our Lord has loved us. Mark DeYmaz writes, "In seeking to develop cross-cultural relationships with fellow members of a local church, it is important to keep in mind that your way is just a way of seeing things and not necessarily the way of seeing things" (*Multiethnic Conversations: An Eight-Week Journey toward Unity in Your Church*).

Externally, cross-cultural engagement is about listening to one another out of love of neighbor. To reach the nations, both overseas and across the street, we must grow in cross-cultural competence, the ability to engage people different than us in relationship. There is no other way to be faithful

to the Great Commandment than to engage our neighbors, different in ethnicity and culture, with the love God has for them. But doing that calls for our own growth, both in cross-cultural competence and in the ability to listen well to our neighbors, respecting their historical and cultural backgrounds. To take the Great Commandment to love the Lord and our neighbor seriously, and to take the Great Commission seriously, calls for relational humility and sacrificial love. We must learn what things we need to lay down in order to love our neighbors in the way Christ has loved us.



Cross-Cultural Engagement: What

Here are a few ways you can communicate the value of cross-cultural engagement, equip the conference, and elevate and connect multi-cultural ministry leaders:

- Partner with Wayne Stapleton to develop the kinds of connections and lines of communication through which we hear and understand each other; let's be friends.
- Participate in Zoom studies with multiethnic members of the NAB.
- Promote these Zoom studies in your regions and associations.
- Present connections between Wayne and BIPOC (Black / Indigenous / People of Color) pastors and other pastors doing work in cross-cultural engagement.
- Propose connection between Wayne and Anglo pastors seeking growth in cross-cultural engagement.
- Process possibilities with Wayne for how we can engage NAB churches that are the least-connected due to cultural barriers.
- Pass on to Wayne examples of NAB churches working cross-culturally and the activities in which they are undertaking.
- Personally participate in periodic webinars.

- Plan with Wayne how to extend these conversations and work among our regions and churches; invite him to associational and regional meetings.
 - Place Wayne in connection with specific NAB folks who are multiethnic who he can meet and get to know so their voices are heard, especially First Nations people in the NAB.
 - Pursue personal opportunities to grow in your own cross-cultural competence and present them to Wayne.
-

Webinars

As the opportunities arise, we will occasionally host webinars to allow those across the conference to glean different perspectives on cross-cultural engagement. Past webinars have included:

- “Impact of Culture on Biblical Interpretation and Spiritual Formation” with Dr. Larry Caldwell and Lyndell Campbell-Réquia
 - “A Safe Place to Ask Tough Questions”
 - “An Invitation to Listen” with Pastor Aaron Brockmeier of Faith Baptist Church in North Minneapolis, Minnesota
 - February 2021 Year of Bonfire Gathering with authors Soong-Chan Rah and Allen Yeh
-

Dialogues on Race and Culture

Mutual understanding about race and culture is not arrived at through mandate or pressure but in the context of Christ-centered unity and dialogue where brothers and sisters of different perspectives can share openly within an environment of grace. A foundational way we seek to grow in our understanding is through holding conversations between people of different ethnicities and views. We set

the stage for one another to hear hearts and to seek understanding and even love in the context of being the church.

In the Fall of 2023, we held a four-session workshop entitled “Understanding Indigenous People.” Parry Stelter, an Indigenous pastor in Edmonton, Alberta, conducted the workshop addressing cultural engagement with Indigenous people, the impact of colonialism, recent initiatives – including the Indian Act and the Residential School System – and reconciliation with (Indigenous) religious practices.

If you’re interested in hosting or taking part in a dialogue with other believers, or you want to take part in a book study to dive deeper into issues related to cross-cultural engagement, please contact Wayne Stapleton.

Book Studies

Every few months, Wayne Stapleton gathers a small group of individuals across the NAB to read through a book together and discuss it on a weekly basis. We have found that Zoom book discussions have been an effective way to facilitate cross-cultural conversations and interactions among the NAB church family, and with ideas generated by the global church.

The workbook *Creating Positive Race Relationships* by Taylor Cox was the subject of one of our Zoom gatherings. As several leaders from around the NAB assembled electronically to discuss the material, we heard one another’s stories and grew in love and appreciation for one another. Another example of a book we have gathered to discuss is *How to Heal Our Racial Divide* by Derwin L. Grey, which looks theologically at the issue of cultural oneness in the church and discusses practical ways to be faithful to God’s will for the church to be one.

Emerging Leader Engagement: Why

We often hear younger leaders referred to as the leaders of tomorrow, but in truth they are the leaders of today, a significant part of NAB ministries in North America. Emerging leaders, those of age 20-40, are currently on staff or volunteering in churches, using their gifts for the Kingdom. In the past, we have had passionate adult leaders leading ministry to younger leaders. Currently, our desire is to put emerging leaders in positions to lead the conference. This is for the health of the NAB today, as well as for the future of our conference.



God has entrusted to us shepherding the conference, and one significant aspect of shepherding is inviting and helping to fan into flame the giftings of those in our midst. We see in Scripture many instances of seasoned leaders encouraging and making a way for younger leaders. Moses put Joshua in a position to learn and develop. Elijah came alongside Elisha. Even the relationship between Paul and Timothy is an example of a seasoned leader encouraging the leadership giftings of a younger leader. Paul mentored Timothy and put him in place in Ephesus to provide leadership and teaching to that congregation.

Due to technological advancements – including social media and artificial intelligence, among other things – there has been profound generational change. And yet, to be faithful to our charge from Jesus to make disciples of the nations, we are called to engage our culture where it is, inviting them to lay down their lives to follow the Lord. In such a time of great change and cultural transformation, our emerging leaders are conversant in the questions and challenges of this generation. We must engage these questions and challenges if we are to be faithful to the Great Commandment and the Great Commission.

It is possible that ministry strategies of yesterday, executed today, might be faithful to the Lord but miss the heartbeat of the culture. There are times the church has passionate answers to questions the people around them are not currently asking.

As we invite the voices and involvement of emerging leaders, we invite their perspectives on reaching emerging generations, providing the answers to questions we as older believers have not thought to ask and preparing the world for a faithful representation of a church ready to meet them where they are and invite them to follow the Lordship of Jesus Christ.



Emerging Leader Engagement: What

NAB Emerging Leader Engagement exists to engage, equip, and elevate young leaders to lead the NAB into the future, as well as today. What this looks like will continue to grow in the coming days to include things like Regional Emerging Leader Lunch and Learns, where youth workers are connected via local clusters. For the time being, the following are a few ways you can help your churches engage with what is happening:

- Communicate to your churches the work we are doing, including the Gathering, Zoom calls, Youth Pastor Connection, and more.
- Counsel the emerging leaders and pastors in your region about the work we are doing.
- Connect Wayne Stapleton with emerging leaders in your region.
- Consider the ways churches are elevating emerging leaders in their contexts and share them with Wayne.

- Capture names for the growing, ongoing list of emerging leaders and send them on to Wayne.
 - Chat with Wayne about what kinds of leaders we are looking for and how we might develop Regional Emerging Leader Lunch and Learns to encourage emerging leader engagement at the regional level.
 - Coach: think about what your influence might look like in the life of an emerging leader in your region.
 - Create: work with Wayne to see how we can create momentum for emerging leader engagement in your region.
-

The Landing

The Landing is a space for youth workers to receive resources for ministering to the teenagers in their culture and context. The NAB covers a large demographic, and we seek to welcome all voices to the table. These resources will include current cultural trends, latest research from Barna and other organizations, opportunities to learn from each other and outside sources, and insight to help youth workers partner with parents and families, along with other resources that will engage, empower, and equip youth workers to disciple this generation of teenagers.

The Gathering

Every three years, middle school and high school students from across the NAB come together in Orange County, California, for an experience unlike any other. For five jam-packed days, students hear from gifted speakers, sing praises to God, dive into the Word, engage in service projects, and interact with others from across Canada and the US.

This is The Gathering, a youth conference and missions experience that provides students with a variety of thoughtful encounters to dive deeper in faith, community, and service as an opportunity to become ambassadors for Jesus in Orange County, with the ultimate goal of inspiring them to serve God and others when they return home. The Gathering is the only venue that assembles students from across the NAB in one place for a time of worship, service, transformation, and fun.

Podcast

An emerging leader is producing a podcast - NAB Stories: Joining God at Work. On this podcast, we host conversations that showcase how leaders in the NAB are moving forward in each of our Four Ends. For example, one podcast features a conversation with Curtis Jang and Kevin Wong about their friendship and ministry and how they are seeing the advancement of God's Kingdom in San Francisco. Curtis planted Cornerstone Trinity Excelsior (CTX) out of the church Kevin leads, Cornerstone Trinity Baptist Church.

Webinars

Emerging leaders are also conducting webinar interviews with people on topics relevant to emerging leaders. The purpose will be to develop a sense of connection among emerging leaders, as well as to equip them for ministry in an ever-changing cultural environment. One webinar was with pastor, podcaster, and author Matt Tebbe discussing his book *Having the Mind of Christ: Eight Axioms to Cultivate a Robust Faith*. We saw Tebbe's encouragement to align well with our missional/formational movement.

The Summit

Emerging leaders are also planning an event targeted at the younger leaders within the conference. The purpose will be to provide a space to unplug and relax, look deeper into God's Word, connect with other emerging leaders from across the NAB, and have fun. The Summit will occur once every three years, featuring times of worship, a guest speaker, free time, and intentional times to connect with emerging leaders and to share and pray for one another.

Year of Equipping

We are currently leading a cohort specifically designed to reach emerging leaders with missional training, deepening NAB relationships, and spirited conversations. The Year of Equipping consists of three modules, each three months long and each

reflecting the three teaching sessions in Blue Ocean. The first module addresses questions of who God is and his missionary activity. The second module takes on the topic of spiritual formation, as we discuss how we are formed (and re-formed) in God's image so we can join God in his missionary activity. Module three addresses how Christian community flows from the first two; we discuss what we are to do in light of who God is and how we are formed. It is exciting to connect with younger leaders in our conference and to see them grow in their theological understandings but also in their relationships with each other.

Emerging Leaders Movement Cohort

In seeking to decentralize movement momentum from the International Office, we have been setting up platforms by which we turn emerging leader development over to local churches. We have conducted sessions in which local churches connect and encourage one another in emerging leader development, typically led by two churches. We have conducted one Movement Cohort in Edmonton, Alberta, and another one in Detroit, Michigan. We are looking forward to more opportunities to connect churches with each other to foster emerging leader development.

International Missions: Why



As North American Baptists, involvement in international missions has defined not just what we do, but who we are since our beginning. We are made in the image of the God of mission (*missio Dei*) and seek, as God does, to bring a Kingdom message and demonstration of reconciliation and redemption to the world around us. Although not exhaustive, the following statements characterize who we are and what

we do as career cross-cultural missionaries, short-term mission volunteers, and partnering sister churches across the globe.

- **The mission is God's mission.**

It is not ours; God invites us to partner.

- **The invitation to participate in God's mission belongs to the global Church.**

There is a diversity of churches and individuals around the world that comprise the body of Christ. All are needed to serve together: from everywhere to everywhere, by the power of the Spirit.

- **God's mission is holistic, as is the Gospel of the Kingdom.**

As our Lord, Savior, and example, Jesus proclaimed and demonstrated the Gospel by calling people to repentance and caring for their physical and emotional needs. His ultimate purposes are also at work in the world in the restoration of all things. Making all things new is the Good News behind Kingdom mission, providing redemption for all creation, every human system, and every person.



- **The Gospel is transcendent of and yet essential for every culture.**

The Gospel of the Kingdom speaks into every people group, is not bound to any, and yet can speak and be reflected in unique ways through that same group of people. With every new group of people, a new way of understanding the diversity and depth of the Gospel is there to be discovered.

- **The global Church is composed of interdependent groups of brothers and sisters in Christ from every tribe and nation spread throughout the world.**

The global Church IS the Church we read of in the Scriptures and includes sisters and brothers from every people group the world over. This reality should compel us to serve with a spirit of interconnectedness and partnership, as one body consisting of many congregations, each working properly and collaborating together in their own unique way in service to the great purpose of God's Kingdom mission.

- **Purpose and joy is found in participating in God's Kingdom mission.**

This is where the *imago Dei* meets the *missio Dei* and where we discover the personal joy of our collective participation in God's reconciliatory and redemptive project that spans the ages.

As a conference, it is our hope that each individual member, church, and association and region will find the joy of being on mission with God to our neighbors and the nations.

International Missions: What

FIELDS: **Brazil** (theological education, orphan care with partner Chain of Love), **Cameroon** (medical, theological education, least-reached people outreach, ministry support), **Central and South America** (theological education and church planting with Hispanics for Christ), **Central Europe** (holistic ministry among Roma in Hungary and Serbia with partner Community Health Evangelism), **Lebanon** (multi-faceted ministry with partner Horizons), **Japan** (church planting, women's ministries, youth ministries, English school for evangelism), **Philippines** (theological education), **Romania** (camp, church engagement, theological education, leadership development), **Russia** (theological education), and **Ukraine** (theological education).

Find more info about each
of these countries by
scanning this QR code.



Areas of Engagement:

MOBILIZATION

- Training for sister-church/ministry partnerships and short-term mission opportunities
- On-site seminars
- Inviting a member of the International Missions team to speak at association or regional pastors' events.

RECRUITMENT

- Sister-church ministry partnerships
- Pre-recruitment: engaging youth at camps, Urbana, and Fuse teams
- Strategic partnerships (e.g., Horizons in Lebanon)

NEW FIELDS

- Exploring where NAB churches are already being led by the Spirit
- Discerning capacity and long-term implications

ADVOCACY

- Staying informed of open positions on NAB missionary fields
- Considering using missionary stories as sermon illustrations



Gateway

SHORT-TERM MISSION TRIPS

When initiated by Gateway, this is a Fuse Team where members come from various locations. Gateway can also lead trips at the request of a single church. Both types of trips are designed to provide cross-cultural encounters to broaden worldviews and experience God's Kingdom in tangible ways.

SISTER- CHURCH PARTNERSHIPS

These are long-term, mutual relationships connecting churches and ministries internationally. They are theologically missional and Kingdom-oriented and focused on global Church identity, mutual relationship building towards reciprocal sending/receiving, and collaborative mission.

TRAININGS

There are a number of different trainings available upon request.

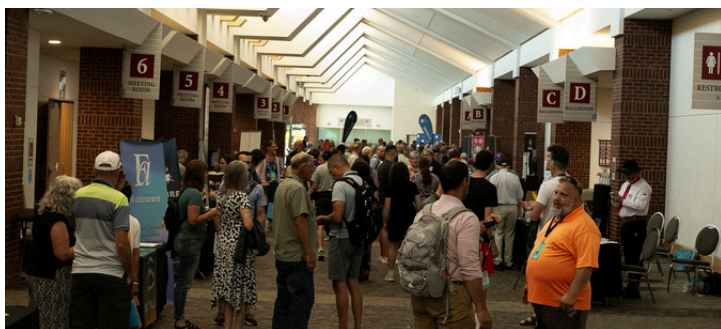
The Short-Term Mission Leader Workshop is ten hours of best-practices training across two days for any short-term mission leaders.

Sister-Church Partnership Orientation is a four-hours session for pastors, staff, and church ministry leaders to encourage cross-cultural understanding and education.

EVENTS & RESOURCES



Triennial



Since 1865, all the churches across the NAB gather every three years for a time of worship, fellowship, and inspiration, as well as to conduct the necessary business of the conference. Triennials generally are planned and developed around a ministry-related theme.

Regional Minister / Executive Team / Field Director Retreat

Once a year, the Regional Ministers, Executive Team, Field Directors for our international missions, and their spouses gather to connect relationally, to be encouraged, to be challenged missionally, and to consider strategically where God is leading the NAB.

Regional Minister / Executive Team Getaway

Each spring, the Regional Ministers and Executive Team members take a few days away to develop relationships, encourage spiritual formation, and consider strategically where God is leading the NAB.

Advancement Resources

For more information on Advancement Resources, contact Director of Advancement Terry Okken at tokenenabconf.org.

Feasibility Studies

From time to time, every person, every marriage, every family can greatly benefit from careful and grace-filled insight. Churches are no different – but with the complexities of leadership dynamics, busy ministry schedules, and hard-earned wounds, most churches never have the courage to invite in an outsider to lovingly weigh in on the health, effectiveness, and future possibilities. Add to that the high financial cost of bringing in a consultant and most churches are dealt out of the availability.

NAB's Advancement Team has a long history of consulting for churches, with excellent outcomes. Whether you are examining a philosophical shift, potential capital campaign, staff-team restructure, moving locations, or even a rebrand and fresh launch – we are honored to spend a few days on

site with you working through our system and then providing you a report and strategic plan to accomplish the vision to which your church leadership senses God's call.

Most churches are asked to contribute \$2,000 to \$3,000 to the NAB Ministry Resource Fund to help offset the cost of the consultant's time and travel.

Design and Branding Services

When it comes to some simple design work, we can help you at no charge. For larger projects, we work with a number of contract designers from all over the country who we can introduce to your region or churches if you need design services. Most designers charge \$60 to \$100 per hour for design services, but we have relationships with designers at a significant discount for NAB churches. Just give us a call and let us know what you need, and we can introduce you to the designer we think might be able to help you!



STAFF

Executive



DR. HARRY KELM
EXECUTIVE DIRECTOR
hkelm@nabconf.org

**JENNIFER
MACDONALD**
EXECUTIVE ASSISTANT
TO DR. HARRY KELM
jmacdonald@nabconf.org

Cross-Cultural Engagement



WAYNE STAPLETON
VP OF CROSS-CULTURAL
ENGAGEMENT
wstapleton@nabconf.org

BUD FUCHS
CROSS-CULTURAL EQUIPPER
bfuchs@nabconf.org

MEG KEMPTON
ADMINISTRATIVE ASSISTANT TO
WAYNE STAPLETON
mkempton@nabconf.org

Emerging Leader Engagement



WAYNE STAPLETON

VP OF EMERGING LEADER
ENGAGEMENT
wstapleton@nabconf.org

MEG KEMPTON

ADMINISTRATIVE ASSISTANT TO
WAYNE STAPLETON
mkempton@nabconf.org

International Missions



JOEL DAVID

VP OF INTERNATIONAL MISSIONS
jdavid@nabconf.org

SHAN REED

MOBILIZATION DIRECTOR
sreed@nabconf.org

RANDY SCHMOR

GATEWAY DIRECTOR
rschmore@nabconf.org

KRISTI THAO

ASSISTANT TO THE VP OF
INTERNATIONAL MISSIONS
kthao@nabconf.org

CARYN YOUNG

DIRECTOR OF ADMINISTRATION
FOR INTERNATIONAL MISSIONS
cyoung@nabconf.org

Ministry Advancement



STU STREETER

VP OF MINISTRY ADVANCEMENT
AND CHURCH MULTIPLICATION
ssreeter@nabconf.org

MICHAEL BENSON

COMMUNICATIONS DIRECTOR
mbenson@nabconf.org

TERRY OKKEN

DIRECTOR OF ADVANCEMENT
token@nabconf.org

CARISSA STEINHART

EXECUTIVE ASSISTANT
TO STU STREETER
csteinhart@nabconf.org

Ministry Support



RICHARD BROWN

VP OF MINISTRY SUPPORT / CFO
rbrown@nabconf.org

BETTY BUCHHOLZ

CONTROLLER
bbuchholz@nabconf.org

BRIANA EATON

AP SPECIALIST AND GIFT PROCESSOR
beaton@nabconf.org

RACHAEL WILSON

ACCOUNTANT AND
DATABASE MANAGER
rwilson@nabconf.org

Missional Initiatives & Leadership Formation



CAM ROXBURGH

VP OF MISSIONAL INITIATIVES

croxburgh@nabconf.org

DEB JUDAS

MISSIONAL INITIATIVES
ADMINISTRATIVE ASSISTANT

djudas@nabconf.org

Heritage Commission

RANDY TSCHETTER

HERITAGE COMMISSION DIRECTOR

rtschetter@nabconf.org

DARLENE FRUEH

HERITAGE COMMISSION
ADMINISTRATIVE ASSISTANT

dfrueh@nabconf.org



FUNDS

While there are a number of different funds that support the ministry of the NAB International Office, the following are the most prominent.

Ministry Resource Fund

The Ministry Resource Fund is the broadest and most flexible way to support NAB ministries. It is like the electrical supply line for your house; it is vital and can flow in many different directions and power many different and important things. It supports the training that pastors, missionaries, and leaders receive in missional and formational principles. This fund provides for pastoral enrichment and care. It allows for resources such as *Onward* to exist. It also funds teleconferences and webinars, which foster discussions on God's working in and through us as his people. It opens the doors for the planting of new churches in Canada and the United States and in identifying church planters. The Ministry Resource Fund resources the identifying, elevating, and equipping of emerging leaders. It is used to encourage biblical justice and righteousness. Many of the NAB ministries around the globe and in our own communities would not be able to stand on their own without the Ministry Resource Fund.

Global Missions Fund

The ongoing conviction behind the theology of missions for the NAB is the firm biblical belief that God's mission to humanity in Jesus Christ was not to come, save, and leave but rather to come, save, and remain through the power of his Spirit! What this means is that when we engage in a mission field or an international missional movement with a global partner, we do so with the firm conviction that God is calling us there for the long haul – not to come, proclaim, and leave but to come, proclaim, and partner. The Global Missions Fund is central to sustaining this type of ongoing, collaborative ministry on an international scale. While all of the NAB international missionaries have their own network of support through individuals, groups, and churches, the Global Missions Fund serves as the foundation that provides our missionaries and partners with the necessary resources, administrative support, and other help that allows them to focus on the ministry on the field.

Connie Salios Church Planting Fund

The efforts of church multiplication in the NAB are largely funded through the Connie Salios Church Planting Fund, in memory of one of the church planting giants within the NAB. This fund was established at the 2018 Edmonton Triennial, and since that time it has resourced nearly forty church planting and revitalization efforts across Canada and the United States.

Special Projects

There are a number of special funds that have been established to directly support specific Kingdom endeavors. Some of these are ongoing while others are intended to be active for only a defined period, and as such, the list changes on an irregular basis as different special projects are added or removed. You can find the complete and current list by using this QR code.





NORTH
AMERICAN
BAPTIST
CONFERENCE



1219 Pleasant Grove Blvd., Roseville, CA 95678



916-797-6222



communications@nabconf.org



www.nabconference.org
