EFCA | NCD NORTH CENTRAL DISTRICT

District Superintendent's Update

April 2025 | District Conference

You can download this
presentation at
ncdefca.org/2025-conference

A Word about Being an Example

The saying is trustworthy and deserving of full acceptance, that Christ Jesus came into the world to save sinners, of whom I am the foremost. But I received mercy for this reason**, that in me, as the foremost, Jesus Christ might display his perfect patience as an example to those who were to believe in him** for eternal life. To the King of the ages, immortal, invisible, the only God, be honor and glory forever and ever. Amen. - 1 Timothy 1:15–17

A Word about Being an Example

1 Timothy 1:12-20 reminds us that being an example of humble faith and sacrificial service is at the heart of authentic Christian ministry.

Every pastor and church leader is called, in measure, to the gospel-shaped task of modeling faith, humility, trust, and service.

I am thankful that when I look around the NCD, I see so many who serve as examples of God's grace and model a life of genuine discipleship.

A “Life and Ministry” Update

- The past year was difficult for Teri and me due to the passing of her mother after a 12-year battle with dementia.
- As He often does, God used this to clarify and confirm our personal sense of calling to the North Central District.
- My ministry continues to focus on shepherding NCD church leaders, providing spiritual leadership for our district staff, preaching God’s Word, overseeing NCD ministries and initiatives, recruiting leaders, and promoting pastoral discipleship.

District Staff

These servant leaders are gifted, love you, and are here to sacrificially serve your congregation.

Brian Farone
District Superintendent

Pat Wester
Church Revitalization

Glenn Olson
Student Ministry

Dena Stromberg
Digital Communication

Steve Austvold
Missions Mobilization

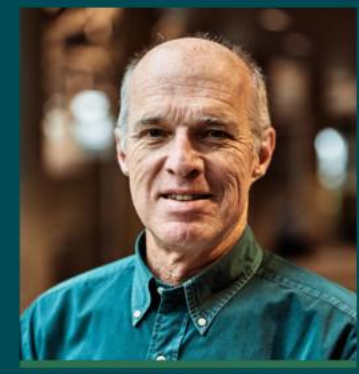
Andrea Tyson
Women in Ministry

Frank Lanier
Leadership Development

Paul Anderson
Resource Development & Administration

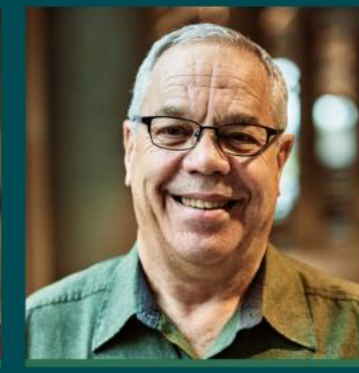
Sharon Trucker
Administration

Dave Bliss
Missions Mobilization



Kelley Johnson
Pastoral Care

Kelly Larson
Finance



Dan Moose
Church Multiplication

Dave Abernethy
Credentialing

Strengthening our District Staff

Through new staff and expanded roles, we are strengthening our ministry to pastors, church leaders, and churches.

Andrea Tyson
Women in Ministry

Increased Hours to Better Serve Women in Ministry

Dave Abernethy
Credentialing

Biblical Counseling for Pastors and Church Leaders

Jon Addington
Older Adults

Joining our Staff in June to Help NCD Churches Make Disciples Among Older Adults

Our Board of Directors

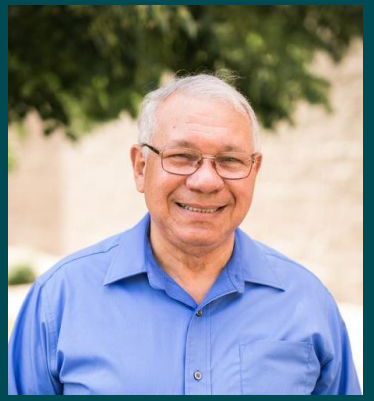
Andrew Peterson
Park Community Church

Bryan Lair
Trinity City Church

Dave Abernethy
Mound EFC

Julie Anderson
New Hope Church

Jennifer Kvamme
Centennial EFC



Jose Rivera
Living Hope EFC

Tom Cairns
New Hope Church

Darrius Hubbard
Antioch Community Church

Lucy Edens
Hope Oakdale

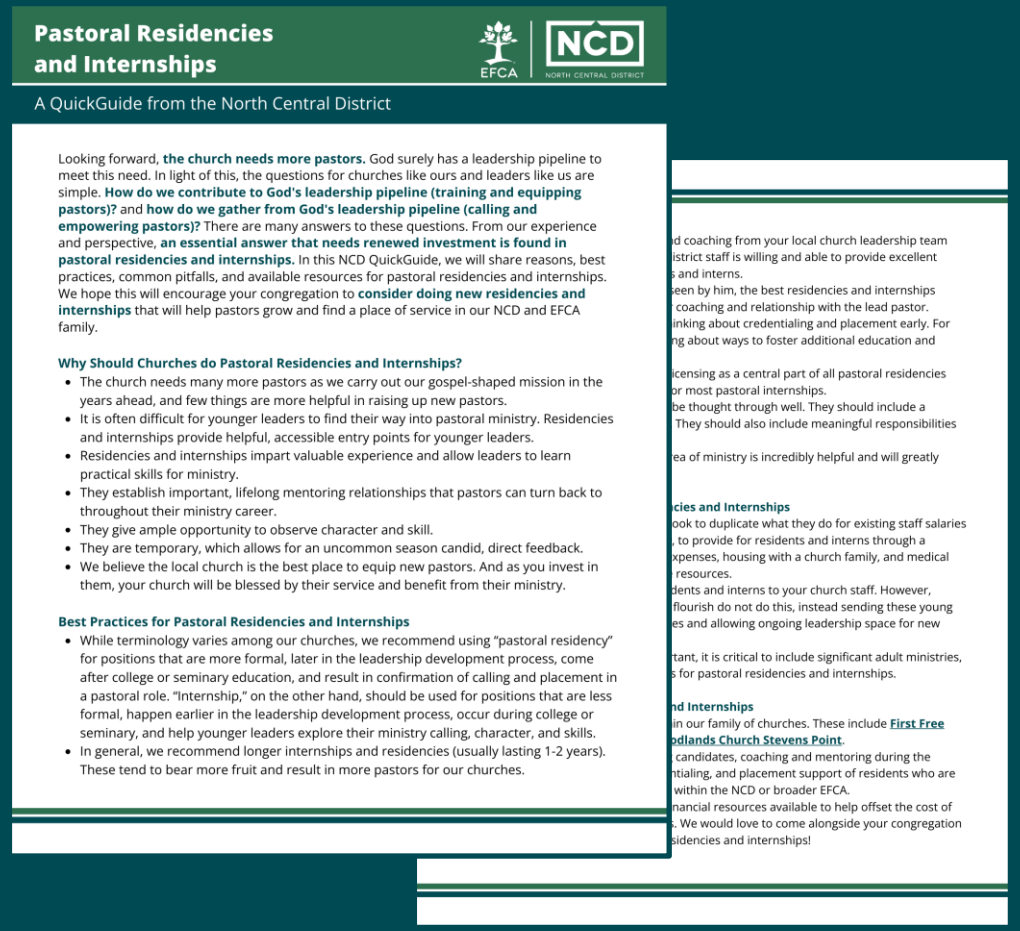
Toua (Tom) Vang
Five Oaks Church

Eric Uggerud
Cornerstone EFC

Chris Cundiff
Sandstone EFC

Brian Farone
Rockpoint Church

Raising Up Pastors Through Residencies and Internships



Pastoral Residencies and Internships

EFCA | NCD NORTH CENTRAL DISTRICT

A QuickGuide from the North Central District

Looking forward, **the church needs more pastors.** God surely has a leadership pipeline to meet this need. In light of this, the questions for churches like ours and leaders like us are simple. **How do we contribute to God's leadership pipeline (training and equipping pastors)?** and **how do we gather from God's leadership pipeline (calling and empowering pastors)?** There are many answers to these questions. From our experience and perspective, **an essential answer that needs renewed investment is found in pastoral residencies and internships.** In this NCD QuickGuide, we will share reasons, best practices, common pitfalls, and available resources for pastoral residencies and internships. We hope this will encourage your congregation to **consider doing new residencies and internships** that will help pastors grow and find a place of service in our NCD and EFCA family.

Why Should Churches do Pastoral Residencies and Internships?

- The church needs many more pastors as we carry out our gospel-shaped mission in the years ahead, and few things are more helpful in raising up new pastors.
- It is often difficult for younger leaders to find their way into pastoral ministry. Residencies and internships provide helpful, accessible entry points for younger leaders.
- Residencies and internships impart valuable experience and allow leaders to learn practical skills for ministry.
- They establish important, lifelong mentoring relationships that pastors can turn back to throughout their ministry career.
- They give ample opportunity to observe character and skill.
- They are temporary, which allows for an uncommon season candid, direct feedback.
- We believe the local church is the best place to equip new pastors. And as you invest in them, your church will be blessed by their service and benefit from their ministry.

Best Practices for Pastoral Residencies and Internships

- While terminology varies among our churches, we recommend using "pastoral residency" for positions that are more formal, later in the leadership development process, come after college or seminary education, and result in confirmation of calling and placement in a pastoral role. "Internship," on the other hand, should be used for positions that are less formal, happen earlier in the leadership development process, occur during college or seminary, and help younger leaders explore their ministry calling, character, and skills.
- In general, we recommend longer internships and residencies (usually lasting 1-2 years). These tend to bear more fruit and result in more pastors for our churches.

d coaching from your local church leadership team
istrict staff is willing and able to provide excellent
s and interns.
seen by him, the best residencies and internships
coaching and relationship with the lead pastor.
linking about credentialing and placement early. For
ng about ways to foster additional education and

licensing as a central part of all pastoral residencies
or most pastoral internships.
be thought through well. They should include a
They should also include meaningful responsibilities

ea of ministry is incredibly helpful and will greatly

cies and Internships
ook to duplicate what they do for existing staff salaries
to provide for residents and interns through a
xpenses, housing with a church family, and medical
resources.
dents and interns to your church staff. However,
flourish do not do this, instead sending these young
es and allowing ongoing leadership space for new

tant, it is critical to include significant adult ministries,
s for pastoral residencies and internships.

nd Internships
in our family of churches. These include First Free
odlands Church Stevens Point.
candidates, coaching and mentoring during the
ntialing, and placement support of residents who are
within the NCD or broader EFCA.
nancial resources available to help offset the cost of
. We would love to come alongside your congregation
sidencies and internships!

- We know God will provide leaders for us. His leadership pipeline is more than sufficient.
- The primary way He fills His pipeline is through the ordinary ministry of local churches.
- Because of this, we encourage every NCD congregation to renew their investment in pastoral residencies and internships.

Sending and Calling Leaders in God's Leadership Pipeline

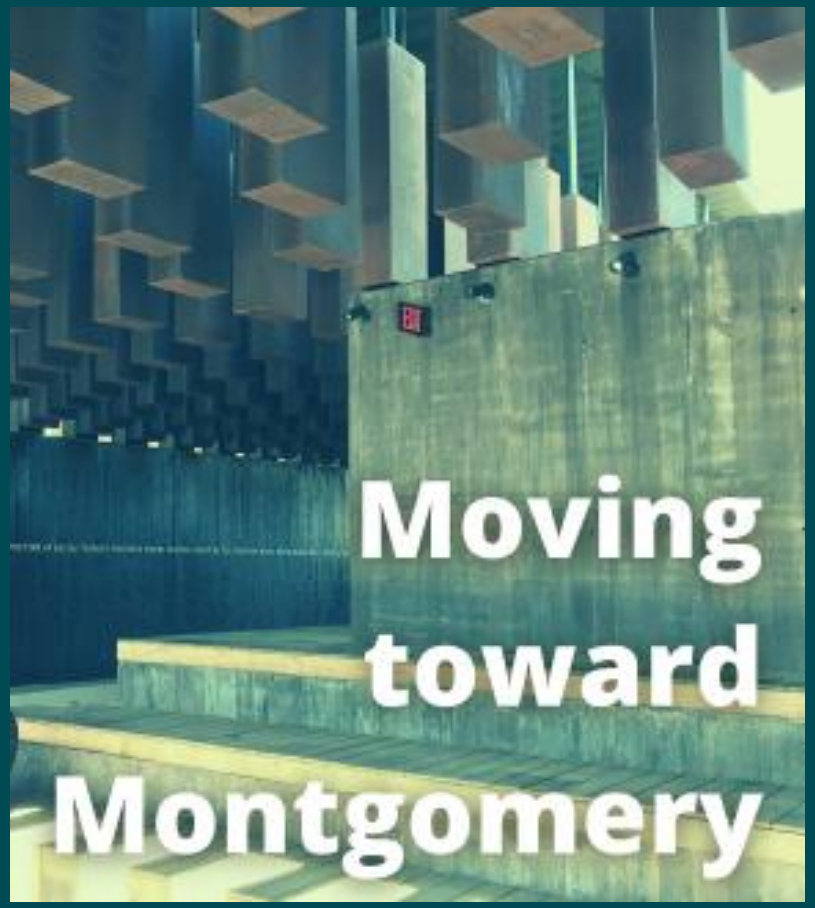
It is God who raises up leaders. He has a broad, strong, full, and sufficient leadership pipeline.

- He allows churches to contribute to His leadership pipeline by identifying, nurturing, equipping, and sending pastors and church leaders.
- He calls pastors and church leaders from His pipeline to serve in our congregations.
- Often, He calls leaders to serve where they weren't trained and sends us leaders trained through others. This is good and should be thoughtfully embraced in the days ahead.

“A Life Worth Imitating” Growth Events for Church Leadership Teams

- Over the last few years, we have made a significant investment in NCD congregations through our elder growth events (9 events|375+ registered).
- We hope to do more elder training, but feel it is time to add broader training for church leadership teams.
- Beginning this fall, we plan to do regional events called ***A Life Worth Imitating: Biblical Discipleship for Church Leadership Teams.***
- These events will happen on Saturdays. They will be for pastors, elders, deacons, ministry staff, and all lay leaders.
- Topics will include growing in Christ, sharpening your gifts, being part of the body, healthy discipleship practices, mentoring, and being an example.

Moving Toward Montgomery 2025

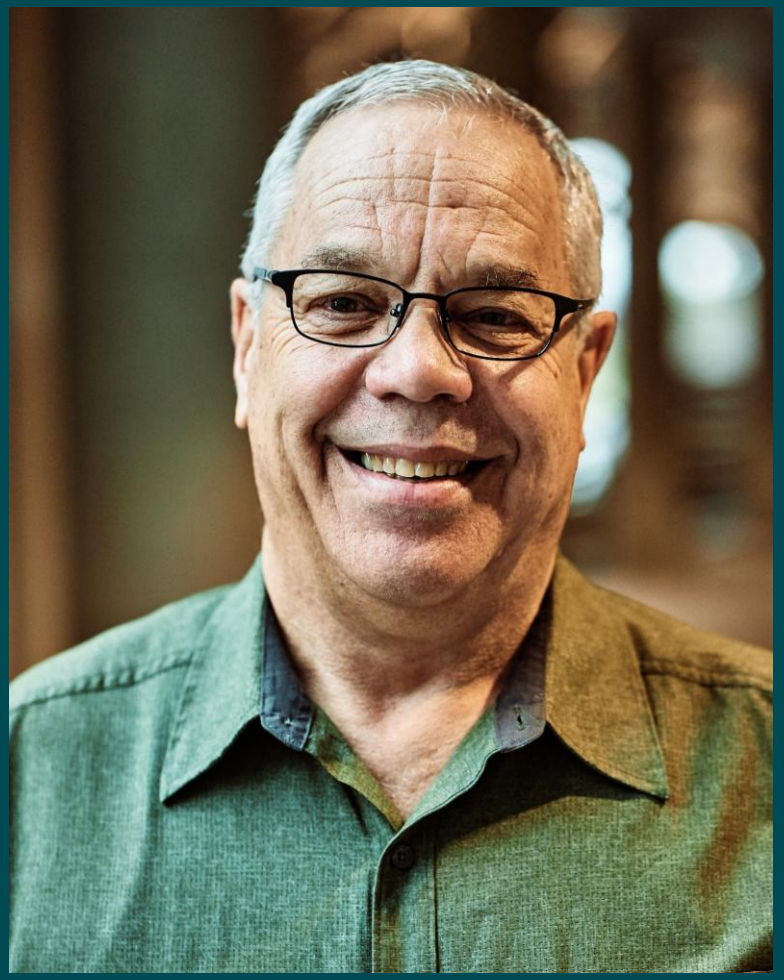


- We continue to believe God wants us to move toward issues of race and ethnicity with Gospel and Scripture.
- Because of this, we are committed to bringing a group of NCD pastors and church leaders to Montgomery on November 4-6, 2025.
- We will see ground truth and wrestle with issues in light of the Gospel of Jesus Christ and under the authority of God's Word.

The Anderson House

- Don’t forget to sign up to use *The Anderson House* free of charge in the coming year!
- A gift for you from the NCD and Camp Shamineau
- Set apart as a place for rest and renewal for NCD pastors and church leaders

Honoring Dan Moose in 2026



In June of 2026, Dan Moose will conclude his ministry as our NCD Director of Church Multiplication.

We will celebrate his ministry at the 2026 District Conference.

Please pray for our NCD family as we say, “well done” and pass the baton to a new leader for church planting.

Thank You For Giving to the NCD

- On behalf of our NCD board and staff, I want to say thank you so much for your generous support of the North Central District. We are grateful!
- Thank you for your faithful investment in our NCD staff who raise support (Steve Austvold, Dave Bliss, Kelley Johnson, Dan Moose, Glenn Olson, and Andrea Tyson).
- Please consider making an additional annual contribution to church planting through the North Central Foundation. We believe this is a unique opportunity for our family of churches to transform the way we invest in church planting.

Looking ahead

- Please remember we love you, are ambitious for your growth in Christ, and are always willing to walk alongside you as you serve the church.
- Don’t forget the culture around us has a new (and likely fleeting) openness to spiritual things. Let’s make the most of this as we bear the message of the cross and resurrection on Palm Sunday, Good Friday, and Easter.
- No matter what happens, keep building your life on Jesus Christ, who is the *King of the ages. He is immortal and invisible. He is the only God* (1 Timothy 1:17).

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