

Pastoral Interviews

Report for Week of: October 14, 1997

Number of Calls: 10

Number of Conferences: 4

EXECUTIVE SUMMARY

1. Five of ten pastors spoke of approaching businesses for Ingathering. Keys to successful contacts are all focused on a familiar face, a relationship. Pastors spoke of going back year after to year. Same people, same businesses. One said businesses like to know how Ingathering money affects their community. Another pastor urges his members to use the businesses that donate. Repetition is the key word from another pastor. A pastor told of a business that has a check ready to give each year before the church member even shows up! And finally, one pastor said some businesses would like Ingathering to start earlier in the year since the "timing" of their giving is related to tax write off's, etc. There is the usual collection of comments from pastors who want to "fix" Ingathering and want me to make sure I tell Monte about their ideas...

2. Ministering to young adults with small children for most pastors means: Sabbath school. Often the small church pastors said, "I'm spread too thin. My churches are spread out. The numbers of young adults is minimal. I can't specialize for them." Traditional ways to reach them besides Sabbath school include providing childcare or a "program" for them while the parents meet, family activities (October Festival vs. Halloween party), involvement in worship (children's corner/story), Pathfinders, Adventurers. A few pastors try to involve young adults in leadership. Another pastor hopes a new Women's Ministry group will help young mothers. And another has a quarterly "Memory Verse Review" program during worship services and gives out prizes. One focus of the event is bring out nonAdventist parents and other non-attendees. Only one pastor seemed to regularly arrange for seminars to help reach families (quarterly) by bringing in guests, specialists, etc.

3. When asked "What leadership training you have participated in?" all pastors have been to their conference pastor's meetings. A fourth have been to Adventist events (Seeds '97, Evangelism Council at Oakwood College, Ministry magazine book reading, Andrews Doctoral program). Half have attended nonAdventist events (Injoy seminars, Fred Pryor seminars, George Barna Group, Landmark Education program, Prepare-Enrich training) and about a fourth have done nothing much. When asked about leadership training, most pastors referred to teaching members how to give Bible studies. In fact "lay training" in the minds of most pastors was synonymous with Bible studies. About a fourth of the pastors bring in an Adventist (ministerial secretary, Dunbar, AU teacher, Cliff Jones) or go to an Adventist event. Half do their own training, often focused toward elders and deacons. And another third are involved in the more "creative edge". A couple have used the 9 Facets small group training resource, another is using Hybels "Contagious Christian" resource. And one pastor has an unusual group of professionals (Detroit area) who are consultants or managers at places like General Motors. These people (Doris and

Don Gothard, Charles McGill...) focus on general leadership and management skills (conflict management, running board meetings, etc.). Favorite ways of training are split between “going out and showing them” (meaning giving Bible studies) and a presentation-discussion format utilizing whatever materials fit the topic (ACN, videos, books, guest speakers, etc.).

4. Five of ten pastors have called PlusLine and three of ten pastors say they think some of their leaders have called. Only one mentioned why, looking for information on church logos for a sign they were creating for a fair booth. Four of ten pastors say they have called AdventSource and two of ten pastors say they think their leaders have called. Reasons for calling: Pathfinders, Personal Ministries, Youth, Grace books, 9 Facets small group material.

Pastor: JN

Conference: New York

Church(es)/Position: 4 churches

1. What types of responses do you get from business owners or civic leaders about Ingathering?

We do some businesses. I have found that if they already have an awareness of the church, or if a member does business with one of the businesses they are more cordial.

2. What works well in your church to effectively minister to young adults with small children?

Whenever we have a program that may not interest the children, but the parents, we try to have programming for the children. That way the young adults will come with their kids.

3. What type of leadership training have you participated in during the last year? Your church leaders? What is your preferred method of training lay leaders in your church? Attend an event? Pass out books? Watch or participate in a video workshop? Use ACN satellite training? Coaching? etc.

I’m going through an Injoy Seminar next week. My conference president told me about it. It will be dealing with motivating your leaders in your church, helping them get direction and focus.

We’ve had our pastors meetings. Just finished with Russell Burrill. It dealt on church planting. I’ve attending Seeds ‘96. This was like a follow up.

With ACN Cross Training, we make those available. I personally invite leadership groups to come when it deals with their field of ministry.

My preferred method is the “mentoring” approach. Right now I have a Bible instructors training school. What I find most effective is when I take them with me on a study. And then transfer the study over to them. Sitting in the home vs. classroom can’t be beat.

4. Have you ever called PlusLine (1-800-SDA-PLUS or 1-800-732-7587) Do you know if your church leaders use Adventist PlusLine? If so, which ones generally use it? (Same questions, but with AdventSource).

Yes. I don't know. I've given them information on it.

Yes. I couldn't say.

Pastor: KD

Conference: New York

Church(es)/Position: 3 churches

1. What types of responses do you get from business owners or civic leaders about Ingathering?

Don't do it.

2. What works well in your church to effectively minister to young adults with small children?

We've had a couple of our youth leaders take our kids to a prayer rally at one of the malls.

My particular situation (multi-church) I don't have the time to put in a full-fledged ministry to young adults. They have good Sabbath schools, but the young adults tend to be the neglected bunch.

Here in New York, the churches are so spread out. If we have an evangelistic series we try to use it to include everybody. Its an "all inclusive" type of ministry.

3. What type of leadership training have you participated in during the last year? Your church leaders? What is your preferred method of training lay leaders in your church? Attend an event? Pass out books? Watch or participate in a video workshop? Use ACN satellite training? Coaching? etc.

This year we have a John Maxwell seminar I'll be attending.

I take lay leaders, elders, etc. on Bible studies. I'm using the Contagious Christian Series. There's some minor things to adapt, but you don't need to change the whole thing for Adventists.

My method is having them go with me in Bible study, lay evangelism, preaching, platform leadership.

4. Have you ever called PlusLine (1-800-SDA-PLUS or 1-800-732-7587) Do you know if your church leaders use Adventist PlusLine? If so, which ones generally use it? (Same questions, but with AdventSource).

Once, asked about a church logo. No, don't. Doubt they have.

No. No I don't.

Pastor: RG
Conference: Northern New England
Church(es)/Position: 3 churches

1. What types of responses do you get from business owners or civic leaders about Ingathering?

I have some members who have been dealing with businesses for awhile. Good response. New businesses, not so receptive. It's who you know. If you know someone, they are more apt to give than to a stranger.

2. What works well in your church to effectively minister to young adults with small children?

We've been trying different things. We find creating "family type activities" and including as many as possible seems to work well for us.

3. What type of leadership training have you participated in during the last year? Your church leaders? What is your preferred method of training lay leaders in your church? Attend an event? Pass out books? Watch or participate in a video workshop? Use ACN satellite training? Coaching? etc.

I consistently read Leadership books (currently reading Purpose Driven Church, Ministering to Your Church Through Care and Counsel, also Renewing Your Church Through Vision and Planning). Pastor's Meetings. Focus was on Preaching.

I just finished doing a thing on small group leadership, things to do, not do. It was a combination of things and supplemented from personal experience. I'm in the process of developing a preaching seminar for my leaders.

More along the lines of coaching. We may take a common book and work through it, but in a group setting. I've used some ACN videos. I'm personally more inclined to go with written stuff.

4. Have you ever called PlusLine (1-800-SDA-PLUS or 1-800-732-7587) Do you know if your church leaders use Adventist PlusLine? If so, which ones generally use it? (Same questions, but with AdventSource).

Yes. Not to my knowledge.

No, don't think so. I have not heard anything to that effect.

Pastor: JB
Conference: Northern New England
Church(es)/Position: 3 churches

1. What types of responses do you get from business owners or civic leaders about Ingathering?

Very little. There are some old guard people who still Ingather. In my Ingathering, its a dinosaur. I like the idea of collecting for ADRA. We never really new "where" the money went. I have found that the Dorcas Centers, they have fallen by the wayside. There is so much welfare now, I'm not sure they are effective (food and clothing). The ones we have don't amount to anything. The old-fashioned approach isn't working.

2. What works well in your church to effectively minister to young adults with small children?

Probably our church school is the best ministry we have. We have organized small group Bible studies for the adults. We have Pathfinders and Adventurers.

3. What type of leadership training have you participated in during the last year? Your church leaders? What is your preferred method of training lay leaders in your church? Attend an event? Pass out books? Watch or participate in a video workshop? Use ACN satellite training? Coaching? etc.

Usually our ministerial meetings are in that vein. Our annual retreat in August was on preaching. I've gone to some Fred Pryor ... conflict management.

Haven't taken leaders through anything. Once did a series for my elders on preaching using a series out of Ministry magazine. I do training of small group leaders.

[Spoke to me about small churches, then]

I'd rather take them with me. This generation is "meeting to death" and I like a meeting slightly better than a root canal. But "hands on" what you can see... That's important. I've been doing a series in one church on "how to defend your faith".

4. Have you ever called PlusLine (1-800-SDA-PLUS or 1-800-732-7587) Do you know if your church leaders use Adventist PlusLine? If so, which ones generally use it? (Same questions, but with AdventSource).

No. I don't know.

No. Doubtful.

Pastor: EL

Conference: Northern New England

Church(es)/Position: 3 churches

1. What types of responses do you get from business owners or civic leaders about Ingathering?

I don't do it.

2. What works well in your church to effectively minister to young adults with small children?

I really let my elders and Sabbath school superintendents run all that. I leave the main administration with my leaders. I do board meetings. But basically I let me leaders run a lot of the things. I'm more of an evangelist-type pastor.

3. What type of leadership training have you participated in during the last year? Your church leaders? What is your preferred method of training lay leaders in your church? Attend an event? Pass out books? Watch or participate in a video workshop? Use ACN satellite training? Coaching? etc.

Nothing. I've never been through college, seminary, or Adventist education.

My church leaders, a few go to a laymen's group once or twice a year -- laymen's advisory board.

I sit them down and talk to them about organization. I have a couple elders each month scheduled to do visitation. After nominating committee I set up a schedule of rotating to be on call... but to tell you the church, but it rarely happens.

4. Have you ever called PlusLine (1-800-SDA-PLUS or 1-800-732-7587) Do you know if your church leaders use Adventist PlusLine? If so, which ones generally use it? (Same questions, but with AdventSource).

Never heard of it. Probably not.

No. I'm not sure. I make up my own Bible studies. Get a lot of stuff through the ABC or through Keene, Texas.

Pastor: BB

Conference: Lake Region

Church(es)/Position: 2 churches

1. What types of responses do you get from business owners or civic leaders about Ingathering?

Most Ingathering is donated rather than solicited.

2. What works well in your church to effectively minister to young adults with small children?

Traditional Sabbath school classes. We're two small churches.

3. What type of leadership training have you participated in during the last year? Your church leaders? What is your preferred method of training lay leaders in your church? Attend an event? Pass out books? Watch or participate in a video workshop? Use ACN satellite training? Coaching? etc.

I just did a one-day seminar with the George Barna group, leadership in creating a situation in facilitating church growth with this generation and the coming years, things that growing churches... "What effective churches have discovered." And I would suggest pastor's don't go by themselves. There's a company called "Landmark Education" out of San Francisco, they provide courses on personal growth and development. I've taken quite a few of the courses they offer. One of the seminars was "Leadership: Bringing out the Best." Leadership is not something relegated over leadership positions, but anyone who's committed to something and bringing out the best in others ... those are leaders.

This summer in one of my churches, we brought in the ministerial director, Dunbar, on lay-Bible ministry, people giving Bible studies. It was a leadership seminar... it wasn't just Bible studies, but helping people finding their niche in the whole church. Personal ministries. The training at my other church, I've been working through the board, in terms of empowering them, been successful, people have taken on ministry, been a lot of complaint about "what's not happening", but that's turning around. The secretary of the conference supported what I've tried to tell them. You have to see your role in working with the pastor... People are taking a lot more initiative, especially in the youth ministry, and in the remodeling of the building...

My preferred way is to do it in a group and facilitate discussion. However I have supplemented that with bringing in experts, using videos... I'm teaching some couples how to support my work of marriage enrichment... helping them learn how to use the "So You're Getting Married" by Norm Wright, so that these couples become marriage enrichment assistance. These couples have been married for some time but will be a great support. In a small group ministry last year, I used some videos by Carl George... so I use the group method, expert method, and the

4. Have you ever called PlusLine (1-800-SDA-PLUS or 1-800-732-7587) Do you know if your church leaders use Adventist PlusLine? If so, which ones generally use it? (Same questions, but with AdventSource).

No. I've heard of it. My leaders got it. Don't know if leaders have used it.

I don't think so, but I've ordered stuff. Not that I recall. I ordered stuff on grace from Gillespie.

Pastor: WJ

Conference: Lake Region

Church(es)/Position: 1 church

1. What types of responses do you get from business owners or civic leaders about Ingathering?

We have learned that we have to patronize those businesses on a year round basis. Members have to get to know those businesses in order to be successful in evangelism. Usually business owners want to know what the church is doing for the community at large. They would that they rather start earlier in the year rather than later ... due to tax year and "write offs".

2. What works well in your church to effectively minister to young adults with small children?

There are several things I've tried... One is having a ministry provided for the young children while the adults are participating in adult services. Sabbath mornings we hold a "children's corner" and that's very important for our young people. With youth, if we turn the ministries over to those who are respected and will work. We're going to be trying some new things. We are looking at placing more responsibility on our young

adults, in areas of elders, deacons, etc. We found that young people respond to young adults. We're trying to look at getting someone into the church, dedicated, young and will work as a youth ministry director.

3. What type of leadership training have you participated in during the last year? Your church leaders? What is your preferred method of training lay leaders in your church? Attend an event? Pass out books? Watch or participate in a video workshop? Use ACN satellite training? Coaching? etc.

I've gone to a "Prepare-Enrich" seminar. Leadership training seminars by other denominations on the "model of a growing church." Preaching seminars. Its held for black preachers across the United States. Of course I go to the evangelism council at Oakwood on a yearly basis. Stewardship training from a guy in Texas by the name of Coleman. I have not been aware of any leadership training, other than Andrews classes, that our church is offering.

We've had Clifford Jones from Andrews coming in and discussing conflict management. I have several members in my church who provide leadership training. We have divided them into 3-4 different areas. One lady teaches "Introduction to Leadership" (what leadership is), then another lady teaches "Leadership Skills and Techniques", a manager consultant with the Henry Ford Foundation, we also use Doris Gothard, speaks of ethics, working relationships. Don Gothard deals with management techniques, what management is doing now and how the church can keep up with that. He was a vice-president of engineering at General Motors. We are going to try to work with a cochairman of the board. His concept is to teach people (Charles McGill) how to effectively work together as a board... getting all your business together before the meetings, etc. So our meetings only meet for an hour or hour and a half.

I believe the personal is more effective, because questions can be asked. Video and satellite is excellent as a review, but I prefer the personal. I like to be involved in the spiritual training, spiritual gifts, but I like to use the membership there to do the actual training. It works two-fold, because it encourages those members to use those gifts, and it shows the other members that "everything doesn't have to come from the pastor."

We're also continually working on and updating our mission and vision. Our goal is to only use people from the outside when its an area where the church may respond to someone else. For instance, over a conflict we may need a neutral person. So, two or three are invited in a year to assist us.

4. Have you ever called PlusLine (1-800-SDA-PLUS or 1-800-732-7587) Do you know if your church leaders use Adventist PlusLine? If so, which ones generally use it? (Same questions, but with AdventSource).

No. No.

Yes. Probably my Pathfinder director. My clerk and finance chairperson have ordered things from there.

Pastor: RH

Conference: Lake Region
Church(es)/Position: 1 church

1. What types of responses do you get from business owners or civic leaders about Ingathering?

We don't Ingather.

2. What works well in your church to effectively minister to young adults with small children?

Strong Sabbath school program for the children is the only thing that works. Once a quarter, you should have the children get up once a quarter and have them stand up and say a memory and sing a song, and have their parents there, especially non-custodial parents or divorced or nonAdventist. We also try to give rewards for memory verses. If they said all their memory verses, they got a sheet of "scratch" paper, and when you scratch it with pen, color shows up underneath it. 100% of the children came, one had custody with the father, and a bunch of other scenarios, but there are lots of rewards you can give.

3. What type of leadership training have you participated in during the last year? Your church leaders? What is your preferred method of training lay leaders in your church? Attend an event? Pass out books? Watch or participate in a video workshop? Use ACN satellite training? Coaching? etc.

No.

No.

What I do is give them the church manual, go over what they are supposed to do and how they are supposed to do it, do it on an individual basis, then I watch them and affirm them if they do it well and right.

4. Have you ever called PlusLine (1-800-SDA-PLUS or 1-800-732-7587) Do you know if your church leaders use Adventist PlusLine? If so, which ones generally use it? (Same questions, but with AdventSource).

No. I think my wife called it three weeks ago for the VOP Discovery Bible Series for prayer meeting. I don't think my leaders have.

I don't think so. We do go to the Michigan ABC. We buy some special stuff from them, also some place in California, but I don't think we've gotten anything from Lincoln. I get their catalogs regularly.

The problem ... You're doing this for Monte... He had an article in the Ministry magazine relating to church size. Our church is very small. Most of the materials created by AdventSource, the conference, Willow Creek, etc. are made for churches over 200-300 people. They don't fit into a small church. Monte divided the churches into three groups ... small churches up to 50, then the pastor-centered church, then there is a program centered church.... and 80% are in the small group. And when they grow from small to pastor centered, the pastors have more than one church, so they can never give any of their churches enough attention to grow them up to the third level ... program centered ...

There's a solution. Simple. The pastor's are paid out of the tithe. When the church gets big enough to be a pastor-centered church. If the GC would forgo the extra 20% or took only 10% ... could be given back, there would be more than enough money so that the pastor centered churches, then those pastors would only have one church. Then they would grow because he could concentrate and move it toward a program centered church. Then there would also be a great demand for your stuff.

Our churches start out small and then get in a pastor-centered church and then get stuck there... because of the tithe approach. If the GC wouldn't take a big chunk of it... I've talked to Monte many times about this... But anyway, that is the problem from my point.

If the research based on his article is correct, the churches need (above 50 and below 300) is the need for a full-time pastor. Once the church grows above that, then you need all these programs. But these programs don't even phase the majority of churches in the Adventist church. The people identify with their pastor... and they have friends there too. But clicking with the pastor is important. If he's busy with three churches, he can't do that.

Pastor: WR

Conference: Lake Region

Church(es)/Position: 1 church

1. What types of responses do you get from business owners or civic leaders about Ingathering?

I think ... of course Ingathering has been going on for some time, so there is a relationship built between the church and businesses and members of the community. These businesses respond favorably every year. They've developed a rapport. The relationship of various owners of businesses, and also the relationship is reciprocal. We ask individuals to use their businesses.

2. What works well in your church to effectively minister to young adults with small children?

Certainly from our family life department we have had seminars that are specifically geared toward young adults. I think every year we (also on a quarterly basis) have ... we preach on the family, the children, etc. We also have once a quarter a special guest speaker come in, and in the evening we have those speakers have a seminar that would be facilitate ministering to our young adults. For instance on the 6th of December we're having Dr. Walter Wright coming in and conducting a seminar on marriage. It's a holistic program. I do believe that families are in crisis, we have within in our mission statement and our 5 year plan, the family is a major item to address. We also have a church school. And we also have people in the community come in and lecture.

3. What type of leadership training have you participated in during the last year? Your church leaders? What is your preferred method of training lay leaders in your church?

Attend an event? Pass out books? Watch or participate in a video workshop? Use ACN satellite training? Coaching? etc.

This last year I finished my doctorate from Andrews University (D.Min.). My area is discipleship. I have a workbook that I've been doing seminars on witnessing, developing individuals. Concept is "Each One Reach One." I've graduated 65 individuals. I've done seminars in Washington, D.C. and in England. I've written for the Religious Section for the local paper in my town.

I've always conducted training for my leaders, especially in conjunction with my doctorate. This discipleship training class is ongoing.

I think training is a combination of these leadership styles and methods. I intentionally nurture my elders ... I give them books to read ... they read what I read on certain subjects. Part of our discussion in our meetings center around these books. Also in deployment of members, we deploy those we train ... its a combination of things. We also debrief when they come back. What has taken place and how can we improve. We want to those individuals who have been taught ... that they would become leaders. So it multiplies. If we look at other Divisions, they train and send them out. Let loose. They don't need a baby sitter. That's on the of things I feel strongly about. Ellen White says something about, "Nurture for the sake of nurture produces spiritual weaklings." We create co-dependent church members on leaders/pastors. I think members in the pews today want to be trained, deployed, and let loose. Some leaders don't believe that.

4. Have you ever called PlusLine (1-800-SDA-PLUS or 1-800-732-7587) Do you know if your church leaders use Adventist PlusLine? If so, which ones generally use it? (Same questions, but with AdventSource).

Yes. I think they have.

Yes. Yes. Various things, Pathfinders, Youth, Personal Ministries. I've called for various resources. I have some things on small groups (9 Facets).

We cannot legitimately fulfill the great commission of Matthew 28 in the present condition we are in... We need more teaching and training of members. We have a different crowd today. Individuals were indoctrinated years ago. We have today people who don't know the Bible. Adventism has its own culture. Many come into the church, but don't know the lifestyle. And we need to teach them. And "deploying them" into ministry. They will feel more complete and satisfied.

Pastor: JR

Conference: Newfoundland and Labrador

Church(es)/Position: 1 church, and 1 company

1. What types of responses do you get from business owners or civic leaders about Ingathering?

We collect about \$5,000 a year. We have good contacts with businesses. One thing we've found is repeating (the same person as well) year after year. That also works

with residents. A lot of our ingatherers also work a certain territory year after year. Sometimes residents even have a check ready for them. Repetition and familiarity.

2. What works well in your church to effectively minister to young adults with small children?

We don't have that many in our church. The parents of the children we do have, live quite a distance away, so they only come on Sabbaths. There are some things we try ... we have special events for the kids. Like at Halloween we have an October Fest party. We started a Women's Ministry group that has just begun, and it may help young mothers. The lady that's running it is actually a young mother herself, so her leadership will impact other mothers I'm sure.

3. What type of leadership training have you participated in during the last year? Your church leaders? What is your preferred method of training lay leaders in your church? Attend an event? Pass out books? Watch or participate in a video workshop? Use ACN satellite training? Coaching? etc.

Last year has been a year of transition for me, just moved here. So I haven't gone anywhere. I do partake of the ministerial books put out by Ministry.

I do provide training for my elders and deacons through their respective boards. I'm working quite closely with one elder (who is interested in the ministry).

I like to have groups get together and work through materials (like the new Elders manual with assignments in the back). Would like to see a similar deacons manual come out. People coming in are good, but unless someone has the expertise to carry out, it sometimes goes to waste.

4. Have you ever called PlusLine (1-800-SDA-PLUS or 1-800-732-7587) Do you know if your church leaders use Adventist PlusLine? If so, which ones generally use it? (Same questions, but with AdventSource).

Yes. Yes. Sabbath school ideas. I called looking for materials on subjects on parenting, finances, etc. using as handouts for evangelism.

No, don't think I have. I don't know.