



PARAGRAPHS FOR PARTNERS

2023 – Issue #1



From the Executive Minister
Rev. Dr. James Kelsey

Playing the Prophet and Being the Priest

The more you know, the more you realize you don't know, observed Aristotle.

Former Secretary of Defense Donald Rumsfeld complicated the issue by saying: “There are known knowns. These are things we know that we know. There are known unknowns. That is to say, there are things that we know we don't know. But there are also unknown unknowns. There are things we don't know we don't know.”

I really don't know what that means, but I do know this: I used to be a great deal more certain about what I knew. I am sure the seasoned adults who came across me early in my ministry smiled at some of what I declared without any shadow of doubt. I was comfortable playing the prophet, enlightening those around me with what I believed to be true. My opinions shaded off into convictions with relative ease.

A prophet in the Hebrew Bible, according to Walter Brueggemann, is one who speaks to the moment in a particular community (*The Prophetic Imagination*, p. 24). The prophet tells the people what time it is and what God is now doing and what God expects of them at that moment (p. 53). The prophet brings the word of God to the people.

There are, of course, appropriate times and places for playing the unalloyed prophet, times for knowing what you know and sharing that.

Richard Mouw, long-time President of Fuller Seminary, adds a wrinkle to the conversation by contrasting a prophet with a priest. A priest is one who takes the deepest concerns of the people and their failures to God.

Mouw suggests that we will be more effective prophets if we have *first* been good priests. “Transforming leadership requires that we genuinely listen to others, that we be emphatically open to their points of view on matters that concern them deeply. Only by approaching them as priests can we hope to relate to them as prophets [*Uncommon Decency—Christian Civility in an Uncivil World*, p. 125].” He goes on to write this genuine form of listening cannot simply be a strategy by which we then get a chance to tell others what we think. “Genuine listening involves a willingness to be changed by what we hear. We cannot hope to transform others without a commitment to being transformed ourselves [p. 126].”

Over the years I have learned that a prerequisite for possessing an effective prophetic voice is first acting as a caring priest. Letting the people to whom I listen touch my heart and change me is a key part of being a priest.

In order to effectively share what I know, I must first know the person with whom I am sharing.

In Matthew 9:35—36 we see in Jesus a compelling picture of both priest and prophet:

Then Jesus went about all the cities and villages, teaching in their synagogues, and proclaiming the good news of the kingdom, and curing every disease and every sickness. When he saw the crowds, he had compassion for them, because they were harassed and helpless, like sheep without a shepherd.

He proclaimed the Good News and he healed, both actions driven by a compassion for the people to whom he announced the word of God. He spoke “the truth in love [Ephesians 4:15.]”

The Prophet Jeremiah brings some hard-to-hear things to his people. Nonetheless his pronouncements are soaked by his tears.

*For the hurt of my poor people I am hurt,
I mourn, and dismay has taken hold of me.
Is there no balm in Gilead?
Is there no physician there?
Why then has the health of my poor people
not been restored?
O that my head were a spring of water,
and my eyes a fountain of tears,
so that I might weep day and night
for the slain of my poor people! (8:21—9:1)*

Prophetic proclamation without priestly compassion is not the stuff of the Bible. It is little more than a disembodied assault.

Jesus, in the spirit of Jeremiah, utters a prophecy that grieves him as he arrives in Jerusalem:

As he came near and saw the city, he wept over it, saying, “If you, even you, had only recognized on this day the things that make for peace! But now they are hidden from your eyes. Indeed, the days will come upon you, when your enemies will set up ramparts around you and surround you, and hem you in on every side. They will crush you to the ground, you and your children within you, and they will not leave within you one stone upon another; because you did not recognize the time of your visitation from God. {Luke 19:41—44}.”

The ground beneath Jesus is damp with tears of God as he tells the city of the consequences of their decisions. He cared for the city as a mother hen cares for her chicks (Luke 13:34). Jesus is both prophet and priest.

It is easier to play the prophet than it is to play the priest. To play the prophet asks little of us; we can move on unencumbered by those around us and untouched by the drama of their lives. We need to give no thought to how those around us came to be where they are and who they are when we play the unalloyed prophet.

A priest, on the other hand, does not have the luxury of distance and disconnection and indifference. The priest bears the burdens of those around her or him. Maybe that is why the church tends to generate so many prophets without priestly burdens.

Does the church and our nation need prophets, people to tell us what time it is? Yes. Do we need those prophets to alloy their work among us with the love and compassion and empathy of a priest? Oh, yeah.

Jim Kelsey



The Ministers Council

Ministers Council of New York Region is the place for you for fellowship with other pastors, for endearing friendships, and for wonderful events like the two very interesting retreats listed below:

Mark these dates down now. There is always reduced fees for members of MC.

- 1.) **SPIRITUALITY AND YOU!** From Tuesday, May 16 to Thursday, May18, at Stella Niagara, Lewiston, NY, with the Revs. Howie Maxson and Wendy Depew Partelow as leaders. This lovely place along the Niagara River lends itself to peace and tranquility where you can get into some real deep conversations with God! All rooms are private (shared bathrooms) and the total cost is only \$100.00.
- 2.) **RETREAT** at St. Margaret's Retreat Center in New Hartford, from Sunday, September 24 to Tuesday the 26th, with the Rev. Adam Taylor, president of SOJOURNERS. This is something you do not want to miss. Details soon.

Blessed New Year and hope to hear from you soon.

Patricia Ludwig
President & Membership Manager, ABCNYS Ministers Council

MINISTERS COUNCIL MEMBERSHIP FORM 2023

When you join (or renew), you belong to **both** the state and the national group!

Dues are only \$75.00, with \$50.00 staying with our chapter and \$25.00 going to national MC.

Join now and avoid the rush!

Checks made out to *Ministers Council of New York*; complete the following and mail to treasurer: Rev. Cedric Broughton, 706 N. George, Street, Rome, NY 13440 (deadline is February 28th.)

NAME _____

ADDRESS _____

CITY and Zip _____

CHURCH and position _____

Phones (CH) _____

(H/CELL) _____

E mail _____

President is Patricia (Pat) Ludwig. You can reach her here: butterflypreacher@juno.com or 716-266-5770.



VPCCM is excited to be preparing for our 76th year of camping ministries in New York. Here are a few highlights of what to expect and how you can participate.

CAMP VICK

Major repairs to the water system are progressing, somewhat slowly, but still moving in a positive direction. Family Camp has been one of the shining highlights at Camp Vick for many years, and it will be our major focus in 2023. We want to offer an excellent experience for families and small groups to encounter the presence of God in this beautiful place that has been entrusted to us.

PATHFINDER

Significant water system repairs are needed at this site also, and we are confident that all will be completed before the summer season begins.

Children's programming is a strength at Pathfinder even though the pandemic has hit hard. We are developing a strong program for this summer to welcome children and young people from all areas of NY. The theme is "Love Your Selfie, Created in God's Image", building from Psalm 139:13-18.

NEW THIS YEAR (or perhaps retro?)

We are partnering with Rev. Dr. Jonathan Malone's new ministry, Wilderness Journeys, to offer an Adirondack backpacking trip June 27-July 1. This is for YOUNG ADULTS aged 18-35ish. We are grateful to Capital Area Baptist Association for underwriting a portion of this spiritual journey. Now all we need are participants. Spread the word!!

For those living or vacationing in the Cooperstown area, Pathfinder will be providing a Christian day camp experience July 10-August 18. Weekly sessions are only \$250, including lunch. Please spread the word about this camp also!

And of course there is the Spring Youth Retreat (May 21-23 at Pathfinder) – save the date!

Some hibernate for the winter, but not our faithful camp property volunteers, John Granata and Doug Howe. They visit the sites regularly and work to complete some of the tasks on their long lists. In early May you will be invited to join them for work weekends to help shorten those lists. Church groups are especially helpful, so please plan to join one of the camp crews this spring.

Another group of folks hard at work preparing for the summer ministry is the VPCCM board. They are the backbone that assists me in program planning, staff hiring and volunteer recruitment. Staff are generally college age people who want to serve and grow at camp. Who do you know who might consider this life changing opportunity?

Volunteers are youth or adults (no age limit!) who will give a week or more to help at camp. Skills especially needed are cabin counselors, medical director (EMT or above), spiritual leaders, family camp hosts, cabin counselors, kitchen helpers, maintenance workers, and did I mention cabin counselors?

Please follow the website, vpccministries.org for updates and complete schedules. Or contact me at vpccministries@gmail.com. I love to talk about our camps!

Above all else, please pray God's blessings for our Christian camping ministries.

Marilyn Malone
Interim CEO, VPCC Ministries

CELEBRATIONS & CONCERNS: **Rev. Fred Rogers** (Retired ABCNYS Pastor) died 11/23/22 * **Rev. Bruce Johnson's** (Retired, Capital Area) mother Elizabeth died 12/3/22 * **Rev. David Weidman's** (Interim, FBC Batavia) daughter Lisa died 12/1/22 * **Arlene Davie** (leader in ABW Ministries and wife of Adirondack Association Moderator Steve Davie) died 12/2/22 * **Betty Ketcham**, widow of the late Rev. Walter Ketcham (ABCNYS pastor & staff) died 12/25/22 * **Patricia "Pat" Taylor** (longtime leader in ABW Ministries, North Country Association and the Region) died 1/8/23 * **Mary Schwarz's** (Region Staff) brother David died 1/15/23



ABCNYS reminds member churches to pray for one another, especially in times of pastoral transition. If your congregation wishes to invite ABCNYS to provide support to your church's search committee needs, please contact Rev. Jerrod Huguenot, Associate Executive Minister, at 518/380-4510 or jhuguenot@abc-nys.org.



LEADERSHIP CHANGES

David Harris from FBC Syracuse 11/6/22
Julian Cook from Pastor, Macedonia BC Buffalo
Carolyn Peeler to Interim Pastor, Macedonia BC Buffalo
Randy LeBaron from FBC 1/1/23
Marsha Rivers to Pastor, FBC Albion 1/1/23
Kenneth Alberg from FBC Newburgh 7/31/22
Sandra Spaulding from Bottskill BC & Lakeville BC to Retirement 1/1/23
Lynda Myers from United Ch of Auburn & Fleming Fed Ch 1/31/23
John Partise from FBC Ilion 12/31/22
Leon Runner from First United Ch Fulton to Lowville BC
Lynda Myers from United Ch Auburn & Fleming Fed Ch 1/31/23



ABCNYS LAY STUDY PROGRAM SPRING COURSES 2023

Check out this link: <https://www.abc-nys.org/ls-courses.html>

INTRODUCTION TO CHRISTIAN COUNSELING – STARTING APRIL 17, 2023

When: Monday evenings 7:00 – 9:00 p.m. – Online via Zoom.

Instructor: Rev. George Stefani, stefani.george@gmail.com

OLD TESTAMENT – STARTING APRIL 13, 2023

When: Thursday evenings 7:00 – 9:00 pm. – Online via Zoom.

Instructor: Rev. David Waldo, dwaldo63@gmail.com

BAPTIST HERITAGE – START DATE TBD

Instructor: Rev. Suzi Harriff, msrevsuzi@aol.com

To Register: Complete registration form and postal mail with payment (payable to ABCNYS) to ABCNYS, 3218 James St., Syracuse NY 13206. You can also pay online at <https://www.abc-nys.org/lay-study-program.html>.

Fees: The tuition is \$110. For family members living in the same house, the course fee is \$110 for the first person and \$60 for each subsequent person. Students may audit a course, without credit, for \$60. The cost of the textbooks for each course is in addition to the tuition.

Questions: Rev. Leon Oaks-Lee (315.637.0023, leon.oakslee@gmail.com)

ABCNYS LAY STUDY PROGRAM
STUDENT REGISTRATION FORM

Course Name _____ Starting Date _____

Credit _____ Audit (no credit) _____

Name _____

Address (Street, City, State, Zip Code) _____

Home Phone _____ Work Phone _____ E-mail _____

Place of Present Church Membership _____

Association _____

If you haven't already done so, please complete the following information. This needs to be completed only once, but you may update when appropriate.

Place and Date of Baptism _____

Education: High School _____ Class of _____

College _____ Degree & Year _____

Other _____

Employer _____

Position or Title _____

Activities in your local church, your denomination and other religious activities *(use the back of the page if necessary)* _____

Activities and/or honors in other organizations _____

My goal in completing these courses is to seek to be a Certified Lay Pastor.

I would like more information about being a Certified Lay Pastor.



American Baptist Women's Ministries
and ABGirls of New York State
abwm-nys.org
Convention Gathering
April 28-30, 2023
Hilton Garden Inn, Troy NY
"Building Up Christ's Community"



OCTOBER 26 to 29, 2023



Lending a Hand in the Name of Jesus

American Baptist Churches of New York State
Mission Trip to Niagara Falls working with
Community Missions of the Niagara Frontier
Our fourth trip to partner with this wonderful ministry



We will arrive Thursday evening for dinner and depart after breakfast on Sunday. If you cannot be present the whole time, we can work that out and your fee will be adjusted accordingly.

The cost will be \$295 per person, which includes everything except transportation.

Grants are available for youth through the ABCNYS Ministry and Mission Fund. Go to <https://www.abc-nys.org/grant-opportunities.html> and complete the Keith Griffin Youth Leadership Fund portion of the "ABCNYS Grant Application" found in the upper right hand corner of the page.

This mission experience is made possible by your church's gifts to United Mission, the ABCNYS Region Offering, the America for Christ Offering, ABWM Love Gift, and direct gifts to the Region.

More here: <https://www.abc-nys.org/community-missions-niagara-falls-mission-trip.html>

DATES TO REMEMBER

- February 9, 2023 -- NYS Baptist History Webinar
- April 28-30, 2023 -- ABW Ministries & AB Girls NYS Convention
- May 16-18, 2023 -- NYS Ministers Council Retreat @ Stella Niagara
- May 21-23, 2023 -- Spring Youth Retreat @ Pathfinder
- May 29, 2023 -- ABCNYS Office Closed
- June 23-25, 2023 -- ABCUSA Biennial Mission Summit
- July 4, 2023 -- ABCNYS Office Closed
- September 4, 2023 -- ABCNYS Office Closed
- September 24-26, 2023 -- NYS Ministers Council Retreat @ St. Margaret's Retreat Center
- October 9, 2023 -- ABCNYS Office Closed
- October 26-29, 2023 -- Community Missions of Niagara Frontier mission trip

THE 2023 EDITION OF THE NEW YORK BAPTIST ANNUAL WILL BE PUBLISHED IN FEBRUARY and will be available on the ABCNYS website (www.abc-nys.org). If you wish to receive a printed copy you must request it – complimentary for a church/pastor - others at a cost of \$6 per copy. Please use the form below (postal mailed to ABCNYS, 3218 James St., Syracuse NY 13206) or contact the Region office to request a printed copy of the 2023 Annual (315.863.7148, mschwarz@abc-nys.org). Thank you!

I would like to receive a printed copy of the 2023 New York Baptist Annual.

Name/Church _____

Address _____

AMERICAN BAPTIST
MISSION SUPPORT

AMERICAN BAPTIST CHURCHES
OF NEW YORK STATE
THROUGH DECEMBER 2022 & 2021

	United Mission	Annual Offerings	Institutions, Specifics & Targeted	Total ABMS
Received 2022	222,419	265,028	175,402	662,849
Received 2021	249,296	236,762	177,063	663,121
\$ Ahead (Behind)	(26,877)	28,266	(1,661)	(272)
% Ahead (Behind)	(10.78)	11.94	(0.94)	(0.04)

For listing of church-by-church giving, go to: <http://www.abc-nys.org/abms-summary-reports.html>

GROWTH POINTS

With Gary L. McIntosh, D.Min., Ph.D.

Hidden Message Syndrome

“You should also be aware of the Hidden Message Syndrome,” Pastor Jim advised.

“I’ve never heard of that,” replied Bill, who pastored a nearby church. “What do you mean?”

“Let me give you an illustration,” Jim suggested. “A few years back a couple approached me as I walked to my car in the parking lot after the Sunday morning service. They shared some concerns about the children’s program with me. I smiled and nodded my head to indicate I heard them. Unfortunately, they heard a message I never sent. They understood my smile and nodding to mean I agreed with them and would do something about their concern. Since I didn’t do anything about it, they thought I had lied to them and they eventually left the church.”

“That doesn’t seem fair,” Bill commented.

“I know,” Jim agreed, “but it points out the fact that the church is filled with non-verbal messages. Another time our church went through a financial downturn. We weren’t able to give our small staff much of a raise for the

new budget year. I explained the situation to my part-time secretary, and I thought everything was okay. However, two weeks later she resigned. Later I heard that she had interpreted the lack of a raise to mean she wasn’t appreciated. Of course, I never meant to indicate she wasn’t appreciated, but that was the message she heard.

Let me give you one more example. In my first church I encountered a situation where an older lady was directing the Easter children’s program. I found out she’d been leading the program for eleven years. In conversations with her, she indicated she was tired and wanted some younger ladies to take over. I worked diligently to find her some help, and found two younger ladies who joined with her. Over the next year, the younger ladies were able to see the children’s program tripled in size. During that time the older lady dropped out of the program, and later left the church. She never said anything, but again I heard that the reason she left the church was that she felt she wasn’t needed any longer. It was a non-verbal message that no one intended to send.”

The stories described above are common place in churches. Non-verbal messages are sent and received regularly, for the most part unnoticed. The phenomenon is complicated in that messages are received that were never sent and other messages are sent but not heard.

Here's some constructive ways to respond to the hidden message syndrome.

First, recognize the tendency of people to hear messages that are not sent. The hidden message syndrome is a reality of life. It occurs in all forms of communication, whether in the church, home, school, business, or politics. We can all recall instances when messages were received that we didn't intentionally send. Recognizing this tendency is a good start to better communication.

Second, explain the messages that are NOT being sent. Instead of simply smiling and nodding his head, pastor Jim could have explained, "I appreciate your concern, but you need to speak to the children's program director." By speaking directly, he would have removed the tendency for the couple to hear an unintended hidden message behind his smile.

Third, ask how people are feeling or what they are thinking. Two-way communication is crucial to eliminate hidden messages. Jim could have spoken with the older children's program director to see how she felt about the growth of the program under the younger lady's direction. He simply could have asked, "I've noticed the children's program has grown. How do you feel about it?"

Fourth, probe for second thoughts later on. It's odd, but most people don't respond with their true feelings or thoughts in the first

moments of hearing a message. People need to time to think and process their feelings. It's wise, then, to provide opportunity for people to share their second thoughts.

Fifth, watch for changes in people's behavior. Most hidden messages are accompanied by changes in behavior. A family that was regular in worship attendance, but now comes rarely is sending a hidden message. A person who has decreased their financial support is sending a hidden message. An individual who served faithfully, but no longer serves is sending a hidden message.

Sixth, don't confuse understanding and agreement. Decide what you want before you try to communicate: understanding or agreement? The greater the understanding, the more chance there is of disagreement, but, the greatest harm comes from disagreement without understanding. Great understanding with disagreement is not harmful. It's best to strive for understanding.

Questions:

Can you recall times when hidden messages were received that you didn't intend to send?

Which of the six responses above do you need to employ in your own ministry?

Adapted from Dr. McIntosh's
forthcoming book
The Solo Pastor

Growth Points is published twelve times a year. Subscription price is \$29 (US Funds) per year. Permission is granted for use in a local church. For other reprint usage, advance permission must be obtained.

Copyrighted 2022 ISSN 1520-5096

GROWTH POINTS

With Gary L. McIntosh, D.Min., Ph.D.

Establish Direction

Recent publications have emphasized the importance of developing a vision statement for a church, and rightly so.

However, a vision statement is only part of a larger concept. Much more than a vision is need to set direction for a church. It takes patience, tenacity, gentle persuasion, good communication, and, most of all, time, to see a new direction established. Here's a few insights:

First, you can't rent a vision. At first, borrowing a vision statement from a successful church seems like a good idea. However, it's akin to renting a car. While it's nice, it's not yours. You don't own it! Effective vision statements are owned by the congregation, not just rented.

Second, the concept of vision lacks clarity. Even when vision is treated as significant, it assumes an undefined content, left to be filled in by the audience. Expressed differently, an illusion of communication is present in the word vision. When a person hears that word, they think they know what it means, but rarely do. More problematic, each hearer fills in the content differently, according to their own perceptions, assumptions, and biases.

Third, a pastor must take responsibility for leadership. In part this means creating clarity in a sea of confusion. It's best to assume the board, formal and informal leaders, don't know how to give or set direction. They might if they could, but they can't. It's extremely rare to see a board or committee determine a church's vision. Thus, it falls to the pastor to nudge them along toward the future.

Fourth, setting direction is a process not an event. It takes more than a weekend retreat, however, to establish a new direction for a local church. No one should attempt to set a new direction for a church unless they're willing to commit to a minimum of three years of hard work, sometimes longer.

Fifth, you can't plan for ever. An old proverb says, "He who deliberates fully before taking a step will spend their entire life on one leg." An average plan put into action is better than an excellent plan left undone. The point is to get moving and let God direct your steps along the way (see Proverbs 16:9).

Suggestions to get started:

First, talk to God. The idea of a master plan signals two key concepts. One, it is a MASTER plan, that is, a plan informed by what The Master, Jesus Christ, desires for his church. Two, it's a master PLAN, that is, the key plans your church will follow for the next few years.

Keep in mind that Jesus said, “I will build my church,” which must include a plan for every local church. Since he is “head over all things to the church” (Ephesians 2:22), it’s reasonable to ask him to reveal his plan for your local church. So, begin the process of setting direction by asking in prayer for Jesus Christ to reveal his plan to you and the other leaders on your team.

Second, form a team to develop a master plan. A board or committee seldom thinks about establishing a vision on its own. In churches, though, involving the key leaders on a planning team is needed to create ownership. This team is most often the board. It’s wise to include key influencers if you desire for the plan to gain traction. Godly character of the people on the team is foundational, of course, but not sufficient. Look to see what type of experience is needed to accomplish the potential plan. If you hope to build a new facility, for instance, try and include someone on the team who has experiences in that area.

Third, study the church’s history. Churches have personality, and, like individuals, the past impacts the present and future. Along with the members of your team, complete a study of your church.

Fourth, investigate the needs of the church and community. What is working or not working? How is the community around the church changing? What are the needs of the unchurched in our community? What does

the church need to change to be fruitful in the next three years?

Fifth, complete a KWIKN (pronounced “quicken”) analysis. Gather the entire master planning team together and do the KWIKN analysis: Knowing What We Know Now, what do we want to do for the coming three years? This one major question can be enlarged by asking What do we want to start doing? What should we stop doing? What changes must we make to be fruitful in the next three years?

Sixth, write a master plan. Once you’ve done the praying, the studying, and the analyzing, you can begin to write out a master plan. It should include a Statement of Purpose (What is the biblical reason your church exists?); a Statement of Vision (What do you hope to accomplish?); A Statement of Goals (What are you specifically going to do?). A pivotal question at this point in the process is Assuming the blessing of God on our church, in three years we hope to see . . . 1 and 2 and 3. These become your goals.

Lastly, and this is crucial, develop a plan where non-business people can work it, and where the average person in your church can say, “This makes sense.” The old adage of Keep It Simple is applicable.

**Adapted from Dr. McIntosh’s
forthcoming book
*The Solo Pastor***

***Growth Points* is published twelve times a year. Subscription price is \$29 (US Funds) per year. Permission is granted for use in a local church. For other reprint usage, advance permission must be obtained.**

Copyrighted 2022 ISSN 1520-5096

GROWTH POINTS

With Gary L. McIntosh, D.Min., Ph.D.

Face Your Fears: I

Pastors don't like to admit it, but many harbor fears. This is particularly true of those who serve alone — solo pastors.

There are seven fears that serve to undermine good leadership. Which of the following do you identify in your own life?

Fear of Failure

Not wanting to fail is the most common type of fear among solo pastors. At least it's the most talked about. Solo pastors are lightning rods for criticism. Everything, including failure, is placed at their feet. Such fear keeps solo pastors from attempting to lead a church forward. If they start something new, and it doesn't work, they'll be seen as failures. If the church doesn't show some growth, they'll be seen as failures among their peers.

Fear of success.

This fear is a difficult one to see and assess. Don't all pastors desire success? Well, yes and no. Pastors are prone to dismiss the idea of success, instead inserting the word faithful, like in, "I'm called to be faithful not successful." Yet, faithfulness implies success, i.e., success at being faithful. If God calls pastors to be faithful, and they are faithful, then aren't they successful?

Fear of discovery.

Pastors fear people will find out they're not as strong in prayer, or evangelism, or as deeply spiritual as they may appear. It's the fear of being found out. This fear stops them from disciple-making because they fear getting close to others who will see them for what they really are. Likewise, it keeps them from sharing ministry with others.

Fear of not measuring up.

Solo pastors are by nature susceptible to overcommitment. The churches they serve take advantage of them, sort of run them into the ground, due to this trait. The problem is exacerbated by the fact that pastors put unreasonable expectations upon themselves.

Fear of comparison.

Solo pastors admit to a great fear of being compared to the pastors of larger churches. Any mention of another pastor's preaching ability, or available programs in other churches, or dynamic worship found in other churches brings feelings of disgust or envy.

Fear of not doing enough.

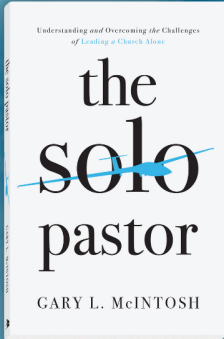
Ministry flows to the pastor like water out of a fire hydrant—fast and forceful. Pastors question whether they've ever done enough? Or if the constant

stream of ministry demands will ever be done. When will enough be enough? Ministry can be a narcotic, an escape from a bad marriage or a painful past.


Fear of loss.

The losses are easy to enumerate, loss of friends, loss of financial supporters, loss of gifted workers, loss of hope, and what may be the most difficult, loss of a dream.

Have you felt some of these fears in your own life, work, or ministry? Most pastors have, and wisdom on how to redeem them is found in Dr. McIntosh's new book. Order today!



**SAVE 40%
PREORDER NOW**



BakerBooks
BakerBookHouse.com

Growth Points is published twelve times a year. Subscription price is \$29 (US Funds) per year. Permission is granted for use in a local church. For other reprint usage, advance permission must be obtained.

Copyrighted 2023 ISSN 1520-5096