

American Baptist Churches of New York State
3218 James St., Syracuse, New York 13206
Ph: 315.863.7148 * Fax: 315.295.2651 * office@abc-nys.org * www.abc-nys.org



PARAGRAPHS FOR PARTNERS

2020 – Issue #1



From the Executive Minister
Rev. Dr. James Kelsey

The Board of Mission supervises the Executive Minister and is charged with caring for the wellbeing of all Region staff. To serve this end, they included in the Region's Personnel Manual a provision for a sabbatical for Executive staff after six years of service. The policy reads in part: "Sabbatical time may include but not be limited to: personal spiritual renewal, strengthening family relationships, skill development and continuing education, time for rest and restoration, time for focus and sharpening ministry goals."

In August of 2020, I will be going on eight years with the Region. Thus, I will begin a sabbatical March 1st and finish up May 24th.

What will I be doing? We as a nation are finding it increasingly difficult to be civil toward one another. Our posture toward those around us who might differ in belief and practice is becoming increasingly defensive. We seek to avoid others rather than engage them in an effort to build community and mutual understanding. The greatest casualty in this process is our sense of empathy.

This becomes an acute problem for Christians when we examine the biblical material that mandates us to treat others in a civil and nurturing way, materials that command us to love even our enemies. I believe that the discipline of civility is a gift that the church can model for our nation at this time. Richard Mouw, past president of Fuller Seminary wrote: "Developing a convicted Civility can help us become more mature Christians. Cultivating civility can make strong Christian convictions stronger [*Uncommon Decency—Christian Civility in an Uncivil World*, p. 20]."

I have written a series of blogs and an extended journal article in this area. On sabbatical I will do a more extensive study of the relevant biblical material, read more extensively in the area of civility, and develop a study guide that can be used by our churches to develop our capacity for civility. During this period I will be traveling to Rwanda for 19 days to attend the International School of Reconciliation. I will also be attending churches outside our Regional family to see how others are ministering in similar contexts.

Finally, I will be reading in the broader areas of church life and theology and preparing written materials that can be shared with our Regional family.

While I am away you are encouraged to contact Associate Executive Minister Jerrod Huguenot about the normal affairs of Regional ministry; I will stay in contact with Jerrod during this sabbatical. During this period, of course, the availability of Region staff for visits and ministry will be reduced. Marilyn Malone, Region President, will be providing supervisory assistance to Region staff.

A sabbatical leave is a way that ministries invest in their leaders to better equip those leaders to serve. Does your church provide a sabbatical for your pastor? If you would like to talk about a sabbatical leave for your pastor and how to implement it in your church, contact Region staff. We can share with you the value and practices of a sabbatical leave.

I appreciate this opportunity to refresh and retool myself for more ministry with the Region. Blessings, Jim

CELEBRATIONS & CONCERNS: Seek God First Karen Baptist Church, Buffalo (KmeH Thein, Pastor) & Ebenezer Karen Baptist Church, Syracuse (Green Ter, Pastor) became member churches of ABCNYS in December 2019 * Rev. Marie Schilling (Capital Area Baptist Association) married Don Wilsey in December 2019 * Charles Osborn (Retired, Finger Lakes Association) died 9/30/19 * John Gilmore (Pastor, New Hope Institutional, Tarrytown) died 12/17/19 * Kathleen Davie (retired pastor and ABCNYS staff) died 1/1/20 * Evelyn Emerson (Pastor, Altay BC) died 1/17/20 * Stephanie Wyatt's (West BC Oswego) father Jimmy Wyatt died 1/10/20



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 TRANSITIONS

Kathleen Ordiway from Co-Pastor to Pastor, FBC Niagara Falls 5/1/19

Keith Marlett to Pastor, FBC Endicott 11/1/19

Robert Martin from Interim to Pastor, FBC Georgetown 11/3/19

Robert Young from Mt. Olivet BC Peekskill 10/19

William Tatum from Burnt Hills BC 11/17/19

Mark Dorr to Interim, Burnt Hills BC 11/17/19

Lillian Cabral from Interim to Pastor, FBC Central Square

Bonnie Seitz from Interim to Pastor, Meridian BC

DATES TO REMEMBER

February 13-20, 2020 -- Living Waters & Broome-Tioga Mission Team in Puerto Rico

March 15-17, 2020 -- ABCNYS Ministers Council Retreat @ Notre Dame Retreat Center, Canandaigua

April 24-26, 2020 -- AB Women & Girls Convention @ RIT Inn & Conference Center, Rochester

May 15-17, 2020 -- Jr.&Sr. High Youth Retreat @ Pathfinder Lodge, Cooperstown

July 5-11, 2020 -- Mission Partnership with Tuscarora Indian Mission

August 7-9, 2020 -- AB Men NYS Conference

October 16-17 2020 -- ABCNYS Biennial @ Tabernacle BC, Utica

The Region office will be closed February 17 & April 10, 2020.

THE 2020 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 enclosed reply card or contact the Region office to request a printed copy of the 2018 Annual (315.863.7148, mschwarz@abc-nys.org). Thank you!

SAVE THE DATES!

ABCNYS BIENNIAL

OCTOBER 16-17, 2020

TABERNACLE BAPTIST CHURCH, UTICA

MISSION PARTNERSHIP WITH TUSCARORA INDIAN MISSION

DATES: We will arrive on the afternoon of July 5th for dinner and depart after breakfast on July 11th. You may arrive and depart as your schedule permits. The cost will be prorated based upon how long you are there.

WHAT WILL WE BE DOING? We will be assisting with the church's Vacation Bible School and working with their "Helping Hands Ministry" doing maintenance and upkeep on people's property.

WHO CAN PARTICIPATE? Middle schoolers and up are welcome. Any participant under the age of 21 must have a designated responsible adult on the trip. Maintenance skills are helpful but not required.

COST: \$475.00 for the whole 6-day experience.

CONTACT: For more information and the cost of a shorter stay, contact Joe & Julia Perdue at jPerdue@FBCCooperstown.org / 607-216-0834 or Jim Kelsey at jkelsey@abc-nys.org / 315-863-7336.

Save the date
American Baptist Men NYS
2020 Christian Men's Conference
August 7-9, 2020





ABCNYS LAY STUDY PROGRAM SPRING 2020

MINISTRY THROUGH THE SMALL CHURCH – STARTING APRIL 20, 2020

When: Monday evenings 7:00 – 9:00pm

Where: Online. Classroom option TBD

Instructor: Rev. Steve Reynolds

To Register: Complete enclosed registration form and postal mail with payment (payable to ABCNYS) to ABCNYS, 3218 James St., Syracuse NY 13206

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

Fees: The tuition for an online course is \$110. For the classroom the tuition is \$100 For family members living in the same house, the online course fee is \$110 for the first person and \$60 for each subsequent person. Classroom: \$100 for first person, \$50 each subsequent person. Students may audit an online course, without credit, for \$60. Fee for auditing a classroom course is \$50. The cost of the textbooks for each course is in addition to the tuition.

AMERICAN BAPTIST
MISSION SUPPORT

UPDATE

AMERICAN BAPTIST CHURCHES OF NEW YORK STATE THROUGH DECEMBER 2019 & 2018

	United Mission	Annual Offerings	Institutions, Specifics & Targeted	Total ABMS
Received 2019	265,911	214,510	185,935	666,356
Received 2018	295,930	248,346	197,674	741,950
\$ Ahead (Behind)	(30,019)	(33,836)	(11,739)	(75,594)
% Ahead (Behind)	(10.14)	(13.62)	(5.94)	(10.19)

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

MINISTERS COUNCIL RETREAT • MARCH 15-17, 2020 • REGISTRATION

Name: _____ E:mail _____

Address: _____

Phone: _____ Any Special dietary needs? _____

Would you like to receive CEUs? _____

Fees include all meals from Dinner on Sunday through Lunch on Tuesday.

	MEMBERS:	NON-MEMBERS:
PRIVATE ROOM <i>All rooms are private</i>	_____ \$250	_____ \$300
COMMUTER	_____ \$150	_____ \$175

EARLY BIRD DISCOUNT: (before February 1st) DEDUCT \$25.

To Register please enclose \$60 deposit [by February 1st for discount] made payable to:
Ministers Council of NYS

Note: *Retreat 2020* in memo.

Questions? Contact: The Rev. Patricia Ludwig, President ABCNYS Ministers Council
e-mail: butterflypreacher@juno.com Phone: 716-433-0976

Mail registration form and payment to:

Phyllis Granger
558 Route 318
Phelps, NY. 14532

Registration Deadline: March 1, 2020



**Light to the Nations Mission Partnership in Rwanda
Summer 2020 (2 weeks between July 20-August 20)
ABC-NYS in partnership with
Rabagirana Ministries, Shalom Community Organization
and Seira Community Church network**

Here is an opportunity to visit a country that is a living testament to the presence of God, where the miraculous grace of God is so tangible you can touch, feel and experience it. This land has seen its dry bones rise up to life again from the ashes of a devastating civil war and genocide, and has become a model for reconciliation, healing and restorative justice for the entire world. Cooperation between the government (local, regional and national), NGOs (Non- Government Organizations) and communities of faith has greatly enhanced the recovery process and enabled Rwanda to become one of the most successful developing nations in the world. Rwanda has truly become “a light to the nations” as God’s healing presence brings reconciliation and renewed hope, and former enemies are transformed into neighbors working together in peace. Rwanda doesn’t need ‘missionaries’ in the traditional sense - Rwanda needs us to come alongside and lend a hand in the rebuilding, restoration and reconciliation work, sharing encouragement and hope. Rwanda’s story is one of astonishing grace, and to be privileged and blessed to be a part of that story is truly the thrill of a lifetime.

We do not go to Rwanda to ‘help them’ or to ‘do something for them.’ Rather, we come alongside our partners in ministry – Rabagirana Ministries, Shalom Community Ministry, and Seira Community Church (SCC), a network of Baptist Churches - to support them in their ongoing work, and step into their daily lives of ministry and service. The ‘ministry of presence’ is key to our work there, and we will spend time supporting, encouraging and ‘debriefing’ our colleagues to help them effectively process the grief, pain, anger and suffering that they carry as they minister to the many thousands in Rwanda who still struggle to rebuild their families and their lives. We’ll visit and invest in various co-op groups that represent the economic engine that is driving Rwanda’s amazing financial growth, and assist our colleagues in teaching, preaching and empowering the folks they work with every day. Those who have gifts and experience as artists, pastors, teachers, therapists, social workers, medical personnel, and those with skills in IT, project management and business will find many ways to put your specific abilities to great use! But always, the most important gift you can give is simply to be there, to say ‘you’re not alone, you’re not forgotten, you are loved.’

If you feel called to share your gifts, expertise and compassion with Rwanda, please prayerfully consider joining us for our upcoming journey. You will have the opportunity, both before and during the trip, to learn some of the history and background of the genocide, to visit memorial sites and experience Rwanda’s story, and to enter into the lives of those who are testifying to the love and grace of God rebuilding hearts and lives, communities and families. You will be amazed, astonished and forever transformed by your visit to ‘the beautiful place where God returns to rest each night.’

We estimate the cost, including airfare, room and board, ministry contribution, and incidentals to be approximately \$2500 (plus passport and visa, inoculations and prophylactic medications). We can assist with presentations and fund-raising projects in order to help offset the costs of the journey, and we will meet together to learn more about Rwanda’s history and current situation. There is a place for everyone on our team – including you! Please reflect and pray about this opportunity to be part of Rwanda’s miracle...

To find out more, please contact Rev. Suzi Harriff, 315-415-9644, msrevsuzi@aol.com, Rev. Jim Harriff, 315-382-0074, jim@jimharriff.com, or Rev. Dr. Jim Kelsey at ABC-NYS.

We wish you Ubuntu n’amahoro – grace and peace!

You may visit the InterFaith co-operative of Muslim and Christian women who work together, meet with local community leaders to learn of their challenges, or even visit a pig farm! 



You may take part in tree-grafting, planting community gardens and replanting deforested hillsides.



You may attend a “Cross Workshop”, a unique experience of healing and forgiveness, or visit a Reconciliation Village, where former enemies, victims and perpetrators of violence, live side by side.



You may provide school supplies, books or help construct a playground for a nursery school!



You may work with disabled children and adults. You may use your skills in origami, IT/computer tech, or sewing. You will find new children and grandchildren to hug!

IM Global Servant Partnership Opportunities - FAQs

Why is IM no longer making Special Interest Missionary (SIM) assignments?

For the past several years, IM's global personnel have been intentionally building long-term relationships with churches, ABWM groups, individuals and regions as they develop vital partnership networks that want to be more directly involved with their ministries. Rather than making new assignments, we want to encourage established relationships to continue and to grow. We invite churches that have not yet established relationships to choose one or more global servants whose ministries resonate with the interests and passions that reside within that congregation and consider them an extension of their global ministry. In this way, it is truly a relationship and not just an assignment.

How do we know if we are already part of a global servant's partnership network?

If your church or ABWM group has been receiving updated news and prayer requests from one or more global servants, then you are already part of their networks. We encourage you to continue to nurture those relationships by offering prayer, encouragement and financial support for their ministries.

Can we continue to relate to global servants from past SIM assignments?

Absolutely! If you have enjoyed getting to know those global servants, then please continue to relate to them as you have been. They truly appreciate the prayer and encouragement you have been providing.

What about global servants who are from our region?

Those global servants who are from your region/state, or who have one or more Mission Partnership Team (MPT) members based there, would always be a "special interest" assignment. Because they have a strong core of prayer and financial support in your region, these global servants make it a priority to visit there whenever they are in the U.S., so these relationships are ones you might want to continue to nurture.

We like having the opportunity to get to know all IM global servants. How can we do that?

The world of IM global servants is open to your church to explore if you would like to rotate those to whom you relate for a specific period. Here are some suggestions you might want to consider.

1. **Choose one or two global servant families that you might adopt for a long-term relationship.** This could be a global servant who is from your region, or working in a ministry in which you have a particular interest, or serving in a country that might lend itself to sending mission teams from your church. Consider these particular global servants as adjunct members of your congregation and look for ways to engage every age group in the church in their ministry. Post their photos on your mission bulletin board, include information about them and their ministry in your church newsletter, keep their names on the church prayer list, support their ministries financially, remind the congregation to remember them on special occasions and be sure to invite them to visit your church whenever they are in the U.S. In other words, consider them as global servants your church has helped to send to the mission field.
2. If you would like to expand your list to include those who are serving in other places or with different kinds of ministries, use IM's missionary map in the **Annual Report** that features all of our global servants grouped according to the areas where they are serving. If you are interested in learning about all of our IM global personnel on a rotating basis for mission education purposes, you can use the **World Mission Offering (WMO) resources and videos, downloadable from the IM website** to get acquainted with certain global servants and their ministries in the year they are featured by video. Or you might choose those who are serving in Europe or the Middle East. If considering a region that has a number of global servants serving there (such as Iberoamerica and the Caribbean), you might choose some to relate to one year and then choose others the following year.
3. On the **IM website** (www.internationalministries.org), all global servants have a profile page where there is information about their ministry and recently posted journals.
4. **Email addresses for Missionaries** - For their safety and privacy, IM does not distribute mailing addresses and encrypts their email addresses online, but your message will get to them. From the IM website

<https://www.internationalministries.org/international-ministries-global-servants/> select the missionary profile page, click on the little email envelope to send them a message or subscribe to their newsletters.

5. IM also makes available a **bulletin insert for each global servant**, available upon request and later in 2020 will be added to the missionary profile page online for download. These can be printed and shared with the congregation, posted on a bulletin board or used as a prayer guide. The bulletin insert includes the global servant's ministry overview, names of their children and their birthdays. Please send cards and notes for global servants to International Ministries, 1003 W. 9th Ave. Ste. A, King of Prussia, PA 19406-1210.
6. A printed **Guide to Global Servants** is updated biennially. English and Spanish are printed on alternating years. IM provides these catalogs at no charge to churches and donors; gifts to the IM general fund help defray the cost.
7. In addition to **IM's Facebook page** <https://www.facebook.com/InternationalMinistries> most IM global servants also have **personal or ministry Facebook pages** where they post photos and information about their families and ministries. It is another way of learning more about what God is doing in their lives and through their ministries and often illustrates ways in which you can be praying for them.
8. If you have concerns about global servants who may not be receiving as much attention from ABC churches, you might want to focus on those who are associate missionaries with IM. They are jointly appointed with IM and with another mission organization and, in this case, the other mission organization is their primary employer. Associate missionaries may not have quite as many ABC churches within their networks, but partner with IM for ministry funding, so if you choose to hold them in prayer and remember them on special occasions with cards and financial gifts, that would be so appreciated. On the **WMO missionary map**, the associate missionaries are identified with an asterisk with their names.

What is the best way to nurture a relationship with our global servants?

Consider how your partner global servants might relate to and be embraced by all age groups within your church. How might you promote their ministries in a variety of ways...in Sunday school classes, youth groups, VBS, Bible study groups, men's fellowship, etc.? How might you make the global servants an extension of your congregation and all the ministries that take place within the church and community? Perhaps there might even be interest in sending a mission team to visit and work alongside the global servants. Please contact the IM Short Term Mission office for information and assistance and visit the IM website global service opportunities page. <https://portal.internationalministries.org/global-service-opportunities>

How do we invite global servants to visit our church?

You may extend a personal invitation to a global servant to speak to your congregation or to participate in a church or region event. Global servants plan their own speaking itineraries, so please write to them directly, and well in advance, to inquire about their availability using the "Contact Me" link on their individual profile page on the IM website.

Whom should we contact within IM if we have questions, need more information or wish to request resources mentioned in this document?

Please contact IM directly at 610-768-2168 and our administrative assistant for Mission Advancement will be happy to assist you or contact Zofia Dripps directly at zdripps@internationalministries.org



**AMERICAN BAPTIST CHURCHES
NEW YORK STATE MINISTERS COUNCIL
MINISTERS RETREAT**

MARCH 15-17, 2020

NOTRE DAME RETREAT CENTER

5151 Foster Road
Canandaigua, NY 14424
ph. 585-394-5700

HEALTHY LIVING FOR HEALTHY PASTORS

*Come, all you that are weary and are carrying heavy burdens,
and I will give you rest. Take my yoke upon you, and learn
from me; for I am gentle and humble in heart
and you will find rest for your souls.
(Matthew 11:28-29)*

Presenter: Dr. Nancy Askins

Executive Director of the Center of Renewal, Inc.
Retreat and Conference Center at Stella Niagara
Independent Consultant, Trainer and Coach
of the Askins Learning Institute



Our Guest Speaker is Dr. Nancy P. Askins, PhD. Executive Director of the Center of Renewal, Inc. Retreat and Conference Center at Stella Niagara and Independent Consultant, Trainer and Coach of the Askins Learning Institute. She is also a John Maxwell Certified Coach, Teacher and Speaker, offering strategies for leadership, values-based coaching, and mentoring.

The duties and responsibilities of ministry professionals can at times be exhausting, emotionally draining, and spiritually depleting. Dr. Askins is designing a workshop to address these pitfalls in ministry and help us to learn ways of leading others to serve the Lord with joy and thanksgiving, while maintaining and even enriching our own spiritual health and vitality.

As a retreat leader, teacher and speaker, Dr. Askins will use her wide range of professional gifts and abilities to lead us through a retreat designed for both pastors and lay ministry professionals alike.

Optional Retreat Break Sessions Include:

- Jim Stone: Life Coaching: What is it, and how can it help to keep us healthy?
- Pat Ludwig: Journaling: How journaling can help keep us spiritually alive
- A meditation spot will be available with music and soft lighting, finger labyrinths and reading and meditative material.
- Possibly a session on Spiritual Direction: Why is it good for the soul?
- Blood Pressure Checks and free neck and shoulder massages!
- Don't forget to bring books you no longer use for our free book exchange!

Retreat Begins Sunday Afternoon

Registration: 4:00 p.m.

Dinner: 6:00 p.m.

Retreat Ends Tuesday After Lunch

Lunch 11:30 a.m.

GROWTH POINTS

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

Developing Credibility

In order to lead a church or other group of people, a pastor must have credibility. Briefly, one's credibility is a reflection of how much one is trusted by others as a leader. When a leader has credibility, others feel he or she has the ability and intention to deliver results.

This is an important concept, as it suggests (1) the need for sufficient credibility to execute a successful action, (2) the challenge of executing an action if it is opposed by someone with higher credibility, and (3) the need for considerable credibility in order to execute an action that runs counter to the prevailing culture.

So, how does one develop credibility with others in a church? Credibility is based on (1) one's individual accomplishments, (2) one's situation, and (3) one's relationships with others.

Individual Accomplishments

A leader gains credibility by contributing results that are valued by people in the church. What is honestly valued depends on the organizational culture.

For example, a pastor might be appointed to a church with a mandate to increase the evangelistic outreach. While this is an important aspect of a healthy church, it may not be what the people really value. If the church culture values care of members over evangelism of outsiders, successfully developing an outreach program may not increase the pastor's credibility. Credibility is only increased when results match the church's real values.

Individual Situation

Unfortunately, a pastor's credibility is not based solely on actual accomplishments, but other's perceptions. Each pastor carries a reputation that is based in part on past results, as well as on current actions within a church. People in a church, however, rely on their own understanding and perceptions as they assign credibility to leaders. In the extreme, for each success or failure, people may give credit or blame to a pastor as they perceive it. Their perceptions are often determined by the leader's relationship with them.

Email cgnet@earthlink.net
for full details on coaching,
consulting, and leadership
training events.

Individual Relationships

The quality of relationships a pastor has with persons in the church is a major determinate of how much credibility he has. With better relationships, a pastor's reputation and current actions are likely to be viewed more favorably. And, with better relationships, a pastor is more likely to get things done. Thus, developing good relationships with others in a church is a key aspect of building credibility.

Building Credibility

Credibility is comprised of a mix of a pastor's accomplishments, situation, and relationships. While not much can be done about a pastor's situation, it can be improved as results are accomplished and relationships are built up. Since it takes good relationships to get things done, establishing good relationships is the foundation of building credibility.

Good relationships are developed when a pastor (1) spends time with others, (2) listens to other's ideas, (3) communicates clearly, and (4) does what he says he will do. Of course, other actions help build good relationships, but practicing these four ideas are a good start toward building trust between individuals.

Observations

Observation 1: New pastors often have little credibility. First, they have not had time to develop strong relationships. Second, they have not had time to accomplish anything.

Observation 2: Even if a pastor brings some credibility with him from a previous ministry, many people in the church take a wait-and-see attitude until the pastor does something in *their* church.

Observation 3: It often takes five to seven years in older churches for a new pastor to establish enough credibility to begin making major changes. Patience and wisdom are required for long-term success.

Observation 4: Doing a good job in successive ministry positions gives a pastor (or other leader) an increasing advantage when moving to a new position. Yet, credibility must be earned in every new place of service.

Observation 5: Building and maintaining credibility is a fluid concept that is never completely accomplished. The process does not end after one is established in a church or ministry, but continues to develop as relationships, accomplishments, and situations change.

How much credibility do you have in your ministry? How can you begin to build it or continue to build it stronger?

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GROWTH POINTS

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

Add a Second Service

It is well known that most churches in the United States average less than 200 people at worship on Sunday. One of the main reasons for this is the lack of available seating in a church's worship center. For a church to average 200 people in a single worship service, it must have 250 usable seats. Unfortunately, many churches have auditoriums that seat less than that, which places a cap on attendance.

There are several ways to increase seating capacity, for example, a church might remodel, relocate, or add an additional worship service off site. However, the easiest and least costly way is to add a second worship service.

Why Add a Second Service

The primary reason for adding a second worship service is to fulfill the Great Commission. To make disciples, a church must evangelize others, add them to the body (local church), and teach them to obey all that Christ commanded. If this is to happen, and keep happening, a church must make room for new people.

Lack of space is a second reason to add another worship service. A church

needs space to grow. If space is not available for newcomers, it dampens people's desire to invite others.

A third reason is to provide an opportunity for evangelism. The human body grows as cells divide, and so does the church body. By adding a second worship service, a church creates another cell which attracts new people.

When to Add a Second Service

Church architects used to provide seating for people using an 18-inch rule for each seat. While that may have been good years ago, architects today use a 24-inch rule. When a church auditorium reaches 70% full, the tendency is for attendance to start leveling off. Once a church reaches 80% capacity, normal growth stops, except for traditionally large holidays. Therefore, leaders should begin planning on a second worship service when their churches reach 70% capacity, and actually start the second service when they reach 80%.

For a second service to be successful, there must be a critical mass of at least 50 people in the new worship service. This means that a church should move to two services only if it is averaging between 125-175 in attendance in one service. The best time is in the fall or early winter so the church has time to grow into the two services.

How to Add a Second Service

Each church has different ways of making decisions. Therefore, a pastor or other church leader must adapt these ideas to their own church governance model.

First, discuss the need for an additional service with key leaders. Be sure to talk with informal leaders, as well as formal ones.

Second, visit other churches that have two worship services. Observe both services, interview people, watch traffic flow, and note if the services are the same or different. Talk with your leaders to determine what might work in your church.

Third, inform the congregation of the possibility of two services. Develop three possible configurations of time for the services, and use a survey to ask people which of the three times they would prefer, as well as which of the two services they would likely attend.

Fourth, preach about the need for innovation, and address potential fears members of the congregation may have with going to two services. The congregation will know that their leaders understand the issues, and have selected the right approach.

Fifth, call the new service an

experiment. Offer the new service schedule for three months and then evaluate it. Let the congregation know if it does not work, you will cancel it and try again another time.

Sixth, determine the support needs, such as, ushers, childcare, connection team, parking team, etc. Identify some active members to seed the new service. Recruit support team members from this group, and begin the new service with people from this committed core.

Seventh, advertise the new service and time schedule to (1) fringe members who are not regular attenders at your main worship service; (2) guests who attended once or twice but did not return; and (3) unchurched people within a 10-mile radius of your campus.

Eighth, recruit members to pray for the new service to reach new people. Ask people to join a united prayer team to pray one hour each week for twelve weeks.

Ninth, launch the new service in the early fall (September or October) or in winter (January or February). This will give you time to grow the service before the traditional summer drop-off.

Tenth, evaluate the new service and schedule. If attendance justifies continuing, do so. However, if it does not, do not fear returning to the old schedule. Remind the congregation it was only an experiment. Then wait a year and try it again. It will not hurt your credibility, and people will be less resistant the second time around.

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GROWTH POINTS

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

Insights about Church Facilities

Once upon a time in the year 40 A.D., a builder named Vitruvius declared himself a Master Builder. What he did that no others had ever done at that time was to integrate the owner's budget, needs, and time frame with his own abilities as an architect, planner, and builder. The practice of employing master builders has continued for years with great success. Numerous older buildings—even churches—are still in use today.

Obviously, buildings have been built and used for churches since the 300s A.D. While in some parts of the world churches continue to meet in homes, under trees, or about anywhere a group of people can safely gather for worship and teaching, where it is possible to do so, people prefer to meet in buildings designed specifically for church use.

The importance of church buildings on the growth of a church is indisputable. As a wise person once said, "We shape our buildings and then our buildings shape us." The issues are many, but the following suggestions from Eric Knowles, Senior Vice President of Kidder Matthews Religious & Educational Facilities group, provide insights.

Impact on Church Size

It is well known that most churches today average less than 200 people at worship. One of the major reasons churches are this small is directly tied to the size of their facilities. Consider the following:

First, a church should dedicate no more than 30% of its monthly budget for facilities.

Second, assuming an average annual giving of \$1,000 per person, a church of 150 people will generate a monthly income of \$12,500.

Third, this leaves the total available for providing a facility at \$3,750 per month.

In most areas of the USA, this amount will get a church less than 6,000 square feet of space on just one or two acres of land. If a church obtains a building of this size, it will find itself stuck between 150-180 people for years.

For an evaluation of your church, Email Dr. Gary L. McIntosh at cgnet@earthlink.net for full details.

Buy or Rent?

To sustain a budget of \$15,000 per month, a church needs an average worship attendance of around 180 people. At that size the church can sustain a higher income and purchase a facility that will not stunt its future development. Until then, a church should consider renting or leasing. Renting will allow a church to move to larger facilities, as it gradually grows larger, until it can afford a facility that will not stunt its growth.

Until a church reaches 180 people, it should consider . . .

1. Sharing another church. Look for churches that use their facility on days other than Sunday's (e.g., 7th Day Adventist), or be prepared to meet at irregular times.
2. Renting a movie theater. Theaters offer large areas for worship but few options for classrooms or childcare. Churches usually have to be out of the theater by 10:30am, which means church services must be very early.
3. Using a public school. While there are some political challenges, schools offer large spaces for worship, as well as multiple classrooms.
4. Meeting in a hotel conference room. Hotels offer flexible meeting rooms, but inconsistent availability and prices.

5. Obtaining a community center. Community centers are often affordable, with good parking and space for meetings.

Considerations for Growth

When renting, it's wise to consider other issues that impact your church's growth potential. To grow, typically . . .

- a church needs one parking space for every two people it hopes to have in worship attendance (estimate 1.8-2.2 people per care.)
- a church needs one acre of land for every 100 people it hopes to serve.
- a church needs 140 seats for each 100 people in average worship attendance.
- a church needs 22-24" of space for each person seated in a pew.
- a church needs square footage equal to 17-20 SF/Person.
- a church needs childcare space equal to 30% of adult worship attendance (space for 30 children for every 100 adults).
- a church needs 40 square feet per child.

What is your church's growth potential in its current facility? How does it line up with the typical needs for growth? What are the options?

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A fit church is one that is not satisfied with merely coasting along with no problems. A fit church is actively making disciples, maturing in faith, developing strong leaders, reaching out to the community, and more.

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Building the Body training is a practical, informative, doable training event for pastors and lay leaders who want not only to get better but also to get as fit as possible for the good of the kingdom of Jesus Christ.

Gary L. McIntosh (Ph.D., D.Min.) is a speaker, writer, and professor. Phil Stevenson (D.Min.) is a writer and speaker who has served as a national and district executive, coaching pastors in evangelism and church multiplication.

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