



# PARAGRAPHS FOR PARTNERS

2022 – Issue #1



From the Executive Minister  
Rev. Dr. James Kelsey

## Rural is Cool Too

If you watch much television, you may notice that the cool, smart, and rich people usually live in cities. Many shows set in rural settings portray the people living there as honest and hardworking but not very successful or sophisticated; they are not portrayed as places where there is a sense of a future. There are exceptions to this, but generally it is true.

Allen Stanton in his book *Reclaiming Rural—Building Thriving Rural Congregations* (Lanham: Rowman & Littlefield, 2021) points out these common narratives in our culture. He observes that rural places “have become the stand-in for the values that we as a culture strive to uphold, chiefly humility, community, perseverance, and hard work. Urban and suburban places reflect our notions of success, including growth and wealth” (p. 19). Stanton goes on to write that both these images are oversimplified stereotypes. In particular, he argues that rural places are just as complex and varied as urban places; we tend to minimize their complexity and diversity, making life there not as interesting as life in urban settings.

We need to put a finer point on this. Yes, both rural places and urban places are mis portrayed in our popular culture, both positively and negatively. Our strongest tendency, however, is to idealize **suburban** settings. Suburbs and the stereotypical lifestyle they generate are seen as the norm for health and vigor and success. Rural and urban America are often associated with the past, whereas suburban places are have an aura of the future and growth about them in our popular thinking.

So why is this an important observation for our churches? Most of our ABCNYS congregations are set in rural or small towns. If the suburban model is the normative and desired picture for churches, most of our churches are left without a sense of value and a viable sense of the future. They will never measure up to the criteria of a suburban ideal and thus can experience low morale and poor self-esteem.

Stanton, in his book, provides a hopeful model for rural and small-town churches. He points out the outsized role a church can play in a rural or small-town setting. They can still function as a civic institution, a pillar of the community. They are trusted; they are generally one of the permanent institutions; and they have a unique connection to the community through the people who gather there weekly. Rural and small-town churches are key stakeholders in the immunity.

Stanton writes about the unique gifts and opportunities of small-town and rural churches and how they can exploit those gifts and opportunities for transformative and rewarding ministry.

My purpose here is not to rehearse all that Stanton writes about these churches and their ministries. You will need to read the book for that. My purpose here is to point out how the “suburban model” has come to be seen as the normative or optimal model for ministry. This model is quite appropriate for churches set in suburbs, but it is not an appropriate or helpful model for churches set in small towns and rural locations. We

need to recognize the unique opportunities for ministry that lie in these settings and to honor models for ministry that are appropriate and effective in these types of communities.

Let me share a story. I was waiting for a meeting to begin at the office of the ABC of Ohio. One of my fellow pastors commented on two churches he had driven past on the way to the meeting. One he said was a dying church. The other as a lively church, one with future.

I pressed him on how he had made this assessment. He said the dying church had an old stone building with a steeple and dingy stained-glass windows. It sat on the main street of a small town with empty store fronts. The other church, the lively one with a future in his opinion, was a one-story red brick building with a large paved parking lot not far outside of Columbus Ohio. It sat next to a Walmart. In reality, he knew nothing about either of these congregations. He made his judgments based upon the architecture, age, and location of these two buildings. I quoted 1 Samuel 16:7 to him: *But the LORD said to Samuel, "Do not look on his appearance or on the height of his stature, because I have rejected him; for the LORD does not see as mortals see; they look on the outward appearance, but the LORD looks on the heart."* He was not receptive to my observation.

When God looks at the heart of our rural and small-town churches scattered across upstate New York, God does not see them with an idealized suburban bias. Rather, God sees them for what they are, faithful communities of believers bringing the best they have to give to what they know of God on behalf of their communities.

The Region will provide an opportunity this year for us to read through Stanton's book together and affirm the ministry of our rural and small-town churches.

Blessings,  
Jim Kelsey

**CELEBRATIONS & CONCERNS:** **Rev. James Stone** married Maureen Thayer on 11/27/21 \* **Rev. Anthony Bradseth** (Former ABCNYS Pastor – North Country Association) died 12/1/21 \* **Rev. Larry Cronk's** (Retired, North Country Association) mother Barbara died 11/29/21 \* **Rev. Robert Wendel** (Former ABCNYS Pastor – Chautauqua & Niagara Area Baptist Association) died 12/3/2021 \* **Rev. Andrew Peloubet's** (Retired, Mohawk-Oneida Association) wife Patricia died 1/9/22 \* **Rev. Mark Chaffin's** (Interim, FBC Hudson Falls) mother died 1/14/22



**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 Hugenot, Associate Executive Minister, at 518/380-4510 or [jhugenot@abc-nys.org](mailto:jhugenot@abc-nys.org).



### **LEADERSHIP CHANGES**

Robert Scott Melott to Pastor, Savona Federated Ch 11/1/21

Karen Sundland from FBC Penn Yann 11/12/21

Keith Marlett from FBC Endicott

Rocky Chan to Pastor, FBC Endicott 11/21/21

Kelly Farrell from Community BC Wappingers Falls 11/14/21

James Stone from Co-Interim Pastor, United BC of Scriba, Oswego 12/31/21

Colon Wright from Co-Interim Pastor to Pastor, United BC of Scriba, Oswego 1/1/22

Walter Tomasik to Pastor, FBC Newport 11/1/21

Raquel Singleton from Second BC Dover Plains 10/1/21

Walter Grosvenor Jr. to Pastor, Second BC Dover Plains 10/1/21

David Wood to Interim, Westport Fed Ch 1/1/22  
Peggy Norton from FBC Hudson Falls 12/31/21  
Mark Chaffin to Interim Pastor, FBC Hudson Falls 1/1/22

## DATES TO REMEMBER

February 27, 2022	-- Living Waters Association Annual Meeting
March 11-12, 2022	-- Financial Literacy Workshop
April 8-9, 2022	-- "Caring for those Who Care for Others" (for single pastors)
April 22-24, 2022	-- AB Women's Ministries/AB Girls NYS Convention
May 1, 2022	-- Adirondack Association Meeting
May 17-19, 2022	-- Ministers Council Retreat
May 21, 2022	-- ABMen Conference
June 3-4, 2022	-- "Caring for those Who Care for Others" (for married pastors)
July 24-30, 2022	-- Tuscarora Mission Partnership
September 25-27, 2022	-- Ministers Council Retreat
October 7-8, 2022	-- ABCNYS Biennial
November 4-6, 2022	-- ABY Convention

**THE 2022 EDITION OF THE NEW YORK BAPTIST ANNUAL WILL BE PUBLISHED IN FEBRUARY.** 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 2021 Annual (315.863.7148, [mschwarz@abc-nys.org](mailto:mschwarz@abc-nys.org)). Thank you!



## 2022 REGION OFFERING "SERVING & THRIVING TOGETHER"

*"Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up. Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers." Galatians 6:9-10*

Learn more at: <https://www.abc-nys.org/region-offering.html>

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**FINANCIAL LITERACY WORKSHOP - MARCH 11-12, 2022 – SEE ENCLOSED BROCHURE!**

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American Baptist  
**Women's**  
MINISTRIES

American Baptist Women's Ministries  
and ABGirls of New York State  
Convention Gathering  
April 22-24, 2022  
[abwm-nys.org](http://abwm-nys.org)



LET THE W.A.L.L.S. FALL DOWN

*W-Weakness A-Anxiety L-Lies L-Limitations S-Separation*  
*Ephesians 2:14*

## **ABCNYS LAY STUDY PROGRAM SPRING 2022 COURSES**

More information at: <https://www.abc-nys.org/lc-courses.html>

### **CHURCH HISTORY – STARTING APRIL 21, 2022**

The course is designed to provide an overview of church history, focusing on issues and incidents that have had the greatest impact on the Church and its relationship to the world. It will provide an historical context for the issues, personalities, and events studied. Students will be provided the tools and techniques to do competent research in church history.

**When:** Thursday Evenings, 7:00-9:00 pm. – Online via Zoom.  
The class will meet for 10 weeks, concluding June 23, 2022

**Instructor:** Rev. Jeremy Spencer, [spencerj76@aol.com](mailto:spencerj76@aol.com)

**Textbook:** Church History in Plain Language by Bruce L. Shelley. 5<sup>th</sup> ed., Marshall Shelley, rev. ed. (Grand Rapids: Zondervan Academic. 2020.)

### **MINISTRY THROUGH THE SMALL CHURCH – STARTING APRIL 26, 2022**

This course is designed to familiarize students about the unique opportunities and challenges of ministry in the small church. The course will guide the student through the theological, relational, and organizational aspects of small church ministry as well as provide the tools necessary to carry out the tasks unique to the small church.

**When:** Tuesday Evenings, 7:00-9:00 pm. – Online via Zoom.  
The class will meet for 10 weeks, concluding June 29, 2022

**Instructor:** Rev. Steve Reynolds, [consultingpastor@gmail.com](mailto:consultingpastor@gmail.com)

**Textbook:** Indispensable Guide for Smaller Churches by David Ray. Pilgrim Press. 2003.

**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](mailto:leon.oakslee@gmail.com))

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## **2022 ABCNYS BIENNIAL – OCTOBER 7&8 – THE UNITED CHURCH, CANANDAIGUA "The Church: Gifts from the Exile" - Isaiah 43:1-19**

The church is returning from "exile" in the midst of a pandemic. What things have we learned along the way? What have we learned about church and ourselves in this new season? What have we left behind? What gifts have we carried out of the exile, and how will they shape the church of the present and future? Where do you find yourself on the path between exile and home?

Watch for more information in the months ahead!



**AMERICAN BAPTIST YOUTH OF NEW YORK STATE** is looking forward to [#ABYCON2022](#), but we are **anxiously looking for new members for the ABY Cabinet**. Cabinet members help to plan the convention theme, scripture, small groups, activities, and so much more throughout the weekend.

#### Requirements:

- Nominees may be in grades 9, 10, or 11 OR someone who is in their post high school years.
- Must have a personal commitment to Christ, show spiritual growth and maturity, and be committed to their local church with attendance and participation.
- Should be mature individuals with leadership potential and the ability to work well with others.
- Able to commit to the 4 meetings throughout the year (March, May, Aug, and Oct)

Pastors and youth leaders, please talk to those youth you think would be a great addition to our team. You can find the application here:

[https://www.abcnys.org/uploads/1/1/8/7/118772542/aby\\_cabinet\\_nominations.pdf](https://www.abcnys.org/uploads/1/1/8/7/118772542/aby_cabinet_nominations.pdf).

For more information contact Stephanie Schneider (ABY Program Director) at [aby@abc-nys.org](mailto:aby@abc-nys.org) or by calling 518-832-9792.

## CARING FOR THOSE WHO CARE FOR OTHERS

The pandemic is placing unprecedented demands on our pastors. They are called upon to adapt to unprecedented ways of doing ministry, to walk with people through all types of losses, and to work to resolve tensions and conflicts spawned by the stress of the pandemic in the lives of their parishioners and churches.

The pandemic has resulted in our pastors sometimes neglecting or having to renegotiate relationships. It has raised new theological questions among our pastors and their parishioners. It has challenged pastors' understanding of their calling to ministry and what local church ministry will be like in the future.

Our pastors need to assess how the pandemic is shaping them, for better or worse, and how it has reshaped the practices of local church ministry.

The Region's response:

1. A Friday evening to Saturday afternoon residential retreat for single pastors and chaplains. Each participant will be asked to contribute \$30 to the cost of the experience.

April 8 to 9 - Begin with dinner at 6:30pm. Finish by 3:00 pm on Saturday. Christ the King Retreat House, Syracuse. An informational brochure will be coming out soon! Watch for it!

2. A Friday evening to Saturday afternoon residential marriage retreat for pastors and chaplains and their spouses. Each couple will be asked to contribute \$50 to the cost of the experience.

June 3 to 4 - Begin with dinner at 6:30pm. Finish by 3:00 pm on Saturday. Good News Center, Utica.



## The Ministers Council

An informational brochure will be coming out soon!  
Watch for it!

**To all Pastors in the ABCNYS Region (ordained, licensed lay pastors, assistant pastors, associate pastors, Christian educators,**

**chaplains, deacons, ministers, evangelists):**

You are invited to join MINISTERS COUNCIL for collegiality, centeredness and competence, as the motto says. See membership form on separate sheet.

This year you are invited to take advantage of your membership dues by attending one or both of our retreat offerings for reduced rates and a special deal if you attend both.

1.) FIRST RETREAT: May 17, 18, 19 - The retreat will be on SPIRITUAL PRACTICES. The Revs. Howie Maxson and Wendy Depew Partelow will be the leaders. It will be held at the Center of Renewal, Stella Niagara in Lewiston, NY. Registration information and forms coming soon.

2.) SECOND RETREAT: September 25, 26, 27 at Notre Dame Retreat Center in Canandaigua. Dr. Ryan Burge, an ABC pastor and an assistant professor of Political Science at Eastern Illinois University, will be our resource leader. His topic: "The Living Church in Transition." Dr. Burge comes with great credentials and a good sense of humor. Registration information and forms coming soon.

Ministers Council members always have reduced rates at our events. There is always an early bird deadline deal. This year, if you attend BOTH retreats, your dues for membership in 2023 will only be \$25.00, a savings of \$50.00!

I am excited to invite you to join this year or renew for another year. Feel free to contact me with questions at 716-433-0976 or [butterflypreacher@juno.com](mailto:butterflypreacher@juno.com)

Patricia (Pat) Ludwig  
President of Ministers Council

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### NEW YORK STATE MINISTERS COUNCIL MEMBERSHIP FORM 2021

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. Our chapter money helps to partially fund our annual events. This year we will share two: a spring retreat in May and one the end of September. Both will be reasonably priced, with a special enticement if you come to both!

**Join or renew now and avoid the rush!**

**Checks payable to *Ministers Council of New York*. Complete the following and mail to President Pat Ludwig, 3985 Day Rd., Lockport NY 14094.**

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_ CITY and ZIP \_\_\_\_\_

CHURCH and POSITION \_\_\_\_\_

PHONES (CH) \_\_\_\_\_ (H/CELL) \_\_\_\_\_

EMAIL \_\_\_\_\_



## AMERICAN BAPTIST MEN NYS JOE FOLCKEMER SCHOLARSHIP

### INSTRUCTIONS FOR APPLICATION FOR SCHOLARSHIP

The completed application documents and recommendations must be received by JUNE 1<sup>st</sup>, 2022.

**BACKGROUND STATEMENT** The American Baptist Men of NYS offers scholarship aid to mainly assist men in obtaining further education. Female applicants will be referred to AB Women for scholarship application. We also endeavor to encourage continuing relationships through prayer, correspondence and "care boxes". The basis for the 2022 scholarship will be a \$500. Our prayerful goal is to help educate the American Baptist Men of tomorrow.

#### QUALIFICATIONS FOR APPLICANT

1. The applicant should be an active member of an American Baptist church presently residing in the area covered by American Baptist Men of New York State.
2. While at college the recipient is required to maintain Christian fellowship. It is preferable to be involved in an American Baptist church, but any Protestant church or campus ministry is acceptable.
3. The applicant must intend to enroll at college as a regular full-time undergraduate student.
4. A one-page essay on: a. how the Lord used you during the past year, b. your statement of faith including scriptural reference, c. also include in this essay a statement of how this scholarship would assist your ability to attend college.
5. GPA of 2.8. Please include either last semester college grades or high school grades.
6. All applications and documents should be mailed to the Committee at: American Baptist Men NYS c/o Richard Russell, 43 Orchard Park Rd. Pine City, NY 14871 (email: [nyrussells@gmail.com](mailto:nyrussells@gmail.com))

#### INCLUDED WITH THE SCHOLARSHIP APPLICATION FORM YOU MUST SUBMIT THE FOLLOWING:

1. A one-page essay on: a. how the Lord used you during the past year, b. your statement of faith including scriptural reference, c. also include in this essay a statement of how this scholarship would assist your ability to attend college.
  2. One letter of recommendation from the people listed on your application (character or academic). We would recommend that you have your references mailed to you so you can send the packet completed. If they are uncomfortable with that have them seal the envelope and sign across the flap to ensure that it is tamper evident. They can also send it directly to the committee at the above address.
  3. Spiritual reference letter of recommendation from your pastor or church spiritual leadership.
- REMINDER: All areas of the application for scholarship must be completed. The application documents and recommendations must be completed and received by June 1<sup>st</sup>.

Keep this page of instructions for your reference! We have included a check list to facilitate the accuracy and completeness of your application. We would recommend you start this process as early as possible to give your references ample time to write a quality recommendation. If you have any difficulties acquiring the necessary documentation, contact the scholarship committee as soon as possible for suggestions.

#### AMERICAN BAPTIST MEN OF NEW YORK STATE CHECKLIST FOR SCHOLARSHIP APPLICATION

1. \_\_\_ Application legibly and completely filled out.
2. \_\_\_ Application signed
3. \_\_\_ A one-page essay on: a. how the Lord used you during the past year, b. your statement of faith including scriptural reference, c. also include in this essay a statement of how this scholarship would assist your ability to attend college.
4. \_\_\_ One (1) CURRENT letter of reference (an adult with whom you have interacted within the previous year and not family or relative).
5. \_\_\_ Spiritual reference letter of recommendation from your pastor or spiritual leadership of the church and signed by person who wrote reference and dated.
6. \_\_\_ Copy of last semester's grades (High School or College).
7. \_\_\_ Must be received NO LATER than June 1st.

**AMERICAN BAPTIST MEN OF NEW YORK STATE APPLICATION FOR SCHOLARSHIP**

(This application is only for school year 2022-2023)

APPLICATIONS AND PERTINENT DOCUMENTS MUST BE **RECIEVED BY JUNE 1st.**

Date of Application \_\_\_\_\_

**FAMILY INFORMATION**

Student's Name \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Address \_\_\_\_\_  
(Street, City, State, Zip Code)

Student's (Cell) phone #: \_\_\_\_\_ Email: \_\_\_\_\_

Parents/Guardians Names 1. \_\_\_\_\_ 2. \_\_\_\_\_

Guardians Phone #: \_\_\_\_\_ Spouse's Name: \_\_\_\_\_

**CHURCH INFORMATION**

Name of Church where you currently attend \_\_\_\_\_

Church Address \_\_\_\_\_  
(Street, City, State, Zip Code)

**CHURCH /COMMUNITY ACTIVITIES (CURRENT - WITHIN LAST YEAR) AT HOME OR AT COLLEGE**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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**COLLEGE INFORMATION**

College/University \_\_\_\_\_ Course of Study \_\_\_\_\_

Address: \_\_\_\_\_  
(Street, City, State, Zip Code)

In the fall semester I will be a: Freshman \_\_\_\_\_ Sophomore \_\_\_\_\_ Junior \_\_\_\_\_ Senior \_\_\_\_\_

**CURRENT RECOMMENDATIONS** (an adult with whom you have interacted within the previous year)

From the following people and received by June 1<sup>st</sup>.

We are requiring an Academic or Character references and a **Spiritual reference.**

Please list their name, EMAIL, and phone number.



1. Spiritual Reference: (i.e. Pastor from current church, or member of the church spiritual leadership.):

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2. Academic or Character Reference :(i.e. Guidance Counselor, Teacher, Faculty in Major Field, Academic advisor an adult who knows you well, employer, or any of the above: not a family member or relative)

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I recognize this scholarship to be a gift of the American Baptist Men of New York State for the purpose of helping me to prepare for life work. Therefore, I will endeavor to give back in Christian service the best I have. I desire to follow Christ and to discover His will for my life. I will work to prepare myself toward this end. I understand that this scholarship carries an obligation to serve in church-related activities, preferably of the American Baptist Churches USA.

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Signature of Applicant

APPLICATIONS AND PERTINENT DOCUMENTS MUST BE RECEIVED BY JUNE 1st. APPLICANTS WILL NOT BE CONSIDERED AFTER THAT DATE! INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED!

AMERICAN BAPTIST  
MISSION SUPPORT

AMERICAN BAPTIST CHURCHES  
OF NEW YORK STATE  
THROUGH DECEMBER 2021 & 2020

	United Mission	Annual Offerings	Institutions, Specifics & Targeted	Total ABMS
Received 2021	249,296	236,762	177,063	663,121
Received 2020	236,115	210,875	169,099	616,089
\$ Ahead (Behind)	13,181	25,887	7,964	47,032
% Ahead (Behind)	5.58	12.28	4.71	7.63

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

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# GROWTH POINTS

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

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## Growing Churches: The Basic Rules

Church leaders spend a great deal of time thinking about how to help the church they serve grow.

Jesus promised the growth of his church when he said, “I will build my church” (Matthew 16:18). Pastors and other church leaders know their church should be growing by making new disciples. And yet, by and large, they make poor plans to see growth happen.

By all accounts, church leaders are only batting about .200. When it comes to church growth, at best one-fifth of churches are growing; two-fifths are plateaued; and two-fifths are declining.

These numbers are well known and reported among church leaders, but few understand the basic rules of how churches grow. It’s a truism that all churches grow by church growth rules, even if they are unaware of it. It’s better, of course, to know the basic rules and use them to plan for the future.

There are no perfect church leaders this side of heaven, but there are a few who are able to help their church grow. They do so by following the basic rules of growth.

## The Basic Rules

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The growth, plateauing, and decline of churches has been a subject of research for over eighty years. Here are a few of the essential rules that, if followed, often result in a growing church.

1. Growing churches are led by growing pastors.

It’s nearly impossible for a church to grow unless its lead pastor(s) believes God wants his church to grow. They have to pay the price for growth to take place by dreaming for growth, working for growth, teaching for growth, and planning for growth.

2. Growing churches are built by teachable people.

In a similar manner, it’s nearly impossible for a church to grow unless the people in the church are willing to follow growth leadership. They must pray for growth, pay for growth, and participate for growth.

**Dr. Mc’s New Book!**  
***The 10 Key Roles of a Pastor***  
**Order today @**  
***Amazon Books***

3. Growing churches make evangelism the priority.

Churches that grow focus major attention on outreach and evangelism. They preach the Gospel of Salvation, train their people to build relationships with the unchurched, and invite others to place faith in Christ Jesus.

4. Growing churches welcome new people into the fellowship.

The process of welcoming new people and involving them in the church's fellowship is well designed by growing churches. They expect newcomers to show up, and are prepared for them.

5. Growing churches know the people in their ministry area.

The ministry area for most churches is within a 20-minute (or 20-mile) radius around the church's campus. Leaders make a studied analysis of those in this area in order to understand how to communicate the Gospel effectively to them.

6. Growing churches start new ministries.

Stating it another way, it takes new ministries to reach new people. Thus, growing churches continually start new programs and ministries aimed at the unreached people in their areas.

7. Growing churches speak the language of the unchurched.

Language includes more than words itself. It also means understanding the communication patterns, music tastes, and heart felt needs. Pastors who preach to real needs in ways that the unchurched understand, often are in growing churches.

8. Growing churches involve people in ministry.

When over fifty percent of a congregation is involved in ministry, a church is usually growing. Thus, recruiting, placing, and training servant workers in ministry is a key aspect of growing churches.

9. Growing churches develop leaders.

Leadership development is necessary for continued growth. Churches grow at a rate of ten people for every leader in a church, or a 10:1 ratio. When a church develops leaders, it grows.

10. Growing churches fit the culture.

When a church identifies with the essential cultural milieu of a community, it tends to grow. Growing churches fit the cultural context in which they minister.

Which of these rules does your church follow? Which do you need to practice? Which will you begin to use?

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# GROWTH POINTS

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

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## Create Some Heroes

Where have all the heroes gone?

It's a good question.

When I was younger, my heroes were Mickey Mantle and Theodore Roosevelt. As I grew older, my heroes were church leaders, like Win Arn and Donald McGavran, as well as some pastors who led the world's largest churches.

Heroes are difficult to find today. Our society likes to tear down its heroes. In days gone by, reporters protected our heroes by covering up their mistakes and inappropriate actions. Now, more and more people seem obsessed with exposing their errors. Much of this is good, of course. But, it makes it difficult to find heroes.

John Work, a business leader, reminds us that "heroes are the embodiment of a society's most fundamental and enduring values. They and their values serve as anchors in society. When heroes are absent, substitutes must be created." I believe one such creation are leaders.

Like heroes of the past, leaders-as-heroes must be able to embrace change and reinforce good values in the organizations they lead.

## Where do leaders come from?

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Over the last thirty-five years, I've studied leaders to discover how they became one. Or, to put it another way, What causes gave rise to leadership? I've found four different causes give rise to leadership and leaders.

Type one may be called the *crisis-need cause*.

Here, a crisis arises in a church or other organization. Someone notices the crisis and steps up to take charge of the situation. The person may never have thought of themselves as a leader, but they respond to the need of the moment and in doing so discovers an ability to lead others.

Type two may be called the *perceived-inequity cause*.

Here, an individual perceives an inequity among different groups of people. It might be differences related to gender, age, economics, ethnicity, or

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***The 10 Key Roles of a Pastor***  
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other aspects of social life. Their response is to move into leadership to right a perceived wrong.

Type three may be called the *personal-challenge cause*.

Here, a leader offers a dynamic challenge to a wide audience to get involved. The challenge comes with a throw-them-up-against-the-wall-to-see-if-they-stick training. Some people respond to this emotional call and become effective leaders, but others flame out in discouragement.

Type four may be called the *search-for-excellence cause*.

Here, a leader communicates a clear vision of leadership development. The desire to raise up new leaders is tied to a strong vision of the future of the church or organization. A clear process of recruiting, training, deploying, and supporting new leaders is designed and implemented.

### A Question

As you think about your church or organization, which of the four causes do you see at work? How were/are most leaders in your context discovered?

Type one (crisis-need) and type two (perceived-inequity) are two major drivers of leaders in today's culture.

Have you noticed any new people stepping up to help out in a crisis? Have you seen any new people taking charge to correct a social issue? These are future leaders. Connect with them and guide them to read good books on leadership. Invest in their training by sending them to classes or workshops to enhance their skills.

Type three (personal-challenge) is the weakest cause, but has been the go-to method in most churches and many other organizations. The weakness is not so much in the personal challenge, but in the lack of training. Simply throwing people up against the wall of leadership to see if they stick is a woefully ineffective means of leadership training. To be effective personal challenge must be combined with type four.

The most talked about cause is type four (search-for-excellence). However, for most churches and organizations it is more talked about than done. If you have a working leadership development plan, you are miles ahead of most other churches and organizations. Keep monitoring the results and make improvements every year. In time you'll have a process that develops leaders who will empower your mission to success.

As you identify new leaders, hold them up as heroes to the rest of the people in your church or organization. People aspire to imitate their heroes, and, in time, will embrace the attitudes, values, and practices of these leader-heroes.

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# GROWTH POINTS

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

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## Solo Pastoring

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Between 60-75% of all churches in the United States are led by a single paid staff member, or a solo pastor. Serving as a solo pastor is a demanding role for a number of reasons. In conversations with solo pastors these come to the top of the pile of comments.

*First, solo pastors wear numerous ministry hats.* “When I was the solo pastor of a church in western Nebraska,” one pastor wrote, “I was the senior pastor, youth director, VSB director, worship leader, small group coordinator, primary adult Sunday school teacher, men’s group leader, and church grounds keeper. As the senior pastor/shepherd, I was responsible for preaching, counseling, visitation, leading, etc.”

*Second, solo pastors rarely get a break.* “The weekly weight of preaching can be crazy with extra hospital visits, funerals, community events, etc.,” wrote another pastor from Arizona. “It would be nice once in a while to be able to look to an associate pastor to fill the pulpit for me, but this is not available. No matter the week, every week, I must preach, which almost always is a joy, but sometimes I wish there was an occasional break.”

*Third, solo pastors are required to serve in areas of personal weakness.* “Being a solo pastor, I have to do a lot of different things in running the church, plenty of which is outside my area of gifting,” wrote a pastor from Maine. “So, church paper work, and other office work pulls me away from study, visiting people, discipling, leadership building.”

*Fourth, solo pastors are usually underpaid, with few if any benefits.* A solo pastor recently told me he is considered full-time by his church, but he only receives a little over minimum wage. He has no health insurance, retirement funding, or ministry expense account of any kind. Everything his family needs comes out of his own personal account. To compensate, he drives a school bus, and works as a salesman when school is not in session. This bi-vocational lifestyle hurts the entire church by minimizing the full impact he could have in leading the church to make disciples.

Put Dr. Gary L. McIntosh on  
your coaching team.

Email [cgnet@earthlink.net](mailto:cgnet@earthlink.net)  
for full details.

*Fifth, solo pastors are envisioned as caretakers and caregivers by the congregation.* “People grow frustrated that you have not visited them in their home for a while. In a solo pastor church, people often expect regular pastoral contact, even though others care for them, too.”

*Sixth, solo pastors are lonely.* “Friendships between pastors and church folks are seldom vocational in nature,” wrote a pastor from the west coast. “Solo pastors must carefully navigate conversations, as talking shop is not naturally understood. Deep discussions about ministry trials and challenges are avoided, since parishioners don’t understand the weight of expectations pastors carry.”

*Seventh, solo pastors navigate church politics alone.* “Most churches led by a solo pastor are smaller—for a reason. The inner workings of the church (DNA) are well-known by the long-term members and attendees, that is, almost everyone but the solo pastor. As loving and welcoming as the congregation may be, the reality is the pastor is an outsider who is not-in-the-know.”

*Eighth, solo pastors lead churches that are resource-poor.* “As a solo pastor, finances can be tight. We

recently adopted a Safety Policy and Safety Team to deal with CPR, first aid, active shooters, etc. A larger church would hire and pay for a professional consultant or attorney, but as a solo pastor, I and another layperson set our hand to drafting/writing this policy. It involved hours of time that was not directly shepherding people.”

*Ninth, solo pastors deal with the church’s primary influential person, couple, or family, with no support.* “My church is strongly influenced by an intergenerational family,” comments one solo pastor from the southeast. “These power brokers are a difficult group to load.”

*Tenth, solo pastors struggle being compared with pastors of larger churches.* One solo pastor explains: “Everyone has access to the best preachers and church leaders each week via the Internet, television, or podcasts. Comparisons may be unfair, but are inevitable. There was a time when solo pastors were respected and appreciated, but the growing gap between smaller churches and larger ones make solo pastors feel like failures.”

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If you are a solo pastor, which of these comments have you personally experienced?

What would you add to the list?

How do you manage these challenges?

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**REGISTER BY FEB 18 2022!**

**Register Online or US Mail**

**Online:** <https://www.abc-nys.org/financial-literacy-conference.html>

**VIA US MAIL:** (checks to: ABCNYS)  
3218 James St, Syracuse, NY 13206

**NAME**

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**ABCNYS CHURCH AFFILIATION**

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I will need a night's lodging on site.

I will commute each day.

**COST**

Commuter: \$20 for meals

Overnight: \$60 for room & meals  
*Both double & single rooms available*

*The cost of this experience is subsidized by a Palmer Grant the Region received from the American Baptist Foundation.*

**ADDRESS**

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**EMAIL:** \_\_\_\_\_

Note dietary/allergy needs for meals:

***The earth is the Lord's, and all that is in it, the world and those who live in it. (Psalm 24:1)***

*All we have is a gift from God.*

*As God's children,*

*we should manage it well.*



**Questions?**

**Contact:**

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[jkelsey@abc-nys.org](mailto:jkelsey@abc-nys.org)

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Email: [office@abc-nys.org](mailto:office@abc-nys.org)

***Learn more about our ministries and mission serving 273 self-governing churches across upstate New York, strengthening local church leaders and encouraging mission in local communities and around the world.***

## ***Financial Literacy Workshop***



**March 11-12, 2022**

Friday evening to  
Saturday afternoon

**St. Margaret's Retreat Center**

**47 Jordan Road**

**New Hartford, NY 13413**



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## WHY ARE WE DOING THIS?

Our congregations are frequently approached by people in the community needing all types of assistance. Often, they need financial assistance. Within our congregations as well, we have people who at times need some monetary support.

These are both wonderful opportunities for ministry. The writer of 1 John comments:

*How does God's love abide in anyone who has the world's goods and sees a brother or sister in need and yet refuses help (3:17)?*

We want, however, to equip our churches to go beyond the ministry of simply meeting temporary needs. We want them to be ready to empower people in their community and congregations.

## WHAT WILL YOU GAIN?

The fewer resources one has the more critical it becomes to manage those resources well.

Some of the areas of wise management we will cover are:

- Being a wise consumer & knowing your rights
- Dangers of co-signing a loan
- Savings & compounding interest
- Budgeting
- Having an emergency fund
- Identity theft
- Scams
- Short-term/pay day loans
- Health care power of attorney & wills
- Purchasing & renting property

## SCHEDULE

Friday, March 11, 2022

Arrive before 6 PM to check in!

6:00 PM	Dinner
7:00 PM	Session One

Saturday, March 12, 2022

7:30 AM	Breakfast
8:30 AM	Session Two
12:00 PM	Lunch
3 PM	Closing

## BRING WITH YOU

Questions you have (or email in advance to: [jkelsey@abc-nys.org](mailto:jkelsey@abc-nys.org) for our presenters to come prepared to answer!)

Bring a friend who would also benefit from this training! We want this info to be shared!

## NOTE ON COVID19

We will be subject to the regulations of the retreat center concerning COVID safety protocols at the time of the event. They may require masks, physical distancing, or vaccinations.