

# Connections

LINKING RHEMA GRADUATES AROUND THE WORLD

inside:

4

// Team Building

9

// Three Key Factors  
to Staffing a  
Growing Church

10

// Leading  
*Under* Leaders

12

// Jesus' Team  
Building Strategy

20

// Where Are  
They Now?



## TEAM BUILDING

Empowering Those Around You

FALL/WINTER 2013

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# The Bottom Line

## Team-Building: Mobilizing the Church

DOUG JONES | RMAI/RAA National Director

Just for a moment, stop and consider the past with me. Think back to the '70s, '80s, and '90s when the church was focused on teaching the Body of Christ positional truths—who we are in Christ, our authority, how to pray, and how to use our faith, walk in love, and be led by the Holy Spirit. My, weren't those days wonderful!

During the '70s, '80s, and '90s, the sheep sat under the Word and grazed, exerting little or no effort. They listened to their shepherd feed them the Word week after week, month after month, year after year. They learned and grew together, but in many cases their lifestyle stayed sedentary. Many, if not most, did not combine their individual strengths with those of other church members to accomplish a mutual goal, such as influencing the community for Christ or reaching the lost.

At the same time, the shepherds were content to teach, teach, teach. The need for volunteers and leaders was minimal and confined to the primary-care areas of the church: nursery, children, youth, ushers, worship team, sound, and maybe altar care. During these decades each department could function independently of the others, because they lacked a mutual goal. The shepherd was focused primarily on feeding the flock. Therefore, he had almost no expectations for these other areas. During these three decades most shepherds weren't even aware of the need to form, train, manage, and encourage teams of volunteers who would be focused around a mutual goal.

But things have changed. Mobilizing the laity, goal-setting, increasing community influence, and reaching the lost through a united effort have become major concerns for many shepherds today. Seminars, conferences, webinars, blogs, books, and organizations have emerged and have fueled interest about such things.

Today the task that is before the church is to take the believers of the '70s, '80s, and '90s and mobilize them toward present-day interests. A shepherd's ability to mobilize a sedentary flock will be the deciding factor in the future of most churches in today's culture. The wise shepherd soon realizes it will take *team power* to reach the lost and increase the church's influence within a community. Teaching alone cannot grow a church. Team-building skills have become a necessary component of a shepherd's repertoire, and many have found acquiring those skills to be a daunting task.

Therefore, this issue of *Connections* addresses the subject of team-building. Items such as goal setting, finding the right people, team training, team management, and team encouragement are discussed in the pages ahead. We're endeavoring to plant a seed that will get you thinking along these lines. It's my prayer that this edition will help you expand your tent stakes, which in turn can enable you to reach further into your communities as a team instead of as a lone voice.

A fellow laborer,

Douglas E. Jones

RMAI/RAA National Director



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## Developing Your Team



### Sam Smucker ('77)

*Sam and his wife, Sherlyn, pioneered The Worship Center in Lancaster, Pennsylvania, 36 years ago and still pastor there today. [worshipcenter.org](http://worshipcenter.org)*

**W**hen Sam Smucker looks for team members in his church, he looks for people who aren't like him.

"When I started years ago, I looked for people who were strong in the areas I wasn't," says Sam. "I still do that today. For example, I'm not strong in administration. I need people around me who are."

Sam readily admits that many people know more than he does, and he revels in it.

"I grew up Amish and didn't go to college," he says. "The only training I had was one year at Rhema, so I don't know everything. **I rejoice when people stand on my shoulders!** When I hand the baton over to another leader in a few years, I *want* them to be better than me."



### Team Interaction

Sam meets with his staff every Tuesday morning to have prayer and talk about general service things. He also meets with them individually when needed. "I have an open door policy," he says. "I'm not the kind of mentor that sits down individually for an hour and goes over a book. But my staff knows they can knock on my door anytime."

The Worship Center also has a group of four leaders called "Vision Huddle." These leaders have 18 people under them who oversee each area of ministry in the church. "Basically, those four leaders come to me," explains Sam. "Vision Huddle meets once a month and that's where we do more general training. We read a book, then discuss it together."

Sam emphasizes the importance of constant contact and ongoing training with his team.

"If you don't have that, it's amazing how fast the daily grind weakens the ministry," he says. "I continually remind the whole staff and the Vision Huddle group *why we do what we do.*"

This constant contact is how Sam keeps everyone moving in the same direction. "In a ministry, your helpers can build silos

where one department is doing their thing and another department is doing theirs. I want the silos down as much as possible." He works to make sure that departments know what other departments are doing.

Weekly meetings keep everyone on the same page, and also promote camaraderie. "We meet to promote friendships and ministry togetherness, so it's not one department against another," he says. "That can happen in churches! Departments can get so busy with their own little thing—and they should—but they're not an island. One department may have needs, but they need to realize that other departments have needs too."

Sam works hard to keep his team focused on their individual calling *and* their common goals.

**"The members of my team each have a call on their life, and when you give them a place to fulfill their call, they're happy and the work goes on,"** he says. "But we're working together. Every church has an assignment from God and we are all working together to fulfill that assignment."

### The Importance of Appreciation

Sam's wife, Sherlyn, adds, "One thing we do is show our staff and volunteers that we appreciate them. We take as many opportunities as we can to say, 'Thank you! Without you guys, we couldn't do this.'" The church pays for several events each year to show appreciation to the staff and volunteers.

"Growing up Amish, we were just expected to do things and we did them," Sam continues. "No one said thank you. So my natural bent is, 'why do we have to say thank you to someone who's doing what they're supposed to do?' But I had to get over that! People crave affirmation and encouragement. And when you give it to them, it diminishes a lot of negative issues."

Sherlyn concludes, "We want them to know that they are really appreciated. Then they want to keep going and even do more!"



## Looking for Treasure in the People Around You



**Matt ('86, '87) and Kristin ('87, '88) Buckley**

*Matt and Kristin are the leaders of Light of the World Ministries in Francistown, Botswana, Africa.*

*lotwafrica.org*

**M**att and Kristin Buckley pastor a church, run a Bible school, and oversee a Christian Academy, so they need plenty of team members! Very often, they don't look very far for help.

"A lot of leaders want help to come from the outside, and that can be a good thing," says Matt. "But we've found some *gems* right inside our church. There's great potential right there. When we start to train someone, we often find there's more to them than meets the eye. It's our job as leaders to help bring those things out."

One of the first qualities the Buckleys look for is faithfulness. "From my point of view as a pastor, if you just show up every Sunday you are leaps ahead of everyone else," Kristin laughs. "That shows faithfulness, and it also puts your gifts in front of the leaders so they can get to know you and see that. If you don't come to church, no one's going to recognize what you've got in you."

### Developing People

Matt and Kristin give their team members leeway. "There have been a number of things I've delegated to people that didn't turn out the way I thought they should," says Matt. "But I've learned that others may do things even better than I would have! If they were going to do it the same way I would, I might as well have done it myself—and that's not effective."



The Buckleys also allow their team members to make mistakes. "I once heard the phrase, 'If you're going to fail, fail fast,' says Kristin. "Just get it over with! When someone makes a mistake, we want to leave their dignity intact, keep it private as much as we can, and then help them get back on track."

"As much as I can, I take responsibility for their failure," she adds. "I'll say that I didn't give them what they needed, or I didn't communicate it effectively. That maintains their dignity and helps them understand that we still trust them. Then they'll want to keep trying."

Matt agrees. "Some helpers are afraid to take initiative because they're afraid they'll do it wrong. And, of course, sometimes they

do! But we've got to give them the freedom to be creative and make decisions within the scope of their responsibilities."

Although their leadership styles differ (Matt is more task-oriented and Kristin likes to delegate), both agree there must be a regular system in place for input and feedback.

**"If you don't meet with team members regularly, your expectations won't be met, because they can't understand your expectations,"** says Matt.

Matt sums up Light of the World Ministries' purpose in Botswana with one simple idea: "I feel like the reason we're in Botswana is to lift people up. Sometimes leaders—out of insecurity—want to make sure everyone knows they're the boss and have it all together. But when you're established in who you are and what God has called you to do, you can stop worrying if people are respecting you and instead focus on how you can lift them up."

Kristin adds, "We do our best to make our leaders look good—setting them up to succeed. That doesn't take away from us; it adds to us! It makes *us* look good when our people look good."

### Learn About Personalities

#### Kristin says:

I'm a big fan of giving personality profiles to your team. (See Resources page 16.) That knowledge helps me recognize potential stress I might be causing others.

It also helps me recognize areas that are challenging for them. For example, in the DISC personality test, "I"s are excited about everything, but they tend to be late. We do expect them to work on that, but it helps us to realize that there are things going on in their heads that we need to be compassionate about. It helps us know how to use their strengths.

A person who is a high "C" is rigid and effective. You tell him to do something, and it's going to get done. But you have to give him instructions slowly and completely. He doesn't hear it fast and he can't always do it fast. We have to learn how to mesh our personalities—to accommodate how he hears and processes.

## Start With the Bible



### Matt ('91, '92) and Julie ('90, '91) Beemer

*Matt and Julie pastored for years in England. They now live in Nigeria and oversee Rhema Nigeria and Rhema Egypt. [club1040.org](http://club1040.org)*

**W**henever he's talking about team building, Matt Beemer starts with the Bible.

"It's interesting when you study the life of Jesus that at first you see Him going about teaching and preaching, but there's no mention of any fruit. And He had the Spirit without measure and stood in all five ministry offices.

"After He starts asking people to follow Him, building His team, *then* the Bible says all these amazing miracles happen," Matt points out. "Jesus was anointed and went about teaching, but He had no fruit by Himself."

Adding more team members also increased Jesus' reach. "Each time He selected a new team member, it opened a new sphere of influence for Him," says Matt. "The first time He brought Matthew, the tax collector along, He began to minister to a whole new group of people."

Jesus also used a very specific method in selecting His team. "A lot of leaders are praying, 'Oh God, send me helpers!'" Matt explains. "But Jesus didn't do that. He politely tapped people on the shoulder and said, 'Come and follow me.' He prayed more *after* He had the team than He did in choosing them."

And Jesus didn't just randomly pick people. "He chose people who were *not* already fulfilling their calling," says Matt. "He saw something in them, tapped them on the shoulder, and said, 'Stop doing what you're doing now and follow me.' When He did that, they *immediately* dropped their nets."

So who are we looking for as team members? "We're looking for people who are quick to obey, and ready to leave things behind and to turn to ministry," says Matt. "I've found that if I have to beg people, or nurse them along, they almost never work out.

"I figure if that's the way Jesus selected a team, it's probably going to be a good way for us to do it."

### God's Church-Growth Formula

"Ephesians 4:16 talks about how every joint brings a supply that gives increase to the body," Matt notes. **"So every Christian should be asking, 'How can I bring increase to the Body? How can I grow this church?'"**

"When you find each person's supply and bring everyone together, *the right supply in the right place will produce increase.*

**"My job as a spiritual leader is not to try and get people to do stuff for me," he continues. "It's to help people discover what their supply is.** Once they discover that, my job is to help them find the right fit. That's where their joy is. It's a win-win, because we're adding to them, and they're adding to the fruitfulness of the Body.

"When I teach on partnership or membership in the church, I say, 'If God has led you to this church, then you have a supply to bring to the vision of this church.' It's then the job of the church member to say, 'Since I'm assigned to this vision, what is the supply I have to bring?' Often, though, leadership hasn't made room for that. A lot of people come to church wanting to do something, but there's not a pipeline designed to help get them in their place."

Matt says that path needs to be much more milestone-oriented than certificate-oriented. "Some churches have people go through seven classes of this and 10 classes of that and think they're ready," he says. "But that's not the case. The foundational teaching *does* help, but there needs to be a one-on-one discipleship aspect to help *train* people."

### A New Culture

The Beemers do that kind of training within their team setting. "That means the team leader's primary responsibility is not to *do* the work, but to be one who disciples others," Matt explains.

Matt and Julie proved this culture in England and started it from the beginning in Nigeria. Now, they have six paid staff members and each of those have a total of about 40 people under them whom they're constantly developing.





“I spent the first three or four months in Nigeria just teaching our team that *they* own this and *they* are the ones who are to disciple others,” says Matt. “Normally in Nigeria, someone gets paid to do a job. But with us, they’re being paid to disciple others *first*, not to be the doer. So their job is to recruit, equip, train, develop, disciple, and mobilize.”

Matt says in this culture, a team member can tell the leader when too much is being asked of them. “Then there’s a negotiation of, ‘If you want me to do that, which of my priorities do you want me to change?’”

“That’s a completely different mindset for Nigerians—and really, for many Americans,” Matt continues. “They normally would have to say, ‘Yes, sir’ or ‘Yes, ma’am,’ even though there’s no way they could get it done. Then they fail to do it and either incur the wrath of the leader or get fired.” Experiences like that have caused many people to quit a team, or quit the ministry of helps.

## Training

How do the Beemers train their team to think in these terms? “I’m in touch with them all the time,” says Matt. “But I’m also always trying to put them in positions where they can gain more understanding. **I’m not the sole source of everything they need to know. I try to be a connector to resources.**”

Matt sends team members to other Rhema campuses and *Winter Bible Seminar*. He uses other resources such as Tony Cooke’s *In Search of Timothy* curriculum and Dean Radke’s conferences.

When someone new joins the team, Matt requires them to begin duplicating themselves. “I’ve had people who are incredibly talented as individuals—and those are usually the hardest ones because they can do so much. I tell them, ‘Right now, you can do everything I need you to do. Two years from now, the ministry will have grown substantially and you won’t be able to do it. Doing everything yourself is unsustainable.’”

What prevents leaders from leading this way? “Trust is the biggest issue,” says Matt. “**No matter how many times you’re burned, you still have to trust.** Jesus trusts us continually—no matter how many times we’ve burned Him. And Jesus was perfect as a leader, but He had people on His team who really messed up.

“Know ahead of time that people are going to let you down, but trust them anyway.”

## One Great Team-Building Principle

### Julie adds:

“On a smaller team-building level, I always like to follow this principle: never do anything alone—no matter what it is. Sunday School teachers, if you’re doing it alone you’re not training someone. But if you find someone to do it with you, then you’re building a team! Find someone who isn’t doing something and ask them to help.”

### ✓ Connections says:

Besides building your team, this is what attaches people to church—belonging and being needed.

## Did you know?

You can access all past issues of *Connections* at [rhema.org/alumni/connections](http://rhema.org/alumni/connections)





## It's All About Relationship



### Shawn Collier ('84, '85)

*Shawn is the founder and president of Harvest Time Ministries, a Christian boarding school for teenage girls in Clayton, Alabama, and pastor of Harvest Time Church. [harvesttimeministriesinc.org](http://harvesttimeministriesinc.org)*

**F**or Shawn Collier, building a team is all about relationship—whether it's for a church, a school, or any other kind of ministry, and whether you're building from within or hiring someone from the outside.

“One of the first things to developing *anyone* is having a true, honest love for them,” she says. “It's not about what they can do for you. It's about caring for them.”

Shawn looks for people's giftings like parents might do with a child. “As you watch someone and pray for them,” she explains, “God will begin to reveal things. Put them in different areas to see what their passion is, what they talk about, or what they excel at. Find out what *they* think they excel at.”

### Training

When she spots someone (already in her church or at the boarding school) who might fit well on her staff, Shawn follows a certain process. “First, I pray—and I don't tell them. Then we begin to develop them. They don't get any authority at first. They get responsibility so we can see how they handle it. And when we first start using them in an area—whether it's children's ministry, music ministry, or whatever—they're always *with* someone who's already serving.

“Sometimes a person comes along and wants to do what they're very good at. So one of the ways I develop them is to put them in an area they know nothing about! That develops dependence on God. **I don't care how good of a singer you are, if you don't depend on God, there will be no anointing and nothing will happen.**”

Shawn gives team members room to grow. “I'm looking for people who can be flexible,” she says. “I also give them permission to fail, because we all have strengths and weaknesses. If we can't learn among friends, where can we learn?”

“Too often people feel like a failure when they make a mistake. But I tell them, ‘You're going to make mistakes! You probably can't laugh at yourself at this moment, but eventually you'll learn that even though you made a mistake, you're okay.’”

### Team Work

The ministry team at Harvest meets together every other week for training and vision casting, but Shawn also casts vision daily. “I always have someone with me,” she says. “I'm telling them what I'm doing and why.”

She requires her team members to work together. “**Your first responsibility is not to be right, but to be godly,**” she says. “Second, everything you do affects another area. Pride has to be burnt out of you. Because the higher you go, the more of a servant you are.”

Shawn also promotes ownership. “I tell them that we're partners in this. One person alone can't fulfill the dream. I might have more responsibility than they do, but we're equal. I *need* them, just like they need me.

“I give them permission to disagree with me! But they have to do it respectfully, and they better have prayed first,” she laughs. “I also want them to come to me with some solutions, not just the problem. It's their responsibility, too, to come up with answers. God wants to use *them*. I cast the vision, which is about 25 percent, and they bring the 75 percent—the anointing and giftings to develop the ministry.”





# Three Key Factors to Staffing a Growing Church



## John Nuzzo ('81)

John pastors Victory Family Church in Cranberry Township, Pennsylvania. [lifeatvictory.com](http://lifeatvictory.com)

### 1. Provide clear direction.

Most pastors can articulate the direction, focus, and passion for the church they serve, and they can share it with their congregation. But most of them have failed to effectively communicate that to *their staff*. We often assume that those around us understand things which have taken us a lifetime to develop. Most conflicts that exist in the staff are a result of differing assumptions. Communication is the lifeblood of any organization, and it is the only remedy for the issue of differing assumptions.

### 2. Find the right people.

Before you ever interview a potential candidate, be sure you have the following **in writing**:

- ❖ job description
- ❖ job benefits
- ❖ top three measurable goals for the coming year
- ❖ who the person will report to
- ❖ who will report to the person
- ❖ type of person you need for the position

Form your interview questions based on what you've written.

You should also ask yourself whether the *person's* role preference and the *position's* role preference match (see below). All seven types of role preferences are needed to effectively run a church.

For example, if you need someone to oversee people or a project, you'd look for a Developer. If that project has yet to be defined, then you'd look for a Designer/Developer or a Developer/Designer. If you need a receptionist, look for a Stabilizer. You can also use this with existing staff. You may have some very good people doing jobs that cause them frustration.

### 3. Manage people with measurable and time-sensitive goals.

You should only "expect" what you "inspect." Make sure there's a weekly or biweekly meeting between the staff member and the person to whom they report. Create a team report and ask the following questions:

- ❖ What are the top three things that you need from me to proceed with your goals?
- ❖ What problems are you encountering in reaching your goals?
- ❖ What are you planning to do this week, this month, and in the next six months specifically to reach your goals?
- ❖ Who are you presently mentoring? Update me on their progress.
- ❖ How would you rate your personal happiness on a scale of one to 10?
- ❖ What can I be praying for you about—in your ministry or personal life?

Keep a copy of each report and start a binder for each employee. This will create a clear and concise record of each employee's efforts. This will help both you and your staff determine if their efforts are productive. Remember to insist that they are honest and thorough in their answers.

#### Try this at your next staff meeting.

Ask each person to write down the top three things that define the focus, passion, and vision of your church. Then have them write down the top three things they're doing that week to move toward fulfilling the vision. You may be surprised at their answers. How can someone fulfill a vision they haven't yet embraced or understood? What does a "win" look like? Can you *and* those on your staff clearly articulate the intended outcome for their position?



#### Role Preferences

- Designer**—Sees the big picture, thinks in headlines, finds details difficult. Great leader, but a poor manager.
- Designer/Developer**—Leans more heavily toward the Designer.
- Developer/Designer**—Leans more heavily toward the Developer.
- Developer**—Can take a defined project and add the skin and bones to it. Can stay focused three to five years on a project or function. Moderate leader, but a good manager.
- Developer/Stabilizer**—Leans more heavily toward the Developer.
- Stabilizer/Developer**—Leans more heavily toward the Stabilizer.
- Stabilizer**—Can stay with a task for years and years. Poor leader, but a fantastic task person.

For more info see *Masterplanning* by Bobb Beihl.



## Building a Team in a Department— Using Mostly Volunteers

**Leigh Ann Soesbee ('85, '86)** is Coordinator of the Prayer and Healing Center at Rhema Bible Church. She leads about 450 volunteers who serve as healing technicians, prayer line workers, prayer and healing school ushers and musicians, and prayer group members.

**L**eigh Ann Soesbee recruits, trains, and oversees more volunteers than most of us can probably even fathom—yet she's not the leader of the ministry she works for.

"I'm under Pastor and Mrs. Hagin. They've delegated this place to me," she explains. "So in everything I do, I'm continually asking myself, 'how would they want it done?'"

Leigh Ann keeps all these volunteers motivated and committed by sharing her heart. "In serving the Hagins, I'm constantly thinking, 'how am I going to get their heart in this situation?' In order for someone to get your heart, you have to share your heart. So I pour my heart into the volunteers because they're an extension of me. **If I don't pour the vision into them, they're not going to carry the vision.**"

These volunteers feel like one of the family. "I care about them and communicate with them," says Leigh Ann. "I have relationships with them. I think one reason our volunteers want to stay around is that it's an environment with a family feel, yet there's respect for one another.

"Someone asked me, 'How do you get them to serve you like they do?' and I was dumbfounded. It's not my goal to get them to serve me! My answer is: I love them. I pour into them who they are in Christ. I value the gift that they are, and I talk to them about the call of God on their lives. I let them know I believe in them."

The Prayer and Healing Center teams have regular meetings together, and every volunteer is trained. "When I interview them, I don't do all the talking," says Leigh Ann. "I listen to *their* heart. I ask them, 'Why do you want to be in healing

school?' or 'Why do you want to be on the prayer school team or in the prayer program?' Then I listen to them."

Some say that Leigh Ann over-communicates with her team. "I've always been a very straightforward leader. I would rather over-communicate so they know my heart. They don't have to worry about any gray areas with me. I tell them, 'If you think I'm having a problem with you, don't worry, you'll know it! And if there's something that you don't understand, or don't like, don't talk among the family. You come and talk to me about it.'"

Leigh Ann believes in living the Gospel. "It's all about relationship with God," she says. "Think about Jesus. He trained His disciples so they could go out. It's our responsibility to train those under us so they can carry forth the vision and run with it. As the leader, it comes from living out of *your* relationship with the Lord. How you are with Him is how the people you lead are going to follow your heart and the vision of the ministry."

### Start With a Trial Basis

Leigh Ann accepts new volunteers on a two-month trial basis. "I tell them, 'We're going to see if this is a perfect fit for you. If it is, great. If not, in two months, we'll show you some other opportunities in the church where you can possibly volunteer.'"

"I know smaller churches sometimes feel like they've got to use whoever comes to them," she adds. "But I can't say I fully agree with that. You really need to be Spirit-led in who you accept. Just because someone says they're gifted in something doesn't mean they're supposed to be serving in that capacity."

recruits, trains, and oversees  
delegate

trained

motivated and committed  
volunteers

carry the vision



**Steve Moore ('83, '84)** is Executive Pastor for **John ('81) and Michelle Nuzzo** at Victory Family Church in Cranberry Township, Pennsylvania. The church runs about 2,500 people on a weekend, with a pastoral staff of seven and a paid full-time and part-time staff of 50. [lifeatvictory.com](http://lifeatvictory.com)

**A**t Victory Family Church, Steve Moore oversees just about every staff member, volunteer, and department. Yet he, too, is not the leader of the ministry he works for.

“My primary function,” says Steve, “is to interact with Pastor John and Michelle and ensure that their heart and vision is not only communicated, but also carried out throughout the staff.”

Part of the reason this works is that Steve has known Pastor John a long time, and he knows what he likes. “We go back a long way,” Steve says. “We’re completely different personality-wise. I’m much more contemplative and process-oriented, while Pastor John is a typical visionary leader. But I understand that, and I know how he’s going to view things. Plus, we just have a good relationship, so we can be very honest with each other.”

Steve readily admits that this kind of structure may not work in other churches. “If the senior pastor isn’t secure enough to let people be honest with him, it’s going to fall apart,” he says. “Insecure senior pastors view honesty from subordinates as, ‘You’re not being a team player,’ or ‘You’re being disloyal to me.’ What they’re saying is, ‘You should agree with everything I say, and if not, I don’t trust you.’”

## The Team

One of the main ways that Pastor John leans on Steve is to depend on him to interact with the staff. “There aren’t too many areas of the church that I haven’t worked in or supervised,” Steve says, “so I have a pretty broad context of all the areas of ministry. That enables me to be a coach and a problem solver.”

The staff meets weekly, led once a month by Steve, once a month by Pastor John, and then by other leaders. These meetings address both spiritual principles and team-building strategies.

“We really focus on building teams and working through others,” says Steve. “We instruct our leaders to identify people they can invest their lives into, so no one is doing ministry alone. **We all need to duplicate ourselves.**”

Steve and his wife, **Dana ('83)**, once pastored a small church themselves, so they understand that at first pastors do everything. “But as the

church grows, you can’t be everywhere and do everything,” he says. “When you grow to hundreds and thousands, the staff really becomes key, because they have to be able to communicate to the people around them and build teams. Then they need to be the cheerleader, the coach, and the inspirer for that team.”

## Training

Each area of ministry does its own training—accomplished in a variety of different ways (see below). “On-the-job training is the most effective,” says Steve. “We don’t just send someone to a class and talk about being an usher, although that has value. We also get them involved in *doing* it and learning hands-on.”

Steve oversees each department indirectly, through the staff that reports to him. “On a weekend I just walk around,” he says. “The objective as a leader is to get your area covered so you can observe. **Because if you’re not in a position to observe, you’ll never get better.** You’ll never be able to train people, because all you can see is the work. So we really emphasize to our leaders, ‘You need to be *out* of the classroom or *out* of the auditorium (whatever ministry they’re in) so you can coach the people you’re over.’”

In the end, Steve gives much of the credit for success to the senior pastor. “If a senior pastor is really serious about developing the staff, he or she has to be growing as well,” he says. “The senior pastor also needs to be willing to have relationships with the staff. The pastor has to trust them and invest in them.”

## Steve’s On-the-Job Training Examples

**Prayer partners.** “We have prayer partners who go down front at the end of service to pray with people who come forward. If someone is training to be a prayer partner, they first go through four classes. But once they’ve done that, they’re assigned to a mentor (someone who’s been a prayer partner for a while). Then at the end of a service, they go down front with their mentor. At first they listen while the mentor prays with someone. Then they switch roles.”

**Children’s ministry.** “Parents are asked to help out in a classroom once in a while. Then the leaders in that class start talking to them about a next step. They might say, ‘Hey, would you be interested in doing this?’ There is some training for them, but they start out by *doing*.” (Note: Victory Family Church does a background check on every parent who gets involved.)





## Jesus' Team-Building Strategy

Jesus used grace and love to transform disciples into sturdy Christians who became key members of the start-up team of the Early Church.

Today's corporate leadership models more often include things like manipulation, hunger for power, control, and seniority as the qualities they most desire in their team. But Jesus had the remedy for all these extremes. Whenever His disciples asked about power, position, or privilege, He talked to them about *servanthood*.



Every person wants their life to count for something. Jesus appealed to that desire by shaping His disciple's talents, backgrounds, and experiences into a force for the Gospel. He showed them who they were and gave them a vision of what they could become. He not only showed them how to *do* ministry, but He also explained the "why" of ministry. He even told them they would do greater works than He had done! And it worked.

The Book of Acts shows us a church that went from 12 to 120 and then to thousands. Over time, the organizational structure changed to accommodate growth, but the spiritual qualifications didn't change. These qualifications are stated concisely and clearly in Acts chapter 6. It's a list that includes common sense, faith, a good reputation, and being filled with the Holy Spirit.

Jesus drew people with truth, grace, sacrifice, selflessness, and service. His self-giving love attracted people; His warmth drew them like a magnet. Like every generation for 2,000 years, getting truly close to Jesus produces servanthood.



### 13 Ways to Replicate Jesus' Team-Building Strategy

1. Have a yearly lay-leadership development retreat.
2. Put lay-leadership development on the regular agenda.
3. Preach lay-leadership development.
4. Speak often from the pulpit about how God is shaping you as a Christian leader.
5. Give leadership books to your team (*see resources on page 16*).
6. Email regular leadership quotes or articles to your team for encouragement.
7. Spend time with your inner circle sharing ideas, programs, and dreams.
8. See people's potential, and keep bringing it up (to them and others).
9. Have personal chats with team members. Train, mentor, and ask for support.
10. Remind people often of the personal growth benefits of Christian service.
11. Use every conversation and ministry event to develop your team.
12. Grow your own soul as you develop others (and let them know about it).
13. Emphasize synergism and ownership. (In synergism, individuals interact and work together in such a way that the total effect is greater than the sum of the individual effects.)

There's a difference between *recruiting* people and *developing* people.

### 3 Tips for Developing Leaders

1. **Train them; don't just teach them.** In teaching people you tell them what to do. Training gives them the skills they need to do it. It doesn't just provide the knowledge; it gives them time to practice and get better, and addresses the specifics. Training sets leaders up to succeed, whereas teaching alone can leave them floundering.
2. **Write it down!** You want a clearly articulated ministry vision, strategy, and maybe even value set in writing. But go beyond that. Create a position description for every volunteer that clearly outlines what to do.
3. **Mentor some.** You can't mentor everyone, or hundreds at once. But you can commit to mentoring a handful of leaders at a time. Always have a half-dozen people you're personally building and helping to grow as leaders. Share life together around a common cause. In the process, you impart the DNA of your ministry, but you also help them grow as people.



Appreciate

## 5 Keys to Empowering Your Team

### 1. Appreciate Uniqueness

Jesus chose disciples who were very different in their personalities, perspectives, and backgrounds. Peter was a hot reactor—a talk-before-you-think character. John had a burn-up-the-village mentality, but was later called the beloved. Matthew was a hated tax collector. Thomas doubted. Andrew was a behind-the-scenes coordinator and evangelist.

Each one had a separate, important function. Together they made up a team with complementary abilities that impacted their world for the Gospel. This is a clear demonstration that Jesus highly values individuals.

Differences make the church strong, healthy, and effective. Team members don't all have to think alike. The purpose of a *team* is to make strengths effective and weaknesses irrelevant.

### 2. Always Be Training

Jesus was always developing the potential of His team members. As they did ministry together, He constantly taught them how to live, how to relate to each other, and how to win the world.

He talked with them, prayed with them, affirmed them, warned them, and challenged them. He cared for them and trusted them. He shaped their perspective and strengthened their souls. They saw how He loved people—on hill-sides, roadways, and seashores. As they traveled together, Jesus drilled them on the fundamentals of love, forgiveness, transformation, dependence on God, and holy living.

### 3. Inspire With Purpose

People want their lives to have meaning—they want them to count for something. Jesus gave that to believers. He said, "I have come that they may have life, and have it to the full" (John 10:10). He developed His disciples into authentic, wholesome Christians, and thereby prepared them to establish the Early Church. He showed them *agape* love. He gave them opportunities to grow, test their talents, succeed, make mistakes, and even embarrass themselves. He seemed willing to do almost anything to help them succeed.

### 4. Expect Conflicts

Because the Gospel asks people to change, that can cause resistance, which produces conflict. So leaders must make sure conflict is rooted in the Gospel instead of their opinion or strong need to control.

Conflict caused by the demands of the Gospel should be welcomed and resolved. The objective is to manage conflict so it is creative and useful, not destructive. People should be free to stand up for what they believe—provided they do so in humility and with respect for others.

### 5. Emphasize Love

In the local church, and especially among decision makers, most issues revolve around human relationships. Part of the process Jesus used to get His disciples ready for His departure was to show them how to love each other and to love Him better. He taught them that love is the main ingredient of everything the church does:

- ♥ Love connects people to the Lord.
- ♥ Love is the motivating force in every effective church.
- ♥ Love overlooks faults and failures.
- ♥ Love treats others the way we want to be treated.
- ♥ Love attracts people to the Lord.
- ♥ Love is the distinctive characteristic of the New Testament Church.

Words like **relationship, family, belonging, home, fellowship, community, teamwork, communion, acceptance, and togetherness** must be the everyday language of an effective church. The church must love what the Lord loves . . . *everyone*—without exception. It must accept the love of the Father as a guide for living. It must love the Lord, His people, and His world.



Inspire!

"When choosing people to be part of your team, be sure to observe how those candidates get along with other people."

—Rick Renner

TIPS

# RBTC/RBC UPDATE

## Exciting Changes at RBTC

To offer students the best possible training, RBTC is introducing some exciting changes. In addition to our traditional two-year program—which offers one year of foundational courses and one year of specialty courses—we are now offering a two-year core program.

- This new program is designed to give students an even stronger foundation in the Word and in the basic truths Rhema has always held dear. It also allows us to offer students the option of January enrollment along with the traditional September enrollment.

- Students who complete either the traditional program or the new two-year core program and desire further specialized training can choose from among the following third- (and even fourth-) year programs:

- ▶ Rhema School of Pastoral Ministry
- ▶ Rhema School of Worship
- ▶ Rhema School of World Missions
- ▶ Rhema School of Student Ministries (youth and children)
- ▶ Rhema School of Helps Ministry
- ▶ Rhema School of Itinerant Ministry (any traveling-type ministry)
- ▶ Rhema School of Biblical Studies
- ▶ Rhema General Extended Studies

If you'd like to support your alma mater financially during this exciting season of growth, visit [rhema.org/RBTCupdate](http://rhema.org/RBTCupdate) today!

## RBTC Now Accredited

On July 1, 2013, RBTC was accredited by Transworld Accrediting Commission International. Dean Tad Gregurich says, "Accreditation with TACI solidifies the integrity of our curriculum and program while verifying that RBTC is held in high regard by crediting institutions in the Religious Exempt field."

Transworld does not place restrictions on Rhema's Spirit-filled curriculum or on instructor qualifications. Plus, the accreditation is retroactive to all graduates.

Transworld has served the Christian education community for over 30 years. It is a federally recognized, nonprofit church educational organization. Transworld's philosophy is to demonstrate accountability to the consuming public for education obtained in nontraditional evangelical educational institutions.

Transworld oversees more than 140 member institutions. These include schools, seminaries, universities, colleges, and institutes in the United States and abroad. Transworld Accrediting provides documented evidence of compliance with standards of structure and governance, material resources, policies, faculty, and curriculum. The organization's overall purpose is to promote academic excellence and accountability.

For more information, visit

[TransworldAccrediting.com](http://TransworldAccrediting.com).

## Rhema Continues to Increase

In the Spring/Summer 2012 issue of *Connections* there were 118 RBTC campuses worldwide. At the time of this writing, there are 175!



## Special Commemorative Print Honoring Kenneth E. Hagin's Legacy

### *In His Presence*

Kenneth and Oretha Hagin ran their race; they finished their course with joy. But the legacy of faith and love they left behind still impacts countless lives today. Their unforgettable stories, eye-opening teachings, and unwavering faithfulness to God are an inspiration to us all.

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# Resources

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## Great Reads:

- 🌸 *Masterplanning* by Bobb Biehl. Have one planning process for your whole team
- 🌸 *The Way of the Shepherd* by Kevin Leman & William Pentak. Secrets to managing productive people
- 🌸 *Simple Church* by Thom Rainer & Eric Geiger. God's process for making disciples
- 🌸 *The Five Dysfunctions of a Team* by Patrick Lencioni. How to unite your team
- 🌸 *Crucial Conversations* by Kerry Patterson. Tools for talking when stakes are high
- 🌸 *Staff Your Church for Growth* by Gary L. McIntosh. How a church should add to its staff
- 🌸 *Strength Finders 2.0* by Tom Rath. Hundreds of strategies for assessing and applying your strengths, and those of others.
- 🌸 *Personality Plus at Work* by Florence Littauer. How to work successfully with anyone.
- 🌸 *Wired That Way* by Marita Littauer. A comprehensive guide to personality types that helps you understand and be understood.



## Great Websites:



**ChurchSimple.net** Empowering churches to thrive

**ChurchLeadershipDevelopment.com** Team-building for your staff, elders, and other church leaders

**Transform-Coach.com** Discipleship, leadership coaching, and community impact

**TonyMorganLive.com** Helps churches get unstuck and make a bigger impact

**ChurchVolunteerCentral.com** Equipping people to follow their calling

**ChurchPlantingMovements.com** Lots of info about planting churches

**Bobbiehl.com** Wisdom tools for church leadership

### Article on the Web:

"5 Techniques to Build Strong Volunteer Teams" [Goo.gl/OdtWr5](http://Goo.gl/OdtWr5)

## Some Personality Inventories

**Personality Plus.** Florence Littauer (Choleric, Melancholy, Sanguine, Phlegmatic)  
[classservices.com/FlorenceLittauer.html](http://classservices.com/FlorenceLittauer.html)

**Myers-Briggs.** (Introvert/Extrovert, Sensing/Intuition, Thinking/Feeling, Judging/Perceiving) [myersbriggs.org](http://myersbriggs.org)

**DISC.** (Dominance, Influencing of Others, Steadiness, Cautiousness/Compliance) [discprofile.com](http://discprofile.com)

**Animals.** Gary Smalley (Lion, Otter, Golden Retriever, Beaver) [smalley.cc/images/Personality-Test1.pdf](http://smalley.cc/images/Personality-Test1.pdf)

**Discover Your God-Given Gifts.** (Don and Katie Fortune. Perceiver, Server, Teacher, Giver, Exhorter, etc.)  
[heart2heart.org](http://heart2heart.org)

## Some spiritual gifts tests:

Spiritual Gifts Test with automatic analysis. [kodachrome.org/spiritgift/](http://kodachrome.org/spiritgift/)

Team Ministry Spiritual Gifts Inventory. [goo.gl/tF410](http://goo.gl/tF410)

Tests for youth and adults. [SpiritualGiftsTest.com/spiritual-gifts](http://SpiritualGiftsTest.com/spiritual-gifts)

Spiritual Gifts Survey from Lifeway Christian Resources. [goo.gl/kK5ft](http://goo.gl/kK5ft)  
(scroll down)





“Team building  
is an art,  
not a science.”

—Matt Steen

churchsimple.net



### \*Autocratic:

When one  
person rules  
with unlimited  
authority or  
undisputed  
power.

We asked some of your fellow grads about team-building strategies . . .

## Team-Based Leadership

### ▶ Mitch Horton ('81)

transitioned from autocratic\* leadership to a **team-based leadership style** about four years ago. *Connections* asked him about it:



#### Q. What made you decide to change leadership styles, and when did you start?

A. I started about four years ago with our 13 paid staff members. Half were under 35; half were over 35. The younger staff needed to feel like they were a part of the process, not just following directions. The knowledge base available to everyone is different today because of the Internet and ease of communication. None of us is as smart as all of us! I needed the input of my younger staff to help me connect and reach the younger generation.

#### Q. How did you do it? What resources helped?

A. I have a ministry friend I used as a consultant. He met with all of us for two days about every six weeks. He has a degree in counseling, and we all took the DISC personality test as he administered it (see Resources on page 16). This helped us understand each other's drives and motivations. We went through the book *The Five Dysfunctions of a Team* together with the consultant. He met with me individually to deal with my personal “blind spots”—areas of insecurity that hindered me from trusting others fully. We also went through the book *Crucial Conversations* together to learn how to communicate when: 1. the stakes are high, 2. opinions vary, and 3. emotions are strong. I highly recommend it!

#### Q. How has it been going? What are some specific results?

A. In about three years' time, we made the transition from autocratic leadership to a team approach. The process was messy. All sorts of attitudes emerged. The older staff initially resisted the idea, while the younger ones embraced it. It was challenging for each team member to communicate effectively and understand that **dissenting opinions are not the same as insubordination**. The biggest hurdle for each team member was learning to trust me, the formerly strong-willed autocratic leader. Now each member is valued and free to offer views and opinions. We're working together as a team with the vision God has given us. Finally, we are really having fun!

#### Q. What kinds of specific personal changes did you have to make?

A. I had to relearn the art of listening closely to others and valuing their opinions. For me, keeping my strong opinions about everything to myself was my greatest personal hurdle. I could not have done this without an outside consultant. I had to confront my fear-based control issues. That was hard. I had to deal with personal pride rooted in being in ministry for 31 years. It had kept me from opening my heart to the suggestions of team members who were decades younger than me. I was urged by my consultant/coach to address weaknesses inherent in my personality type. These “blind spots” were some of the most difficult issues I've had to overcome in my entire life! My coach is still helping me walk through my blind spots. He's leading me in each one through *unconscious incompetence*, *conscious incompetence*, *conscious competence*, and finally *unconscious competence*. I'm still a work in progress.

**ABOUT . . .** Mitch Horton and his wife, **Susan (also '81)**, pastor Victory Church in Raleigh, North Carolina. [victorychurch.nu](http://victorychurch.nu)

## Recruiting Volunteers Intentionally

### ▶ Ryan Lamberson

is Church Administrator at Word of Life Church in Flowood, Mississippi, where they've seen a marked **increase in volunteerism** since they became intentional about it. Here are some questions *Connections* asked:



#### Q. *How do you recruit volunteers?*

**A.** Through our departments. One of the main responsibilities of each department head or leader is to actively recruit volunteers. We cover this often in our monthly department head meetings. At the beginning of the year, each leader sets a recruitment goal, and then throughout the year we follow up with them to make sure their department is growing.

#### Q. *So how do your leaders and department heads specifically do recruiting?*

**A.** They watch for unconnected people, approach them, and personally invite them to be a part of that particular team. If the unconnected person accepts, we have a multipurpose Connection card they fill out. They check a box indicating they're interested in serving, and the card goes to the guy who oversees our membership process. He follows up with them to get them through our Connection classes (see box below) if they haven't been through them already.

#### Connection Classes—A Track for Volunteers

Word of Life Church sends those interested in volunteering through four classes:

- 1) **Membership.** This connects them to the vision and purpose of the church.
- 2) **Spiritual Health.** This class gives them the right tools to be spiritually healthy.
- 3) **Discover Gifts.** These sessions help them find out what they're good at. We won't put them in an area unless their personality and skills would be a good fit. We use personality profiles like DISC, as well as a spiritual gifts assessment, in order to get people serving in their passion (see Resources on page 16).
- 4) **Test Drive.** During this class they spend some time in a department. They see if it feels right and if they like it before we go any further with training. If it's a fit, then they complete that department's specific training. (Each department trains differently. In children's ministry, for example, they might just get plugged into the schedule and shadow someone for a while. In the media area they get hands-on technical training.)

#### Q. *What do you think has caused an increase in volunteerism at your church?*

**A.** Having one systematic approach (see box) versus several ways to recruit. Focus brings results. And we're intentional about it. We train our department heads and leaders to always be recruiting, and then we have a track for recruits to follow.

#### Q. *How do you get volunteers to stay?*

**A.** By investing in them. Each department has leaders who are responsible for investing in volunteers in two ways. First, they invest in them spiritually. That can be through calling them once a month, praying with them, or sending them a weekly devotional. Second, the leaders make sure they tell volunteers they are grateful for their service, and they connect with them when they're at church. Basically this means being personable with them face-to-face, asking about their family, and showing that we care.

#### Q. *What have you been doing to develop leaders?*

**A.** We have a leadership team structure that each department within the church uses. It's made up of about five leadership positions we feel are most important to the health of a team. Since we know the leadership needs for each team, we focus more than anything else on finding the right "whos" to fill the positions. Then once a month we teach them leadership principles and people skills, and we remind them why they're doing what they do.

#### Q. *What have you learned personally about developing your own leadership skills?*

**A.** The job never ends. When you stop growing, so does whatever you lead.

**About ...** Ryan Lamberson has overall responsibility for the volunteer recruitment program for **Pastor Joel Sims ('02)** at Word of Life Church. [TheLife.cc](http://TheLife.cc)





## Team-Based Leadership

### ▶ Camilo Bedoya ('95, '96)

has changed his church's culture by developing a **team-based leadership style**. Here are the questions *Connections* asked him:



#### **Q. What made you decide to change your church's leadership style?**

**A.** Realizing that I cannot reach new levels doing the same patterns that worked to reach our present level. New levels demand new ways of thought and application.



#### **Q. Specifically, what have you done to change your culture and develop teams?**

**A.** The vision the Lord gave us was to raise up leaders who would transform their communities. That means we can't just raise followers, starting with my staff. Empowerment is crucial. We are changing the thought of what kind of leaders we are developing:

- A.** Influencers
- B.** Leaders of leaders
- C.** Equippers of leaders

**We are concentrating on moving our people from a survival mentality to success to finding significance in God's purpose.** It's Jesus' pattern, and it starts with me. Then it moves to my inner circle and outward from there. Many times as pastors we are in survival mode, but we need to move to significance.

#### **Q. What has been the result?**

**A.** We are witnessing leaders of leaders emerging with a vision not just to wait for Heaven but to bring Heaven down to earth. Doctors praying for patients in their offices, witnessing miracles, and training and influencing their peers. Government authorities legislating according to God's Word. Judges understanding that their purpose is higher than a job at court. Teachers taking their places to transform new generations.

#### **Q. What advice can you give fellow grads in leadership positions?**

**A.** That our God is a conqueror. It's imperative that we change our vision of maintaining and move toward one of conquering and transforming. Until Jesus returns, we are called to change our environment with our influence, and not just for us. God's purpose is still to bless us to be blessings so that all the nations (families) of the earth can be blessed.

**As leaders we must have this attitude, not just a mentality of escapism waiting only to go to Heaven.** That's our eternal destiny, but what we do here and how we do it matters.

**ABOUT ...** Camilo Bedoya is pastor of Iglesia Semillas de Vida in Bogotá, Colombia. [SemillasDeVida.com](http://SemillasDeVida.com)



# Where Are They Now?

## 1983

**Ron Walicki ('83)** has been a missionary to Mexico since 1985. He plants churches, holds revivals and tent crusades, and conducts pastors meetings and believers seminars. Thousands have been saved, healed, and set free under his ministry. [RonWalickiMinistries.com](http://RonWalickiMinistries.com)



## 1988

**Darrell Alexander ('87, '88)** and his wife, Donnia, currently live and minister in Lima, Peru. Darrell has served as the Director of Rhema Bolivia and now works for Rhema Peru with **Jim ('79, '80)** and Faye **Andrews**. He teaches and also serves as coordinator of the 15 Rhema Peru extension schools located throughout Peru, Chile, and Spain. Darrell and Donnia work with short-term missions teams and evangelism teams and help stage open-air meetings. [latinfaith.org/RHEMA\\_Peru.html](http://latinfaith.org/RHEMA_Peru.html)



## 1984



**Ron Swanson ('84)** and his wife, Bev, live in Calgary, Alberta, Canada, where he just took the position of Academic Dean at Victory Bible College. It's like a homecoming for Ron, since he started the Calgary campus in 1990. [vbci.org](http://vbci.org)

## 1985

**John Coppennoll ('84, '85)** and his wife, Debra, are now the Pastors of Open Door Fellowship in Gibbon, Nebraska.

## 1987

**James McCurdy ('86, '87)** and his wife, Letha, serve as Administrative Pastors at Alive in the Spirit Church in Byrdstown, Tennessee. [AliveInTheSpiritChurch.org](http://AliveInTheSpiritChurch.org)

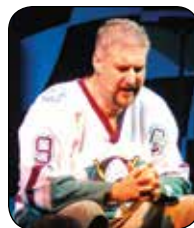
**Doug and Kristi McGhee (both '86, '87)** pastor Faith Christian Center in Cairo, Georgia, and celebrated the grand opening of their new sanctuary in April of 2013. Working beside them at the church is their ministry team of Rhema graduates: **John and Katie Capshaw (both '07, '08)**, **Michael and Kayna McGhee (both '09, '10)**, **Roy Brock ('09, '10)**, and **Jeffrey McGhee ('12, '13)**. [fcccairo.com](http://fcccairo.com)



**Sherwood Vegsund ('86, '87)** and his wife, Gloria, retired in September 2013 from Victorious Faith Church in Oregon City, Oregon, turning the church over to Jesse and Christine Tricola (see 2002). The Vegsunds pioneered the church in November of 1989 and pastored there 24 years. Now they plan to work with several missions outreaches and continue broadcasting daily on EBN Television Manila. [VictoriousFaith.net](http://VictoriousFaith.net)



## 1989



**Jerry Moyer ('88, '89)** and his wife, Candy, stepped down from their Children's Pastor position at RiverSong Church in Springfield, Ohio, in March 2013 to go back on the road full time as children's evangelists. Since then they've traveled over 26,000 miles, ministered in 29 churches in 16 states, and seen over 1,200 people born again. [JubileeGang.com](http://JubileeGang.com)

**David and Jewel Olvera (both '88, '89)** are active in helps ministry at The Lord's Church in Asheville, North Carolina, and as traveling ministers. Jewel has written several books, and some have been translated into other languages. [ResurrectionMinistries.moonfruit.com](http://ResurrectionMinistries.moonfruit.com)



## 1990



**Stephen and Candy La Flora (both '89, '90)** are the new pastors of Maranatha Church in Chicago, Illinois. [MaranathaFamilyChurch.org](http://MaranathaFamilyChurch.org)

## 1994

**Anita (Campanella '93, '94) Orr** married Pastor Jerry Orr in 2012. She had been traveling as an itinerant minister since 1994, and now they pastor together at Evangelistic Tabernacle in Bryson City, North Carolina, the church that Jerry's parents pioneered.





## 1998



**Christian ('97, '98) and Alisha ('02, '03) Damron** are both employed at Rhema Bible Church in Broken Arrow, Oklahoma. Christian is Director of Rhema Student Housing and is also an usher; Alisha is an instructor at RBTC and the Director of the Rhema

Child Development Center. They have two daughters: Mckenzie, 9, and Reagan, 6.

## 1999

**John Withington ('98, '99)** and his wife, Naomi, welcomed their new daughter, Faith Leishiwon, born July 16 in Guwahati, India, weighing 6 pounds, 3 ounces. She joins her brothers Caleb and Joel and her sister Lynn. John has been a missionary in northeast India since 2000. He and Naomi run a church and an orphanage and will soon start a Bible school. [eifaith.org](http://eifaith.org)



## 2000



**Jim Dunn ('99, '00)**, his wife, Mary Jane, and their three children lived for 10 years in Atlanta, where the Dunns served on a church staff and led missions trips to Brazil. In 2008 they adopted five siblings from Brazil, and in the summer of 2009 someone gave them a 110-acre camp in the mountains of Terra Boa, Brazil. Then in September

2011 the whole family moved to Brazil as missionaries, where they've ministered to thousands of children and teenagers. [HopeAndLifeBrazil.com](http://HopeAndLifeBrazil.com)

## 2001

**James Goebel ('99, '00, '01)** and his wife, Lori, founded Faith NOW Ministries in 2010. They hold services and seminars at various churches and state prisons throughout Colorado, New Mexico, Utah, Idaho, Wyoming, Kansas, and Nebraska, as well as two services monthly at their local county jail. [FaithNOW.org](http://FaithNOW.org)



**Todd Hardaway ('99, '00, '01)** and his wife, Kelly, were married on July 28, 2012, at Lebanon Family Church in Lebanon, Missouri. **Joey Valcarcel ('02, '03)** was best man, and Pastor **Matt Flanders ('90, '91)** took part in the ceremony. The Hardaways live in Pacific, Missouri, where Todd is pastor of Rock Family Church and works at Rockwood Bank, and Kelly is a teacher at

Lonedell Elementary School. [RockFamilyChurch.net](http://RockFamilyChurch.net)

**Hope (Sims '00, '01) Lamberson** and her husband, Ryan, are on staff at Word of Life Church in Flowood, Mississippi, where Hope's brother **Joel Sims ('02)** is the pastor. Hope is pastoral secretary and Ryan was recently promoted to staff administrator. The Lambersons have two sons: Maximus, 4, and Lake, 2. [TheLife.cc](http://TheLife.cc)



## 2002



**Josh Selley ('01, '02)** recently graduated summa cum laude from Life Christian University with a bachelor's degree in pastoral ministry. He lives in Monaca, Pennsylvania, and attends Victory Family Church in Cranberry Township, pastored by **John Nuzzo ('81)**. Josh travels full-time as an itinerant minister. [JoshSelley.blogspot.com](http://JoshSelley.blogspot.com)

**Kali'i ('01, '02) and Danielle ('01, '02, '03) Stone** welcomed their new baby, Kaia Nalani, on April 7, 2013. She joins her brothers and sisters Dorian, 9, Kieran, 8, Maile, 5, and Julian, 3. The Stones live in Silt, Colorado, where they have served on the worship team and in youth ministry at New Creation Church for Pastor **Mark ('81, '82) and Tasha (Gustine '86) Bintliff**. [NewCreationChurch.org](http://NewCreationChurch.org)



**Jesse ('01, '02) and Christine (Ferris '00, '01) Tricola** were installed as Senior Pastors of Victorious Faith Church in Oregon City, Oregon, on Sept. 29, 2013, following the retirement of Founding Pastors Sherwood and Gloria Vegsund (see 1987). The Tricolos have been at the church since they graduated from RBTC, serving as young adult pastors, children's pastors, and youth pastors. They've also taken many trips overseas to countries including the Philippines, Costa Rica, Thailand, and Trinidad. [VictoriousFaith.net](http://VictoriousFaith.net)





## 2003

**Michael ('02, '03) and Schenna ('03, '04) Blaue** have both won national fitness challenges through Gold's Gym. They live and work in Broken Arrow, Oklahoma, with their two sons: Landen, 7, and Chase, 4. The Blaues recently celebrated their 10th wedding anniversary.



**Kayla (Hoover '02, '03) Kiel** and her husband, Joe, welcomed their new son, Jerred, on March 23, 2013. He weighed 7 pounds, 2 ounces and was 21 1/2 inches long. The Kiels live in Miles City, Montana, and help with the children's ministry for Pastor **Rusty ('96, '97) and Christa ('00, '01) Phalen** at Break Forth Bible Church. [BreakForthBibleChurch.com](http://BreakForthBibleChurch.com)



## 2004

**James ('03, '04) and Monica (Baker '06, '07) Satcher** live in Kennesaw, Georgia, and are founders of Satcher Evangelistic Association. They minister in Haiti and have seen over 50,000 salvations and many miracles and baptisms in the Holy Spirit. The Satchers have four children: Jameson, 5, Zoe, 4, Isaac, 2, and Monica's nephew, Jonathan Cheshire, 18. [JamesSatcher.com](http://JamesSatcher.com)



## 2007

**Tracey Arseneault ('06, '07)** founded Go Ye International Ministries and has been traveling and ministering in the U.S. and around the world since graduating from RBTC. Her home base is Kendall Park, New Jersey, and she's ministered in over 40 countries, including Colombia, Peru, Nicaragua, Panama, Ukraine, Ireland, Netherlands, Kenya, Ethiopia, Togo, and India. [GoYeMin.org](http://GoYeMin.org)



**Jon ('93, '07) and Kimberly ('06, '07) Slusser** welcomed their new son, Luke Aaron Michael, on July 31, 2013. He weighed 7 pounds, 15 ounces and joins big sisters Ellianna, 5, and Madeleine, 2. The Slussers worked as missionaries in Botswana, Africa, for two years and now live in Lancaster, Pennsylvania, where they serve Pastor **Sam and Sherlyn Smucker ('77)** at The Worship Center. Jon works in business and finance, and Kim is a pediatrician.



## 2010

**Joe Bevelacqua ('06, '10)**, together with his wife, Erikiyah, is the lead pastor at a new church plant in Grand Rapids, Michigan, with several other Rhema grads: **Colby ('09, '10) and Heidi (Couturier '10, '11) Cullum, Abe Blobaum ('09, '10), and Shannon Hogan ('09, '10, '11)**. They held their first service on September 22 with 203 in attendance. Sixteen people were saved. [NewChapel.com](http://NewChapel.com)

## 2011



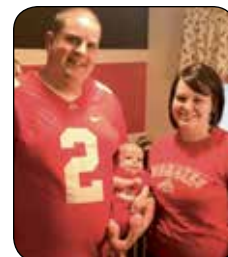
**Joab and Amanda (Page) Fischer (both '10, '11)** welcomed their baby son, Jayven Bradley, on October 5, 2013, weighing 8 pounds, 5 ounces. The Fischers live in Hong Kong and serve there as associate pastors for Joab's parents, **Steve and Sharmin Fisher (both '97, '98)** at Faith Family Church. [FaithFamilyHK.com](http://FaithFamilyHK.com)

## Brodie ('10, '11) and Meghan (Jones '11, '12) Hock

were married in Kalamazoo, Michigan, on July 6, 2013. The bride's father, **Jeff Jones ('87, '88)** performed the ceremony. The Hocks are both on staff at Valley Family Church in Kalamazoo, where her parents, Jeff and **Beth Jones ('85, '86)**, are the pastors. [ValleyFamilyChurch.org](http://ValleyFamilyChurch.org)



**Joshua Ring ('06, '11)** and his wife, Tara, welcomed their new son, Gavin Elijah Ring, on May 14, 2013, weighing 7 pounds, 1 ounce. The Rings live in Broken Arrow and work at Christ's Church of Owasso, where Josh is full-time Student Ministries Pastor and Associate Pastor, and Tara is the Administrative Assistant. [ChristsChurchOwasso.org](http://ChristsChurchOwasso.org)



Send your updates and photos to us at [rmai@rhema.org](mailto:rmai@rhema.org)





**Christa Shoemaker ('10, '11)** married Shawn Bullinger on March 23, 2013, in a castle near Newtownbutler, County Fermanagh, Northern Ireland. The Bullingers live and work in Tulsa and are both learning Japanese in hopes of moving to Japan.



## 2012



**Michael ('11, '12) and Katy (Westberg '08, '09) Caple** have recently moved to Claremore, Oklahoma, where they are Youth Pastors at Cedar Point Church for Pastor **Rick Burke ('81, '82)**.  
[CedarPointChurchOnline.com](http://CedarPointChurchOnline.com)

**Clyde ('11, '12) and Tami ('11, '12, '13) Vandergriff** have moved to Crockett, Texas, where they work at Torchlight Community Church and Academy. Clyde is one of the Associate Pastors and Outreach Ministry Director, and also one of the Supervisors for the Academy. Tami is the Music Director for the Church and the Academy. [TorchlightCC.org](http://TorchlightCC.org)



## 2013



**Jeremy ('11, '12, '13) and Rebecca (Carlisle '08, '09, '12) Brittain** were married on July 20, 2013 in Vallient, Oklahoma. They live in Tulsa where Jeremy works as a maintenance engineer

for a local hotel and Rebecca is a home health nurse. They attend Rhema Bible Church where Jeremy is an usher, Rebecca volunteers in the bookstore, and they are leaders for the ROCK Addiction Recovery program.

**Andrew and Kandyse (Fee) Carter (both '12, '13)** were married on June 16, 2013, in Kettering, Ohio. The Carters currently live and work in Broken Arrow, Oklahoma, and attend Rhema Bible Church. They are seeking God for their next step in ministry.



### European and African Rhema Directors Meeting

in Verona, Italy, October 3 and 4.

**1st row from left to right:** Philippe Boulanger, John and Laura Madan, Tom and Michele Wieber, Robert and Irmis Tomaschek, Anna-Carolina Shreve, Amanda and Tad Gregurich, John and Michelle Grunewald, Monika Wagner, Michela Santaterra, Connie and Mauro Girgenti, Laura Girgenti, Enza Di Giovanni, Tanya Kuts, Silvana Gasterstaedt

**2nd row from left to right:** Rebecca Boulanger, Lori Bouldin, Marina Cabral, Susan Fletcher, Kauren and Daniel Ndede, Ike Cool, Ken Taylor, Bruna Guri, Adrienne Jensen, Judy and Fred Lambert, Carolyn and Timothy Clark

**3rd row from left to right:** Claire Schneider, Lonnie Bouldin, Gleison Cabral, Kevin Fletcher, Olusogo Joseph Adetomiwa, Tokunbo Adejuwon, Ruth Francois, Rick Martin, Spyros Voulgaris, Barry Jensen, Sayonara Almeida, Rebeka Almeida, Graziella Lotito

**4th row from left to right:** Yves-Alain Schneider, Taiwo Gabriel Oladipupo, Adetokunbo Ademola Adejuwon, Forrest Campbell, Giuseppe Lotito, Kimberly Linza

**Top row from left to right:** Alex Harten, Akinyemi Akinola Akinrinmade, Matt Beemer, Vidar Ligard, Cecilie and Yngve Flink, Walker and Haley Schurz, Andreas Rehkop

## HOMEGOINGS

'75.....	Billy Williams*	.....	May 3, 2012
'78.....	Robert (Bob) Croucher*	...	November 20, 2013
'79.....	Terry Whitley*	.....	October 11, 2013
'80.....	Deborah K. Matteson	.....	August 25, 2013
'80.....	Bonnie McKnight.....	.....	May 4, 2013
'82, '83.....	Harold (Bud) Wright*	.....	November 7, 2013
'83, '84.....	Jerry Gunter*	.....	October 31, 2013
'84, '85.....	Mitch Morgan.....	.....	October 18, 2013
'87, '88.....	Paul Joppe.....	.....	July 16, 2013
'89, '90.....	Robert (Bob) Patterson*..	.....	July 22, 2013
'90, '91.....	Dennis Enders.....	.....	May 25, 2013
'90, '91.....	Efrem Howard Sutton.....	.....	December 27, 2012
'92, '93.....	Brenda Cox.....	.....	September 2013
'94, '95.....	Fabian Griffiths*.....	.....	July 23, 2013
'97, '98.....	Ron Alderson.....	.....	July 26, 2013
'97.....	Jack E. Smith.....	.....	August 27, 2013
'98, '99.....	Priscilla Harley.....	.....	May 8, 2013
'00, '01, '02.....	Norma McComas.....	.....	June 4, 2013
'01, '02.....	Chuck Ladnier.....	.....	July 29, 2013
'05, '06.....	Richard Perkins.....	.....	October 2012
'10, '11.....	Martha Blessum.....	.....	September 6, 2013
'11, '12.....	Bill Allen.....	.....	October 15, 2013

\*member or former member of Rhema Ministerial Association International (RMAI)



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On the Rhema campus in Broken Arrow, Oklahoma  
[rhema.org/events](http://rhema.org/events) | **1-866-312-0972**



### WINTER BIBLE SEMINAR & RHEMA WORLDWIDE HOMECOMING

February 16-21  
[rhema.org/wbs](http://rhema.org/wbs)



### SPRING RHEMA COLLEGE WEEKEND

April 25-27  
[rhema.org/rcw](http://rhema.org/rcw)



### INTERNATIONAL RHEMA DAY

May 4  
[rhema.org/ird](http://rhema.org/ird)



### CAMPMEETING

July 20-25  
[rhema.org/cm](http://rhema.org/cm)



### KINDLE THE FLAME® WOMEN'S CONFERENCE

September 25-27  
[rhema.org/ktf](http://rhema.org/ktf)



### A CALL TO ARMS® MEN'S CONFERENCE

November 6-8  
[rhema.org/cta](http://rhema.org/cta)

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## MARCH 23-26

### WORDS OF LIFE FELLOWSHIP CHURCH

20051 NE 16TH AVE. | **NORTH MIAMI BEACH, FL** 33179  
PASTORS STAN AND GERI MOORE | (305) 653-8155  
SUN. 7:00 P.M. | MON.-WED. 10:30 A.M. & 7:30 P.M.

## APRIL 6-9

### FAITH FAMILY CHURCH

9515 BLONDO ST. | **OMAHA, NE** 68134  
PASTOR TONY AND JEANNETTE FINLEY | (402) 637-7771  
SUN. 7:00 P.M. | MON.-WED. 10:30 A.M. & 7:00 P.M.

## MAY 4-7

### SUMMIT CHURCH

2320 MAUMEE AVE. | **FORT WAYNE, IN** 46803  
PASTORS AL & CARLA JENNINGS | (260) 424-5683  
SUN. 7:00 P.M. | MON.-WED. 10:30 A.M. & 7:00 P.M.

## JUNE 8-10

### JOY CHRISTIAN CENTER

770 21ST AVE. NE | **ST. CLOUD, MN** 56304  
PASTOR BRIAN & SHELLY GOBAR | (320) 253-7819  
SUN. 7:00 P.M. | MON.-TUES. 10:30 A.M. & 7:00 P.M.

## JUNE 11-13

### GOOD NEWS FELLOWSHIP CHURCH

801 COUNTRY ROAD HH WEST | **STEVENS POINT, WI** 54481  
PASTORS MATTHEW & DEBORAH MALLEK | (715) 341-3275  
WED. 7:00 P.M. | THURS.-FRI. 10:30 A.M. & 7:00 P.M.

[rhema.org/crusades](http://rhema.org/crusades)

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