

# Connections

LINKING RHEMA GRADUATES AROUND THE WORLD

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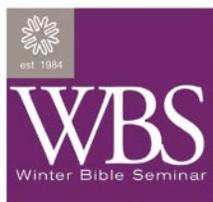
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# The Bottom Line

## True Bible Leadership

DOUG JONES | RMAI/RAA National Director

As you know, the Spring/Summer 2007 issue of *Connections* focused on the theme of “Working Together in Ministry” from the helps minister’s viewpoint. In this edition, we’re addressing this issue from the leadership’s viewpoint, and discussing how leaders can breathe health and life into their relationships with those who serve with them in ministry.

It is clear that successful leadership must be modeled on the successes and failures of the leaders found in the Old and New Testaments, for these things were written for our admonition (1 Cor. 10:11). Failure to learn from Moses, Joshua, Saul, David, Paul, and other biblical leaders will cause us to repeat their mistakes. We must never forget that all successful leadership principles must be gleaned from the Word. All seminars, lectures, and books that do not parallel the Word will do much harm to any leadership endeavor.

When the Bible speaks of leadership, it speaks of being a servant (Mark 10:42–44). Servants watch carefully those they serve to see that their needs are provided for. Notice that Jesus spent far more time pouring Himself into His disciples than He did into the public. Leaders who value those they preach to more than those who work for them will find themselves handicapped.

### Train People to Be Greater Than You

When the Bible speaks of leadership, it shows us leaders who recognize untapped abilities and who patiently mold others into productive individuals, knowing that these followers may one day surpass them. We must train our followers with the same mindset as athletes who become coaches. A good coach trains others with the intention that his students will eventually break his own records. This

progression of ever-increasing skills and success is how God intended it to be.

Jesus put it this way: “*The works that I do shall he do also; and greater works than these shall he do; because I go unto my Father*” (John 14:12). Jesus expected that we—His disciples, His sons and daughters—would do more and see more than He did.

Fathers and mothers who do not desire their child to excel and exceed what they have personally accomplished are considered selfish. In the book *Bringing Out the Best in People*, author Alan Loy McGinnis observes that the very best leaders believe the best about those under them, then reach down and pull them up beside them for a while before pushing them even higher than they themselves have gone.

I can remember one day when I was sitting with Brother Hagin and some others in his living room. He said to us, “If you boys don’t go further than I’ve gone, I’ll kick you.” True leaders develop leaders who will surpass them. Organizations that fail to understand this are but one generation away from extinction.

It is my prayer that the concepts and principles found in the pages ahead will provide you with additional ways to develop those who labor by your side for the Gospel’s sake.

A fellow laborer,

Douglas E. Jones  
RMAI/RAA National Director

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alumni questions  
Q&A answers



**Q.** *My wife has been very successful as an established professional in our country. But ever since she became a born again, Spirit-filled Christian, she has had all hell break loose against her with persecution from family, friends, and on her job. She has literally lost everything. To top it off, her health has also deteriorated. She has been a real gift to me, and I want her to see some breakthrough in her life!*

**A.** Concerning your wife's health, there are three things you can do: (1) See to it that she has access to adequate medical care. (2) Be a source of faith and encouragement to her. Help her maintain her faith stance. (3) Spend personal time ministering to the Lord, making yourself available to the Holy Spirit. Brother Hagin used to call this "putting up your spiritual antenna." The Holy Spirit can show you things to do spiritually and naturally for her healing.

As for persecution, you and your wife must realize that people are operating out of their flesh because they have not been born again. Their thoughts, words, and actions are going to be governed by their flesh. Jesus said plainly in John 15:18–21, "If the world hate you, ye know that it hated me before it hated you.... If they have persecuted me, they will also persecute you.... All these things will they do unto you for my name's sake."

Second Timothy 3:12–14 tells us: "Yea, and all that will live godly in Christ Jesus shall suffer persecution. But evil men and

seducers shall wax worse and worse, deceiving, and being deceived. But **CONTINUE THOU** in the things which thou hast learned and hast been assured of, knowing of whom thou hast learned them."

In spite of how we as Christians are treated, we are to *continue in the things that we have learned and been assured of* during times of persecution. We are to embrace Luke 6:27–28: "**LOVE** your enemies, **DO GOOD** to them which hate you, **BLESS** them that curse you, and **PRAY FOR** them which despitefully use you."

Notice that loving, doing good, blessing, and praying are proactive things we are to embrace and do toward those who hate us, curse us, and despitefully use us. So in the end, in spite of how you are treated, maintain your course. Don't shrink back. Don't lose your courage. Above all, refuse to take on the mentality of a victim. Be a light-bearer, an ambassador toward those who are still living in darkness.

**Q.** *I have a daughter who is developmentally delayed. Her diagnosis is one of "severe" brain damage. She is 20 months old, cannot do anything for herself, and does not walk or talk. I am in faith about her condition, but my concern is for her soul. How do I ensure that she goes to Heaven since she cannot repent? She will not be able to ask for baptism of her own volition. I pray for her. I read the Bible with her, even though her condition makes it a trying task. What should I do? Please pray for her also.*

**A.** If the child is never able to reach a point of "reasoning" or "conscience," God's mercy and justice would usher her into Jesus' heavenly kingdom regardless of age. Paul said in Romans 7:7–9 that he considered himself to be "alive" (*alive unto God* is the implied meaning) until he became knowledgeable of the law.

Salvation is a matter of knowledge and understanding, and without the ability to reason, your daughter is void of any intellectual capacity to know God or sin. She is innocent and blameless in the sight of God because of her lack of knowledge of what sin is and Who He is. Therefore, when she passes from this life, she will go into eternity and be with Jesus.

Now, you do understand that things would change if she is healed and her mind and heart are released from this condition. If she became able to learn, understand, and comprehend the things of God, then she would be held accountable to what she knew. But in her current state, your little daughter is alive unto God and is not in need of "salvation" because her heart and mind have been suspended in the infancy stage. •

## Part 2

# Working Together in Ministry:

## Pastors and Leaders Share Their Views

Most pastors and leaders in the church would say, “Yes, we want more good helpers!” But what makes a good helper and how do leaders develop them? In this issue, pastors address questions and issues about staff and volunteers, and offer solutions that can build up a ministry’s workforce—so we can all work together effectively for God.

(See our Spring/Summer 2007 issue for part one of this article: “Staff and Volunteers Share Their Views.”)

### ◇ Tim Horton ('85, '86)

Pastor **Tim Horton ('85, '86)** brings a unique perspective to the table. Instead of buying into the idea of waiting for the right people to come along and help, he suggests developing the people



we already have. Tim and his wife, Angela, pioneered their first church in Cedar Rapids, Iowa, in 1999. In 2005, they turned that church over to another pastor and started their second church, Faith Builders Family Church, in Rogers, Arkansas.

As pastors, we need to be interested in seeing people rise to the top," Tim says. "We must help them develop their potential. In order to be able to delegate ministry work, we must be sure to develop the potential in people's lives.

*To be able to delegate ministry work, you first have to develop the potential in people's lives.*

"I once heard a story that illustrates this," Tim adds. "It's about two young men around the turn of the century. Their father was on his deathbed, and he kept mumbling, 'The stump lot, the stump lot.' The boys had always thought their dad had gold buried somewhere, so after he died, they got the pick and shovel and went to the stump lot to hunt for the gold. They dug for days and finally had the whole stump lot cleared, but they didn't find any gold at all.

"One of the brothers said, 'What are we going to do now?' The other answered, 'Well, we already have the ground dug up, and it's springtime. Why don't we go ahead and plant some seed out here?' So they planted corn, and in the fall, they discovered a field full of 'gold' corn."

Tim relates this story to his own experiences as a leader: "I had this preconceived idea as a pastor that God was going to send me 'gold'—quality people with everything already in place. I figured their marriages would be wonderful, and their family situation would be wonderful, and they would have all the qualifications for leadership.

"But the Lord ended up giving me a stump lot. The point of the story is: Don't look

for the people who are already developed. *Take who God gives you, and develop their potential.*"

For Tim, this truth is a key to successful leadership. "You'll often get people in your

church who didn't fit in anywhere else," he notes. "And you are going to have to have the heart and patience to develop those whom God has sent to you—your stump lot. So get busy developing those people." •

### ◇ TIPS FOR DEVELOPING PEOPLE

- **Be patient.** "Don't expect people to grow up overnight," says Tim. "It takes time for people to grow out of the babyhood stage of Christianity to the childhood stage and on into maturity. Realize that the people whom God sends you are the ones that He will use throughout your ministry. He will use the anointing on your life to develop them, so that they can stand in a place where you can delegate to them and they can shoulder the responsibility. Together, you can do what God has called you to do as a church."
- **There are no perfect helpers.** "Jesus Himself had trouble with His own staff," says Tim. "If He'd chosen the 12 disciples based on modern methods of leadership selection, most of them wouldn't have made the cut. God chooses people not for *who they are*, but for *who they can become*. You're in your position because apparently the Lord saw something in you. Now you have a responsibility to have that same attitude with other people. Believe in them, develop the potential in them, and love them."
- **Make sure everyone knows how to get involved.** "Make it a part of your church family culture that everyone gets involved in helping," says Tim. "To do that, you have to make sure that everyone who comes to your church knows the way things flow. For example, they have to know that in order to get involved, they must take a foundational truths class first, then move from there to some helps ministry training, and then get plugged in. When that happens, you have been a blessing to them, because they are being profitable with their life, serving others, and being a blessing in the Kingdom of God."
- **Don't promote people too quickly.** "Instead of putting people into positions of authority too fast, get to know them first," Tim advises. "If you'll wait until the Spirit of God leads you, you'll save yourself a lot of problems. Just because people have gifts or natural abilities, it doesn't mean that the right heart is there. God doesn't call the qualified; He qualifies the called. Don't look for a person who necessarily has all the qualifications—God can add those. Instead, look for people with the right heart to serve. If someone is going to be in a position to influence others, then they need to have proven themselves."

## A Method for Choosing Leaders // Andy White //

### ◇ Andy ('89, '91) White

*Getting people to help is one thing—promoting people into leadership positions is another. Andy White ('89, '91) has some insight into what to look for when you're considering someone for leadership.*



Andy serves as Regional Director of the Southwest Region of RMAI, and he and his wife JoAnn ('90, '91) pastor Faith Family Church in Chandler, Arizona.

Andy explains his technique for choosing leaders this way: "When I'm looking to put people into leadership positions within the church—whether paid or unpaid—I use an acronym, **C.A.S.T.**, to evaluate their

qualifications: **Character**, **Anointing**, **Skill set**, and **Team skills**.

"First, **Character** has to be proven, and you can't tell right away when you meet someone if that person has character or not. Get people involved in small activities first and watch to see how they react under pressure or when things don't go their way. Take your time and give them ample opportunity to prove themselves.

"**Anointing** is the ability to connect with God. Ask yourself: Does this person get life from what they do? When I did children's church every Sunday at RHEMA Bible Church, I got life out of it.

"The third quality I'm looking for is **Skill set**. Does this person have the skills for the (Continued on page 8)

## ▶ Jeff ('87, '88) and Beth ('85, '86) Jones

Very often, pastors and leaders want more help in church, but it's hard for people to know exactly how to get involved unless they have a clear-cut plan of steps to take. **Jeff ('87, '88) and Beth ('85, '86) Jones**, pastors of Valley Family Church—Kalamazoo in Portage, Michigan, have developed a step-by-step system that encourages everyone in their church to become helpers and use their gifts.



Pastors can get overloaded trying to preach, organize, and administrate. According to Pastors Jeff and Beth Jones, there is a way to move people through a systematic, realistic process so they can grow in faith and serve in ministry.

“Our church has been working a system for over 10 years, and 80 percent of our members serve in the church on a regular basis,” says Beth. “Our leadership pool continues to grow, and we’re seeing good fruit.”

Jeff adds, “The light went on for us a number of years ago, when we were overwhelmed and realized we didn’t have an easy-to-follow system for getting people plugged in to the church. We didn’t offer our people any real hope for tapping into their potential. It was our fault, not theirs.”

As a result, Jeff and Beth decided to be intentional, purposeful, and systematic in getting

people plugged in to serving and leadership. They created a *process* that people could follow to become helpers.

“There are two main things we focus on to assimilate people into the church,” says Beth. “First is ‘A Vision for Visitors.’ We use a variety of methods for identifying and following up with our first-, second-, and third-time visitors. Statistics show that by the time someone visits for the third time, they are saying, ‘Do you want me? I’m here; now what?’ We intentionally try to move all our visitors into the life of our church and toward systematic training through our ‘Get a Grip’ pipeline.”

Visitors are given printed materials that clue them in to the process of the “Get a Grip” pipeline (see box). “We encourage everyone in the church to get into this pipeline,” says Jeff. “This training system puts everyone on a level playing field.”

“There have been a few bugs to work through,” adds Beth, “but for us, this system has been an effective way to implement Ephesians 4:11–12. By the time our visitors have gone through these systematic steps, they are established in the basic truths of the Word, on the same page with our leadership, and fully immersed in our church culture. We’ve seen tremendous unity, buy-in, and enthusiasm among our church members, and together we are seeing God produce eternal fruit!” •

## ▶ TIPS—THE KVFC TRAINING SYSTEM

- “First, people take our **Getting a Grip on the Basics class**,” says Beth. “We run this 13-week foundations class four to six times a year, and it helps us get everyone on the same page doctrinally.”
- “Second, they take our two-hour **Getting a Grip on Membership class**, at which point they complete our membership application, volunteer form (and related background check materials), and join our church family. In this class, we cover all the benefits of church membership and how to start serving.”
- “Third, they take our one-hour **Getting a Grip on Volunteering orientation session**. During this time, we officially place members in their desired area of service. They meet their supervisor, go over the Volunteer Handbook, and begin volunteering on a regular basis.”
- “Fourth, they take our 13-week **Getting a Grip on the Basics of Serving class**. This class is designed to further train and equip volunteers and potential leaders. We help people discover their personality profile and spiritual gifts. They also learn about our church culture, requirements for leadership, and how to continue moving forward in God’s plan for their lives.”

### Connections says—

- ▶ The Joneses’ *Getting a Grip on the Basics* series of books is available through Harrison House at [www.harrisonhouse.com](http://www.harrisonhouse.com).

## ▶ TIPS FOR DEVELOPING LEADERS

- **Mistakes to avoid.** Andy says, “There were two big mistakes I made in dealing with people in supportive ministries when I first started out. First, I didn’t prove their character before assigning them to levels of leadership. Second, I assigned people into leadership who couldn’t build a team. I had one guy who had great character and was anointed and skilled to work with people, but he couldn’t build a team. He wouldn’t ask anyone to help because he wanted to do everything himself. He ended up feeling overworked and persecuted, not to mention that he didn’t develop anyone else to do the work of the ministry.”

### Connections says—

- ▶ **Authority.** Be aware that when you give authority or privileges to someone and then take it away, you’re going to have a fight on your hands. Carefully consider things in advance before handing over authority.
- ▶ **A definition of leadership.** To be able to evaluate whether you are successfully developing your leaders, you’ll need a good definition of what leadership is. First, a Christian leader is a servant (Matt. 20:25–26, John 13:1–17). Second, the distinguishing mark of a Christian leader versus a non-Christian leader is godly character. Third, Christian leaders know where they are going. They need both a ministry mission (Matt. 29:19–20) and a ministry vision (a clear, compelling picture from their pastor as to what the church will look like). Finally, Christian leaders have followers. If no one is following, we must examine ourselves to improve our leadership skills.

## ▶ Matt ('91, '92) Beemer

"Many hands make light work" may well be the motto of **Matt Beemer ('91, '92)**, who believes in developing teams to do every aspect of the work of the ministry. Matt and his wife, **Julie, ('90, '91)** have lived in England since 1994, and in 1997 they pioneered World Harvest Bible Church and World Harvest Bible Training Center in Manchester.



From my perspective, we as pastors often drastically under-use the resources sitting in our congregations," says Matt Beemer. "We can be so 'teaching heavy,' yet only 20 percent of the people are involved in helping. We haven't given them ownership."

Matt has found a way to change that. "I like working with teams of people," he says. "When I want to start something, I get a team of people together to talk about it. I'll cast the vision, and then let them get on with the discussion for a few weeks or months. I'll come back every so often and see how they're doing. They usually far exceed what I ever thought of. And best of all, they have the ownership of it."

Matt uses teams in every area of ministry at WHBC. "We have one team that meets every two weeks to look at the process of what happens from when a person first hears about the church until they come to visit and return again. The team is constantly refining that process of welcoming and integrating newcomers and making it better.

### Utilizing Volunteers

According to Matt, getting people involved in teams divides up the work, increases the ministry's effectiveness, gets more people using their gifts, and also means they don't have to quit their day jobs.

"I believe we *can* have volunteers in places of responsibility," he says. "Many of us haven't believed that. We've thought that we have to hire people to staff the church. But if you're working with a team perspective, you can get 10 people to work four hours a week, and that's 40 hours of work. That way, too, if someone leaves, it doesn't hurt the organization as much."

## ▶ TIPS FOR FORMING TEAMS

- **Coaches and leaders.** "We use a sports analogy for our management structure," says Matt. "We have 'coaches,' who are like elders or assistant pastors. Beneath coaches, we have 'team leaders,' who are like department heads. Coaches oversee several team leaders, and they not only recruit, but then mentor and disciple their leaders and build teams. My goal as pastor is to support the coaches in their jobs, and their goal is to coach the teams in their various areas."
- **Communicating.** "When you're working with teams or staff, the three most important things are 'communication, communication, communication,'" says Matt. "This is especially true with volunteers. They're not onsite all the time, and they feel the most isolated, so you have to try to over-communicate with them. One thing I ask people to do is copy me in on all e-mails, which allows me to have an understanding of what's going on through the whole ministry. I can just look and delete, or I can e-mail back to say, 'Keep up the good work,' or to mention something specific."
- **Meetings.** "When we first started the church, we had a team leaders' meeting once a month after service, eating a meal together," says Matt. "There were about 10 of us, and we would talk over things. I was the coach at that point. But over time, that group got too big. Now, when we meet, I communicate vision to everyone, give them an assignment to work on, and then let them break off into their teams and work on things. I've been surprised at how it's allowed them to own their areas of ministry, and that's been incredibly valuable."

*With a team, you can get  
10 people to work four hours  
a week, and that's 40 hours.*

"I used to be focused on getting people into full-time ministry, but I'm starting to change that point of view," says Matt. "I think it actually helps our staff to be bi-vocational. For example, a member of my team might be a dentist. Instead of taking him out of his working-world culture—with all his contacts and relationships—and bringing him into our church culture full-time, we can put him into a volunteer position a couple days a week.

"By leaving him to work in the dentist office the other few days, he can make a living, influence more people, and still have an impact on the church. In fact, I think it would be very helpful for even some pastors to work a secular job one day a week, so they don't lose touch with the lost and with everyday life."

Working with teams also allows more creativity. "When you have more people involved, they can develop an idea better," says Matt. "I think that we need to listen to people and allow them to have input. Sometimes we're

too controlling, and we think there is only one way to skin the cat, when there are actually a lot of different ways to get the same result. And sometimes, other people's ways are better than ours!" •

*(Andy White—Continued from page 6)*

job? Are they capable of learning the needed skills?

"The fourth area to evaluate is **Team skills**. Can this person build and work with a team? When it comes to building a team, I want my leaders to eventually have the ability to **recruit** (find volunteers), **staff** (get people into position and explain the job to them), **train** (teach people how to do the job), then **motivate** and **correct**. A leader has to be able to do all those things. Not everyone does them equally well, but those are the skills I'm aiming for.

"I'm not expecting people to have all those qualities perfectly in place, because I'm going to be training them and raising them up as leaders. But I have to be seeing some of those qualities, or the potential for their development. If a person is missing some of those abilities, I may still put them in a position, but I know in advance that I've either got to train them how to do it, or compensate for it." •

# What to Do

## When Conflict Arises

**Connections says:** We asked several RHEMA pastors for keys to resolving conflicts with their volunteers and staff. Here's what they had to say:

### Mike Webb ('81, '82)

Foothill Family Church, Lake Forest, CA

[www.foothillfamily.com](http://www.foothillfamily.com)



"My 'most important key' to resolving conflicts was given to me by John Osteen. When a conflict arose, his secretary would help him by filtering out the emotion from each situation and presenting only the facts to him. He said that once you remove the emotions, most situations are easily resolved.

"Therefore, my first move in every difficult and/or conflict situation is to filter out the emotions so I can address what is really happening. Brother Osteen was right. With the emotions removed, everyone involved can clearly see the best course of action."

#### Connections says—

▶ Most conflicts don't have to be handled right away (even though some people may think you need to respond immediately). Unless the situation is a true emergency, you can usually let it sit for a day or so (maybe longer, depending on the situation), and then get back with the people involved. That way, the emotions will have time to settle down, and you can get the mind of the Lord to handle the situation objectively. •

### Sam Smucker ('77)

The Worship Center, Lancaster, PA

[www.worshipcenter.org](http://www.worshipcenter.org)



"Something that has helped us to have a good working environment is continual training in all areas. In our staff meetings, we talk a lot about serving our congregation and making it easy for volunteers to serve. I do book studies with the staff about attitude, how to relate to one another, how to resolve conflict, and so

on. These books include *Nine Things a Leader Must Do* by Henry Cloud, books by John Maxwell including *The 21 Irrefutable Laws of Leadership*, and Rick Warren's *Purpose-Driven Church*. I have found most of our staff and volunteer conflicts are related to a lack of training, or staff members and volunteers not knowing clearly what is expected of them.

"Regular checkups are important too. You need to allow staff members and volunteers opportunities to share any frustrations they may have. They also need a time when their team leader can share areas they are satisfied with and areas where improvement is needed." •

### John White ('82, '83)

Decatur Christian Fellowship, Decatur, AL

[www.dcfchurchusa.org](http://www.dcfchurchusa.org)



"I believe the proper way to resolve conflict, insubordination, strife, or any other related problems is: Communicate, Confront, and if necessary, Cast Out.

"**Communication** is a vital key to resolving any problem. Often, the problem was initiated by a lack of communication in the first place. Make sure you spell out everything, written and verbal. During regular staff and volunteer meetings, document everything and keep the minutes to refer back to.

"**Confront** the source of any dispute. There are times when people come to me and say, 'So-and-so said this or that.' If it seems to be a serious problem, I confront the person. First Corinthians says there were arguments in the church, and when Paul confronted the issues, he said it was Chloe's family that told him (1 Cor. 1:11). Paul wasn't afraid to name the source of his information.

"Some minor conflicts take care of themselves and need no attention. And sometimes, confrontation might make matters worse. But as a norm, I confront anything that I feel could hurt the church or affect the anointing. I feel that good, Bible-based teaching will resolve most problems.

"**Cast out.** This should only be done as a last resort, when you've dealt with a person in love over a period of time and can't resolve things. James 3:16 says that where there is envy and strife, there is confusion and every evil work. Second Timothy 2:24-26 says that when we are in strife, we are taken captive by Satan at his will. Proverbs 22:10 says when you cast out the scorner, then strife and reproach will cease. If strife continues, then action should be taken and the person removed from their position." •

"Most of our staff and volunteer conflicts are related to a lack of training, or staff members and volunteers not knowing clearly what is expected of them."



**blog** (bläg/):  
a journal written by one or more contributors, often about a particular topic with the latest news and ideas.

“The primary reason we remain on this planet is to reach the people ‘out there.’”

—Mark Mittelberg,

co-author of

*Becoming a*

*Contagious Christian*

## ▶ Alumni, Let's Exchange Ideas!

*The Alumni Blog* . . . RHEMA Alumni sharing what works, reaching the world with the message of faith! Send us your great ideas (along with your name, phone number, and photos) to [rmai@rhema.org](mailto:rmai@rhema.org).

### children's ministry

#### ▶ Devin Kroner ('03, '04) says . . .

**Start a Children's Worship Team.** When I was children's pastor at Living Word Church in Roberts, Illinois, we were looking for something to increase the children's participation in our children's church without increasing workers. We had several kids who played instruments and sang, so we put together a music team. There were about 20 kids in all. They practiced every week, and when they ministered during service, the Holy Spirit moved in a wonderful way. It wasn't professional, but the kids worshipped with their whole hearts. When adults lead kids in worship, there isn't the same level of participation as when kids do it. We promoted the kid-led worship heavily, and our children's church grew as a result.

**About . . .** Devin Kroner is currently the assistant children's pastor at Cornerstone Church, Nashville, Tennessee. [www.cornerstonenashville.org](http://www.cornerstonenashville.org)

#### ▶ Don ('04, '05) and Denise ('97, '98) Burns say . . .

**Update Your Children's Ministry to the 21st Century.** Today's children are bombarded with multimedia, and we want to make children's church an exciting place where kids want to be! Here are three simple ideas: (1) Do an extreme makeover on your children's church. Paint each wall a different, bold color. Add beanbag chairs, a television, and a game cube! For more inspiration, visit [www.wackyworld.tv](http://www.wackyworld.tv). (2) Get teenagers involved in your children's ministry. Kids want someone they can look up to, someone closer to their age who can show that it's hip and cool to love and serve God. (3) Go multimedia with your curriculum. A television and DVD player are must-have items. One great video-based curriculum for smaller churches is "Elevate." Go to [www.creativepastors.com](http://www.creativepastors.com) and click on the "Elevate Children's" option under the Resource menu.

**About . . .** Don and Denise Burns pastor The Harbor Church in Austin, Texas. [www.theharboraustin.com](http://www.theharboraustin.com)



## log youth ministry

### ▶ Lynn Schaal ('82) says ...

**Reach the Unserved Youth.** Our youth group organized "Battle of the Bands," a huge secular concert in a park featuring 10 local bands that competed for a grand prize of \$1,000. Thirty bands auditioned, and we advertised heavily. Our goal was to get as many unsaved young people as we could to the event, be able to minister to them, find out where they're at, and get our name out in the community as a place that teens can come to. At the end of the concert, our youth pastor delivered a five-minute sermon, and for the altar call, his youth leaders raised their hands so that anyone could go talk to them. Many people responded and asked questions about God. *Tips:* Get several Christian bands involved (not all secular). Be sure the judging process is well organized; we used local DJs. Have enough security, and make sure the police know about the event in advance.



**About ...** Lynn Schaal and his wife, Dorette, pastor Amazing Grace Fellowship in Twin Falls, Idaho. [www.agf.org](http://www.agf.org)

### ▶ Toneia Mayes ('00, '01) says ...

**Teach Abstinence to Youth.** It's vitally important to talk to youth and their parents about the importance of healthy relationships and abstinence until marriage. The Faith-Based Initiative instituted by the Bush administration in 2001 gives government funds to faith-based organizations, such as churches, to teach the message of abstinence until marriage to youth groups and public school students. We've been taking advantage of this resource. Contact your local pregnancy centers to find out about community-based abstinence education programs in your area. These programs train you to speak to your youth and their parents, teaching them how to have healthy relationships now so they'll have long-lasting marriages in their future.



(Visit [www.whitehouse.gov/government/fbci](http://www.whitehouse.gov/government/fbci) for more information.)

**About ...** Toneia Mayes served as worship leader at Journey Christian Church in Fairbanks, Alaska. She now lives in and ministers out of Broken Arrow, Oklahoma. [www.letstalkalaska.com](http://www.letstalkalaska.com)

## log outreaches

### ▶ Steve and Mamie Ogle ('93, '94) say ...



**Let People Try Ministry On.** We have a program in our church called "First Serve," which allows people who are interested in getting involved in a given area of ministry to "try it on" first. They sign up to work in a certain area and are assigned a time to go

help. The workers already active in that area of ministry are available to greet the "First Servers" and answer questions, which makes the visit enjoyable for everyone. After the visit, our First Serve coordinator contacts the first-timer to see if they liked what they tried, or if they would like to try something else. We've been surprised by how many people enjoy the first thing they try and can be added into the regular schedule right away after training.

**About ...** Steve and Mamie Ogle pastor Community Life Church in Butler, Pennsylvania. [www.clcbutler.org](http://www.clcbutler.org)

### ▶ Burnard Scott ('91, '92) says ...

**Connect People to God, Family, and Community.** We do "Operation Connect," a program that focuses each month on a particular community service in our town (such as foster care, elderly services, and so on). We have a representative from that organization come to share a few minutes on Sunday morning, telling what their organization does and how they need help. After service, our members can sign up to help, and the church gives money to that organization. As a result, we're helping the lost, our church is known in the community, and our members think like helpers. Another benefit we hadn't foreseen is that some of the representatives have never been in church, and they get to see that the church cares about what they do. Some have actually come back to attend church.

**About ...** Burnard Scott is currently on the pastoral staff at The Crossing Church in Tampa, Florida. [www.crossingonline.org](http://www.crossingonline.org)

**Have an outreach idea? Tell us about it!**

Send your name, phone number, details,  
and photos to [rmai@rhema.org](mailto:rmai@rhema.org).

▶ **Doug ('95, '96) and Debbie ('96) Crumbly say ...**

**Wage War Against Drugs.** In this area of the country, crystal methamphetamine is ruining lives, and as the church, we're doing everything in our power to break its hold. We work with the sheriff and city police departments, and twice a year at the church, we hold an educational night for parents and teens on meth and its effects. We advertise the event through local newspapers, Web sites, e-mail blasts, blogs, and other methods. About 300 to 350 people come. In addition, we work with and pray specifically for meth users all year long, and every single week we have at least one (sometimes more) come to church and get born again. On Sunday mornings, we bus in addicted girls from group homes, and they get saved. The word is getting out that our church is a place that can help people trapped by this demonic drug.

**About ...** Doug and Debbie Crumbly pastor Cornerstone Church of Rome in Rome, Georgia. [www.ccoronline.org](http://www.ccoronline.org)

▶ **Andy ('89, '91) and JoAnn ('90, '91) White say ...**

**Help Young Girls to Build Their Self-Image Early.** In today's world, young girls need to know what God has to say about beauty and being accepted in Christ. This year, we put on our first "Princess Tea Party." Girls from ages 5 to 11 attended with a significant woman in their life (such as their mom, aunt, grandmother, or neighbor). They came all dressed up, had a lovely tea party, and heard a message about God's love for them and His view of beauty and purity. We made them each a crown and gave them a bag of jewels. We called it an outreach and an "in-reach," inviting people both inside and outside of the church. It was a huge success, and we plan to do it every year.

**About ...** Andy and JoAnn White pastor Faith Family Church in Chandler, Arizona. [www.faithfc.org](http://www.faithfc.org)



▶ **Terry and Terri Young ('84, '85) say ...**



**Minister to Senior Citizens.** We hold what we call "Vitamin Club" meetings, where we invite and also bus in senior citizens. There is a concert, plus a time when the seniors can hear advice from doctors and other professionals. We also give them gifts of much-needed dietary supplements.

Many people have attended our meetings, and we've seen great results. (In the photo, Terri is handing a vitamin packet to a Russian grandmother wearing medals that she earned fighting the Nazis in defense of Moscow.)

**About ...** Terry and Terri Young are associate pastors with Rick Renner Ministries in Moscow, Russia. [www.terryrussia.blogs.com](http://www.terryrussia.blogs.com)

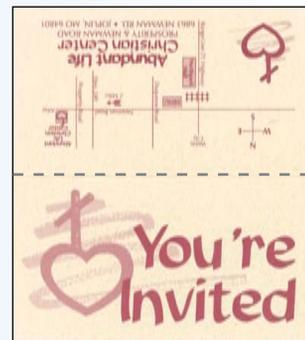
▶ **John ('95, '96) and Susan ('93, '94) Guffin say ...**

**Reach Out in Hospital Waiting Rooms.** We help a pastor friend of ours in south Memphis by reaching out to people in hospital waiting rooms. It's basically a ministry to families and caregivers. Working closely within the hospital's guidelines for ministry, we go into the waiting rooms associated with ICU, the emergency room, and surgery, and we meet with people there. We bring care packages filled with items such as toothbrushes, toothpaste, facial wipes, hand lotion, crossword puzzle books, change for vending machines—just natural things that can be a blessing. We also include a card with some information about the church. It opens the door to be able to minister to them if they so desire. So far, we do this outreach once a month.

**About ...** John and Susan live in and minister out of Olive Branch, Mississippi.

▶ **Larry ('88, '89) Bjorklund says ...**

**Mobilize the Church to Invite People.** We made up "invite cards," which are like a folded-over business card, for everyone in the congregation to carry around and use to invite people to church. On the front, the card says, "You're invited." Inside it says, "Are you searching for a friend . . . someone who truly cares?" Then we list our church's name, service times, childcare information, phone number, and so on. You can include the pastor's name and picture too. On the back is a map with directions. The invite card puts a tool into our people's hands to help them reach out and invite others to church.



**About ...** Larry and his wife, Judy, pastor Abundant Life Christian Center in Joplin, Missouri. [www.abundantlifejoplin.com](http://www.abundantlifejoplin.com)

**C**heck out these books and Web sites. They may be just what you need to answer a question, deal with that confusing ministry problem, or help a church member!

## Great Web Sites:

- **Working With Church Volunteers.** Church Volunteer Central provides information on recruiting, training, retaining, and leading volunteer workers. Check out the free samples, and if you join, it's just \$10 a month for countless resources. [www.churchvolunteercentral.com](http://www.churchvolunteercentral.com)
- **Vital Information for Pastors' Wives.** When you need a safe place to share and address real-life, yet private, issues, these two sites can help. Thriving in the Fishbowl ([www.pastorswives.org](http://www.pastorswives.org)) and Global Pastors' Wives Network ([www.GPWN.tv](http://www.GPWN.tv)) offer a wide variety of advice to pastors' wives. Learn how to handle difficult people, face tough issues, find recipes for quick meals, come up with church decorating ideas, balance marriage and family in the ministry, and more.
- **Caregiving.** This site from Focus on the Family provides a comprehensive list of specific ministries and programs for pastors, their families, and congregation members. Topics include conflict resolution, legal and financial consultants, psychologists, treatment centers, rest and renewal retreats, and other useful subjects. [www.parsonage.org/care/ministries/index.cfm](http://www.parsonage.org/care/ministries/index.cfm)
- **Current Youth Culture.** To provide meaningful ministry to today's youth, keep up on what young people think and deal with. Check out Ypulse, a Web site providing news and commentary on the Y Generation. [www.ypulse.com](http://www.ypulse.com)
- **Sex-Related Problems.** Statistics suggest that at least one in six people in your church struggles with pornography. The X3 Web site ([www.XXXChurch.com](http://www.XXXChurch.com)) offers help, insight, and materials including recovery workbooks, group study for churches, online resources, and free accountability software. Another help: Pure Life Ministries, which offers a six-month, live-in program for severe addiction. [www.purelifeministries.org](http://www.purelifeministries.org)



## How to . . .

Access the alumni section of [www.rhema.org](http://www.rhema.org).

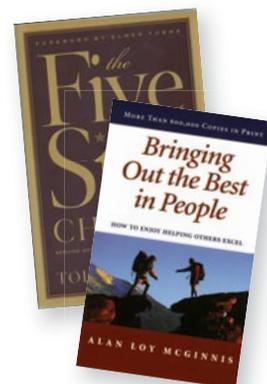
Log on and locate the "Welcome Alumni" box.  
**Login:** the number on your alumni membership card  
**Password:** your first and last names with a space in between

log in here



## Great Reads:

- **Building Leaders: Blueprints for Developing Leadership at Every Level of Your Church** by Aubrey Malphurs and Will Mancini. Two noted church consultants present real-life examples of ways churches can unleash their true ministry potential by training staff members and lay people to lead. With step-by-step instructions, they show how to form a leadership training program to fit any size or budget.
- **The Five-Star Church: Serving God and His People With Excellence** by Stan Toler and Alan Nelson. This book contains the tips, tools, and inspiration you need to build a top-quality church that people will flock to and participate in. No matter how small your ministry or budget, God can use your church, and you can make every member feel welcome and cared for—the marks of a five-star church!
- **In Search of Excellence: Lessons from America's Best-Run Companies** by Thomas J. Peters and Robert H. Waterman. A rare book on management that is both consistently thought-provoking and fun to read. Amply illustrated with anecdotes and success strategies, it shares eight basic principles of management from the experiences of companies like Procter & Gamble, IBM, and McDonald's.
- **Bringing Out the Best in People: How to Enjoy Helping Others Excel** by Alan Loy McGinnis. A study of great leaders, effective organizations, and prominent psychologists throughout history to discover their motivational secrets. This book lists 12 key principles that will help every leader learn to inspire excellence among those who help them.
- **Children's Ministry Volunteers That Stick** by Jim Wideman. Everything you need to know about getting your volunteers in the right job and then helping them grow in their skills and enthusiasm. Learn how to create a volunteer-friendly culture, keep volunteers longer, write job descriptions and manuals, train volunteers, and more.





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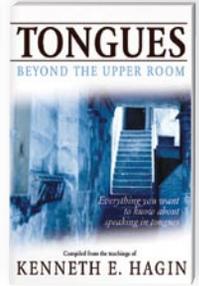
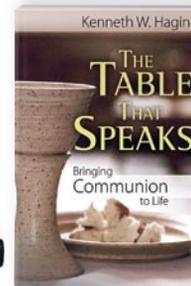
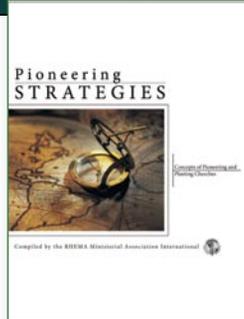
**The Table That Speaks: Bringing Communion to Life** Kenneth W. Hagin **\$8.95**

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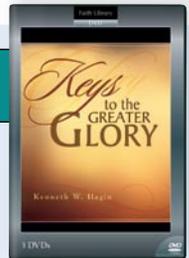
## // DVD Teachings //

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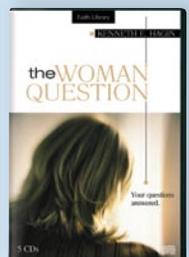
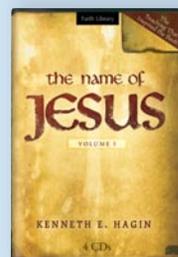
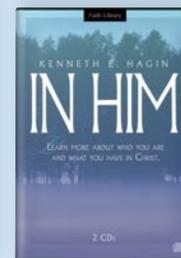
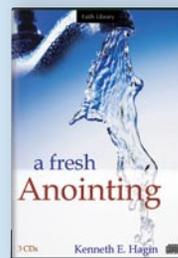
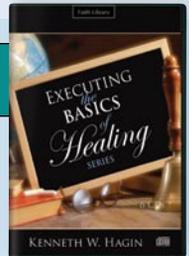
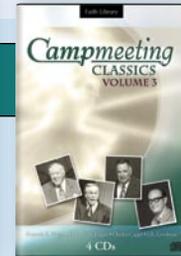
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## Cooper Beaty Retires

*After 30 years of faithfully teaching at RHEMA Bible Training Center, Cooper Beaty announced at the 2007 RBTC Commencement Ceremony that he was retiring. We asked him if he had a few parting words for RHEMA alumni. Here's what he said:*

*To my fellow alumni:*

*Our confessions are so important!*

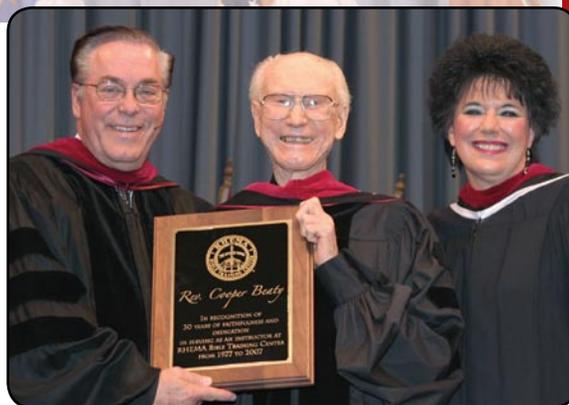
*Every day I make Psalm 91 my own confession. For example, I confess verse one: "I am dwelling in the secret place of the Most High and shall abide under the shadow of the Almighty."*

*Another example of a confession I make comes from verses five and six: "I shall not be afraid of the terror by night—for me, to live is Christ and to die is gain—nor of the arrow that flies by day, for I have the shield of faith to quench all those fiery darts."*

*For verse 10, I confess: "With long life He will satisfy me."*

*I highly recommend that you read and confess Psalm 91 every day, making it personal for yourself, and doing it early in the morning so you can experience its protection during the day.*

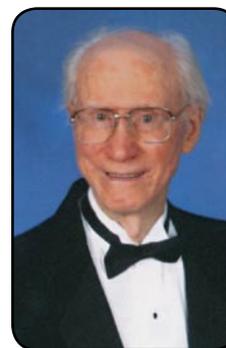
*In Christ,  
Cooper Beaty*



1943



1966



2003

Cooper Beaty was born of Quaker parents on a farm in Kansas and was converted to Christ at age 18. He taught school for three years after obtaining a Teacher's Certificate from Kansas State Teacher's College in Pittsburg, Kansas. At age 22, he responded to the call to ministry. His first efforts consisted of jail meetings, street preaching, and tent meetings.

Rev. Beaty spent 29 years in the pastoral ministry, traveled as an evangelist for seven years, and after attending RHEMA Bible Training Center as part of the charter class of 1975, he began teaching at RBTC in 1977.

In his denomination, the Friends Church (Quakers), Rev. Beaty served on the Sunday School and Bible College boards, and edited Quaker Vision, the Sunday bulletin cover, for many years.

During his last pastorate at Collinsville, Oklahoma, he furnished a weekly column, "Light for Living," to the weekly newspaper. In 1974, he was granted an honorary Doctor of Divinity degree from San Antonio Friends College in recognition of more than 30 years of successful ministry.

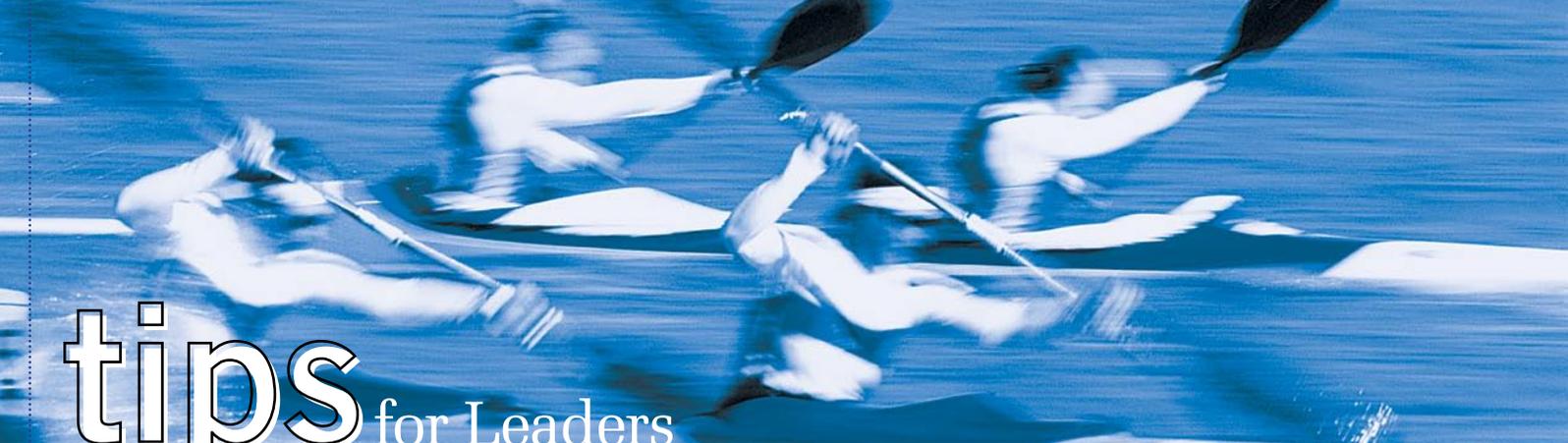
In 1948, Rev. Beaty married his wife Mabel (who went home to be with the Lord in 1972), and he is the father of three daughters, all born-again Christians. •



Cooper and Mabel Beaty 1948



Cooper Beaty with his daughters (left to right) Annette, Janel, and Janet.



# tips for Leaders

## STAFF AND VOLUNTEERS:

# How to Get 'Em How to Keep 'Em

## Understanding Today's Volunteers

Times have changed, and it's imperative for leaders to recognize that today's volunteers are very different from the volunteers of a few years ago. Studies show that people's interests, needs, motivations, and limitations have undergone profound transformations in the last 15 years. **If leaders don't keep pace with the changes, we may be doomed to fail in recruiting and maintaining volunteer help.**

### What has changed?

- **Numbers.** Baby boomers are aging and appear to be volunteering less. Today there are fewer young adults in the population—and young adulthood is when most people volunteer. That means the number of volunteers is declining.
- **Perception.** Many young people haven't inherited the spirit of volunteering from their parents. Also, because they see leaders being daily persecuted in the media, young people are less willing to take on leadership roles than in the past.
- **Women working.** Most women in today's society work outside the home. In the past, they had much more time available to be full-time volunteers.
- **Technology.** To communicate with today's young adults, you must employ the methods they use—such as e-mail, Web sites, podcasts, and MySpace. Churches must learn to use this technology.
- **Time.** Today's fast-paced lifestyle makes time our most precious commodity, and people are careful about how they spend it. Volunteering is about gifts of time—we must respect that gift.



### How do today's volunteers think?

- They want to spend their time doing things that are meaningful and show a tangible outcome or goal. In short, they want to make a difference, not do endless work with invisible results.
- They want to volunteer for short, limited periods of time.
- They want volunteer work that is easy to get into and easy to get out of.

## What can we do to attract today's volunteers?

### • Create a volunteer culture.

Consider these questions: Is our church open and inviting to volunteers? What do people say and think about helping out at our church? Is there a clear path for people to take to volunteer? Does everyone in the church know how to get involved? (For ideas, see what Jeff and Beth Jones had to say—page 7.)



### • Improve recruiting skills.

Aim to put the right people into the position that fits them. This requires advance planning and a selective application process. How we recruit will determine who responds. Ask:

- \* What does the “ideal” volunteer look like for this position?
- \* Where do we find the right people? What publicity vehicles reach them?
- \* What message would motivate the right people to volunteer?

### • Remember, personal invitations work best.

People will more readily say yes to helping if they are asked personally than if they are simply seeing a general public announcement. The number one reason people give for not volunteering is that no one asked them. (People don't consider a general appeal to be a request for help from them personally.) Encourage your present workers to sell their friends on the idea of volunteering.

Volunteers want to spend their time doing things that are meaningful and show a tangible outcome. . . . They want to make a difference, not do endless work with invisible results.

## Make volunteer jobs attractive

- ✓ Constantly emphasize what each position means to the vision as a whole.
- ✓ Cut the time commitment down into manageable increments—in other words, consider task sharing. (For ideas, see what Matt Beemer had to say—page 8.)
- ✓ Give them an opportunity to try out an area of ministry before committing. (For a great way to do this, check out Steve and Mamie Ogle's contribution in the Alumni Blog section—page 11.)
- ✓ Define the result or goal from the beginning, so everyone will know when it has been achieved.
- ✓ Make sure the work is meaningful, challenging, appreciated, and utilizing every volunteer's specific gifts.
- ✓ *Important:* Adjust positions to fit the needs and interests of the volunteer, rather than offering the job in the same format just because “we've always done it this way.”
- ✓ List the benefits. In your publicity, focus on what people can expect to *gain* from volunteering. Identify and advertise the potential benefits, which can include learning new skills, improving employment opportunities, exploring strengths, helping a cause, making contacts, meeting people, and making a difference.

## MORE TIPS for reeling in volunteers



- **Be prepared.** The worst thing we can do is recruit volunteers and not be ready to use them when they show up to help. We must have the workplace ready, the tools in place, and a specific, meaningful job for them to do with clear instructions for doing it and with results they can see and feel good about.
- **Have a strong infrastructure.** How do we supervise and support our volunteers? How do we recognize their efforts? How do we manage their performance? Every volunteer should know:
  - \* Who is responsible for what.
  - \* Who everyone reports to.
  - \* What is inside and outside of the position's description.
- **Keep the vision alive.** Remember, the church doesn't exist to give volunteers a place to work. It exists to fulfill a mission. Make sure all your volunteers know it and understand their part in fulfilling it.
- **Take aim at older folks.** Involve seniors as volunteers. They have more time, skills, and wisdom than many younger people, and they may be looking to add meaning to their lives.

# tips for Leaders

## STAFF AND VOLUNTEERS:

# How to Get 'Em How to Keep 'Em

## Keeping Today's Volunteers

It does a church no good to recruit and train volunteers, only to lose them and have to recruit replacements. While there will always be some ebb and flow as volunteers enter into new seasons of life, you can keep the loss of good volunteers to a minimum.

### How can we nurture volunteers?

- ✓ **Appreciate and recognize them.** Personal phone calls, handwritten notes, newsletter or bulletin recognition, special parking, talk with them. Offer praise from the pulpit with a special gift that says, "Thank you. We noticed. You served well." Public appreciation also helps others see what service opportunities are available, and what service does for the server.
- ✓ **Be flexible.** Rather than asking for a 12-month-straight commitment, consider a rotating schedule or other flex arrangements.
- ✓ **Provide guidelines.** Uncertainty breeds anxiety and saps people's energy. Make sure your volunteers can state what you want them to do. Write it down and make it plain.
- ✓ **Give them ownership.** Contented workers are those who know the project is theirs to complete.
- ✓ **Respect their time.** Remember, most volunteers are juggling other responsibilities in addition to what they are doing for you. Respect people's time constraints. Don't expect too much, or you will burn them out.
- ✓ **Value them.** Asking volunteers for their opinion or insight can help you *and* validate them as well. They need to feel their opinions and performance are respected and needed.
- ✓ **Allow mistakes.** Give people the freedom to fall short occasionally. If you aren't sure what someone is capable of, first give that person a task you can afford to let him mess up.
- ✓ **Give them time off.** Everyone needs a break. Make sure your schedule allows people a chance to rest.
- ✓ **Celebrate together.** Look for reasons to have a party and recognize accomplishments. People who enjoy good times together will laugh more, complain less, and trust each other more.

## The biggest key: provide ongoing training



**R**egular training sessions keep workers sharp and convey the attitude that what they do is valuable. The most effective training is done right before something needs doing (not months in advance). Aim to provide training in small doses (minutes rather than hours) and in the location where volunteers will actually do the job (for example, ushers shouldn't be trained in a classroom, but in a sanctuary). Also, enlist the help of people in your congregation who may be professional trainers on their jobs.



Training can contain these elements:

- **Continuous education and training, by department.** Make sure your workers learn and stay sharp on people skills, delegating techniques, rules and procedures in their department, and what it takes to do their job better.
- **Problem solving.** First, provide a way for workers to air their concerns and work together to solve problems. Second, train them to bring an idea for a solution when they want to address a problem.

## What about awkward situations?

When a team member leaves, whether happily or unhappily, there's a delicate distinction between secrecy and privacy. Some matters are truly private and best left that way, but when things aren't explained, people are left to come to their own conclusions. Sometimes it's better to err on the side of candor. Here are some thoughts:

- **Public explanation.** If possible, work with the person who is leaving to write a joint statement, and read it to the congregation. This can go a long way toward a healthy departure for everyone concerned.
- **Allow closure.** Churches sometimes pay too little attention to good-byes. When closure is neglected, unhealthy patterns may develop that cause problems with future relationships. Consider a farewell service or party—a time for letting go of the past, embracing the future, and restating the vision of the pastor and the church.
- **Read it.** Any time you have to tell the congregation about a difficult situation or transition, *write down* exactly what you want to say. Have someone else read what you have written first, so you can make sure it is clear. Then, read it verbatim from the pulpit, without deviating. This technique will prevent you from stumbling around or saying something regrettable off the cuff.

## How can we prevent staff infection?

- Before hiring or appointing staff, **get to know the candidate** in different settings and observe them in interactions with other staff members. See if they fit in your environment. Don't just believe a resume, interviews, or someone else's word. And never ignore your gut instinct.
- **Use personality inventories\*** to capitalize on people's strengths, and to forecast or handle potential areas of conflict.
- Make sure everyone has **a detailed job description**, so that expectations are clearly outlined.
- Have **weekly face-to-face meetings** or friendly chats. Find a way and a place where concerns can be aired and a common heartbeat can be established. Don't let resentment or frustration build due to lack of communication.
- Consider getting together socially. Visit each other's homes. **Be a family.**
- **Honor each other's time.** Avoid unnecessary meetings. Start meetings on time, and don't waste time by being unprepared. Stay on task.
- Assist your helpers in maintaining their **spiritual life**. Encourage them to be in services, read their Bible, and keep their personal devotional life strong.
- **Express appreciation**, and expect a lot. People tend to live up to what is expected of them. Have faith in your helpers, and respect them. That way, everyone wins.

## The 10 worst things you can do to a staff member or volunteer:

1. Never communicate to them (either about your expectations or how they're performing).
2. Assign them a task, and then do it for them.
3. Never acknowledge, reward, or appreciate their hard work or ideas.
4. Never consider their suggestions.
5. Don't give them a job description (overall, or for specific jobs).
6. Give them a responsibility but no authority to carry it out.
7. Ignore the fact that they have outside interests and responsibilities. Never give them time off.
8. Don't train them or help them do their job more effectively. (Then, point out their shortcomings.)
9. Make sure there's no way they can reach the leadership or express their concerns or questions.
10. Resent them if people like them or if they excel.

### \*Some possible personality inventories:

*Personality Plus.* Defines temperaments as choleric, melancholy, sanguine, and phlegmatic.

[www.classservices.com/FlorenceLittauer.html](http://www.classservices.com/FlorenceLittauer.html)

*Myers-Briggs* (MBTI). Looks at four areas of behavior and motivation: introvert/extrovert, sensing/intuition, thinking/feeling, and judging/perceiving.

[www.myersbriggs.org](http://www.myersbriggs.org)

*DISC.* Examines personality through the traits of dominance, influencing of others, steadiness, and cautiousness/compliance. [www.discprofile.com](http://www.discprofile.com)

*Animals.* Defines four basic personality types: the lion, otter, retriever, and beaver.

[www.new-life.net/persnty.htm](http://www.new-life.net/persnty.htm)

*Motivational Gifts.* Identifies various gifts based on Romans 12.

[www.heart2heart.org](http://www.heart2heart.org)

# Where Are They Now?

## • 1978

**Dennis and Vicki Avery ('78)** celebrated their 25th year as pastors of Victorious Life Church in Fosters, Alabama, in June. They also run the Jean Browning Foster Home for Teenage Mothers in Fosters, a live-in facility that ministers to young girls through schooling, Bible study, and life teaching. Vicki reports that every girl who has completed her program has accepted Jesus as Savior. [www.victoriouslifechurch.us](http://www.victoriouslifechurch.us)



## • 1983

**Ron Walicki ('83)** has been ministering in Mexico for more than 20 years. He and his wife, Maria, along with their daughters Ana and Sara, currently live in Ciudad Victoria. The main thrust of their ministry is planting churches in rural areas. They also do tent crusades and outreaches, teaching local pastors and lay people the Word of God and practical ministry. <http://missionmexico.faithweb.com/index.html>



**Thomas ('82, '83) and Catharine ('81, '83) Zimmerman** are currently serving at Life Church International in Woodstock, Ontario, Canada. Thomas serves as the church's music minister and is the principal of its K-12 Christian school. Catharine is the nursery coordinator. They have four children: Talon (15), Cameron (13), Treena (9), and Celeese (7). [www.lifeinyou.com](http://www.lifeinyou.com)



## • 1984

**Ron Swanson ('84)** recently left his position as Associate Dean at Victory Bible College in Calgary, Alberta, Canada, where he spent the last 10 years. He and his wife, Bev, have moved to Shaunavon, Saskatchewan, where they plan to pioneer a church.

## • 1985

**Carol Cooper ('84, '85)**, along with her husband, Dr. Bill Cooper, and sons Dominick and William, were the speakers at the March 2007 RBTC Indonesia student/alumni retreat in the Puncak Mountains. This was the Coopers' fourth ministry trip

to Indonesia to teach. For 17 years, they have traveled and preached in over 30 nations.



**Gary Meador ('85)** and his wife, Elena, live and minister in San Jose, Costa Rica, where they currently have a Bible school. Gary has been a missionary in Venezuela, Colombia, Nicaragua, and the Dominican Republic. He and Elena have two children: David (16), who is with them in Costa Rica, and Amed (22), who is in the U.S. Air Force.

[www.rhemacostarica.org](http://www.rhemacostarica.org)



## • 1986



**Michael Perea ('85, '86)** has become the Children's Pastor at River of Life Church in Lutz, Florida, pastored by Dan Coflin. Before he joined the staff at River of Life, Michael and his wife, Eileen, pioneered and pastored Freedom Fellowship in Chickasha, Oklahoma, for 11 years. They have four daughters and five grandchildren.

## • 1987

**Kevin ('86, '87) and Areni ('97, '98) Castro** announce the birth of their son, Jay Michael, born March 15, 2007, in Nagpur, Central India. He weighed 7 pounds and was 21 inches long. The Castros teach at RBTC India. They have also translated Brother Hagin's book *The New Birth* into 22 languages. [www.livingwordintl.org](http://www.livingwordintl.org)



## • 1988

**Jerry and Melanie Stone ('87, '88)** pioneered Life Church in Charlotte, North Carolina, in the fall of 2005. They have several RHEMA graduates working for them, including (left to right): **Nickie Hionis ('05, '06, '07), Eric and Tracie Hunsberger ('02, '03), Andrew ('04, '05) and Carmin ('04)**

Currie, Christy Wilson ('02, '03, '04), and Nathan and Michelle Johnson ('06, '07). [www.lifechurchcharlotte.org](http://www.lifechurchcharlotte.org)



**Mike and Sharon Bivens ('87, '88)**, along with their children, Nathan and Natalie, have moved from Broken Arrow, Oklahoma, to Statesville, North Carolina, where they are pastors of Believers Faith Center. Both Mike and Sharon were long-time employees of Kenneth Hagin Ministries, and Mike also served as an instructor at RBTC USA. [www.believersfaithcenter.com](http://www.believersfaithcenter.com)  
[www.ccsfstatesville.com](http://www.ccsfstatesville.com)



### • 1989

**David and Jewel Olvera ('88, '89)** are traveling full-time in ministry, using their more than 30 years of ministry experience to build up and strengthen churches, especially in the Southeastern United States. They are based in Mars Hill, North Carolina.

### • 1990

**Charlie and Sally Daniels ('89, '90)** live in Tulsa and own Daniels & Daniels Construction. After graduation, Charlie served as general contractor to build the RHEMA Bible Church auditorium, and stayed to serve the ministry for 15 years. Recently, he began traveling to help pastors around the country build their churches. [www.churchesbydaniels.com](http://www.churchesbydaniels.com)



### • 1992

**Kathy Mamalis ('91, '92)** lives and ministers in Paraskevi, Greece, where she is responsible for the children's ministry and acts as a cell group leader in her church. She is also an English tutor and teaches high school by independent study. Her vision is to establish an English school with a Christian worldview.



**Stephen McIntyre ('91, '92)** and his wife, Laurie, proudly announce the birth of their son, Stephen Cary McIntyre, born May 28, 2007, and weighing 8 pounds, 4 ounces. Stephen joins his sisters, Stephanie (8) and Kayla (7). The McIntyres live in Norwalk, Connecticut, and pastor Grace Family Church. [www.gracefamilychurchct.com](http://www.gracefamilychurchct.com)



### • 1993

**Mikal Baissa ('92, '93)** pioneered Victory Bible Institute in Ethiopia. Earlier this year on Easter, she was the only female minister to participate in an ecumenical service attended by 50,000 people at Ethiopia's national soccer stadium.



### • 1995

**Ruth Beadle ('81, '95)** has been a police officer in Los Angeles for 18 years. She currently serves on the religious forum of the Community Relations Section of the Office of the Chief of Police. Her work involves bringing leaders of faith-based organizations into programs to help people involved with gangs.



**Josh Ott ('94, '95)** and his wife, Elin, welcome their new son, Michael Joshua, born December 30, 2006. He joins his sisters, Mikayla (4) and Danielle (2). The Ott family lives in St. Paul, Minnesota.

**Emmanuel (Lanre) Phillips ('94, '95)** has been pastoring and teaching in a Bible school in Lagos, Nigeria, since he left Houston two years ago. Pictured are some of the graduates from the school. Among other activities, his church does evangelistic outreaches all around their area, with exciting results.



### • 1996

**Tony and Denise Dietz ('95, '96)** announce the arrival of their son, Levi James, born on July 25, 2007, and weighing 8 pounds, 5 ounces.



### • 1998

**Jim and Anna Drakopoulos ('97, '98)** live in Brampton, Ontario, Canada. Recently, Jim released a music CD and was nominated for six Maja Awards. He won Album of the Year, Artiste of the Year, and Male Artiste of the Year. He is currently traveling and ministering in music. He and his wife have two children: Anna (5) and Jonathan (3). [www.jimdrakopoulosmusic.com](http://www.jimdrakopoulosmusic.com)



## • 1999

**Milos and Marcela Kozohorsky ('98, '99)** announce the birth of their daughter Sarah, born March 19, 2007. Sarah joins her brothers, David and Daniel, and her sister, Esther. The Kozohorskys are founders and pastors of Triumphant Center of Faith in Prague and Brno, and have also pioneered other churches in the Czech Republic.



**Trevor and Jeni Neufeld ('98, '99)** have been pastoring Calgary Word of Faith Church in Calgary, Alberta, Canada, since 2000. [www.cwofc.com](http://www.cwofc.com)

**Patrick and Dorothy Mmuokebe ('98, '99)** pastor Life Changers Church in Jericho Cotonou, Nigeria. They recently started an outreach in their community to train women and youth and prepare them for getting jobs.



tains where the Gospel has never been preached, walking sometimes 60 to 70 hours on foot to get there.

**Sharon Hopf ('98, '00, '01)** lives in Coweta, Oklahoma, and is the founder of "His Glory Gang," a dynamic approach to foundational teaching that empowers youth to be ambassadors for Christ. The curriculum includes training for discipleship, evangelism, and altar care.



## • 2002

**Crystal Hammerlund ('01, '02)** became Mrs. John McLennan on March 24, 2007. John and Crystal live in Mt. Pleasant, Iowa, where they are children's pastors at Faith Christian Outreach Church for **Monte ('88) and Peggy ('81, '82) Knudsen**. [www.fcoc.net](http://www.fcoc.net)



**Vidar ('96, '02) and Catherine ('00, '01) Ligard** announce the birth of their new daughter, Hannah, born July 30, 2007, and weighing 9 pounds, 7 ounces. She joins her big sister, Lisa. The Ligards live in Norway and travel to minister at Safari Bible schools in Africa. [www.safaribibleschool.org](http://www.safaribibleschool.org)

## • 2004

**Tony and Susan Skaggs ('03, '04)** announce the birth of their son, Sawyer William, born June 23, 2007. He weighed 7 pounds, 3 ounces, and was 19 inches long. The Skaggs live in Henderson, Kentucky.



**Conrad Guenzler ('03, '04)** and his wife, **Erica(Gutierrez)Guenzler('03,'04)**, proudly announce the arrival of their baby daughter, Isabella, born on May 29, 2007. She weighed 9 pounds, 10 ounces, and was 21 inches long. They have settled in Farmington, New Mexico, where they are youth pastors for **Dan ('81, '82) and Jane ('79, '80) Morrison** at Living Word Church.

## • 2005

**Cullen Swanson ('04, '05)** and his wife, Cristy, announce the birth of their son, Cullen Braxton-Croft, born August 21, 2006, and weighing 7 pounds. He joins his sister, Breionna. Cullen Sr. was a project manager at RHEMA until January 2006, when he started Innovated Media, a company specializing in Internet and advertising design and video production for small businesses and ministries. [www.innovatedmedia.com](http://www.innovatedmedia.com)



### ALUMNI SPOTLIGHT:

#### Oscar and Andralid Rivera ('98, '99)



Rev. Oscar Rivera is the founder of Celebrate Ministries International. For the last 11 years, he has traveled extensively throughout the United States and Latin America as an evangelist.

Oscar and his wife, Andralid, hold weekly bilingual services and periodic crusades in the Oklahoma Prison Correctional Centers.

Their ministry also includes providing medical supplies to children's hospitals in Mexico, working with orphans in El Salvador, holding children's crusades, and ministering in conferences around the world.

The Riveras live in Tulsa and have three children: Jonathan (14), Rachel (4), and Jessie Ana (2).

[celebrateministries@cox.net](mailto:celebrateministries@cox.net)

## • 2000

**Darlene Greener ('99, '00)** has lived on the Hopi Indian Reservation in northern Arizona for the past two years. The Hopi live high on top of the mesas and still cling to their ancient traditions. Darlene ministers at the Polacca Assembly Church, doing home visits, leading worship, preaching, and running a home meeting for women. She says, "Please pray for a great awakening among the Hopi people to come to know the one and only true God and His Son, Jesus Christ."

## • 2001

**Doug Dennis ('00, '01)** has been ministering in Venezuela since graduating from RHEMA. He teaches Indian pastors in his home, and they go out to 30 different Indian groups to minister. He also goes to remote Indian tribes in the moun-

• 2006

**Joann Krouse ('04, '05, '06)** is the praise and worship leader at Faith City Church in Thunder Bay, Ontario, Canada. She also teaches periodically on the blood covenant and worship.



• 2007



**Sascha ('06, '07) and Doris (Furrer '99, '00) Gull** announce the birth of their daughter, Zoe, born on June 29, 2007. She weighed 8 pounds, 8 ounces, and was 20 inches long.

**GERMANY ALUMNI MEETING**

In June 2007, RHEMA alumni from all over Germany met in Trotsberg for a time of fellowship and refreshing. Graduates from the United States attended, as well as those from RHEMA Germany, RHEMA Austria, and RHEMA Germany South.



Pictured: **First row (left to right):** Christine Wicht, Irmi Tomaschek, Pastor Robert Tomaschek, Pastor John F. Grunewald, Pastor Erich Engler, Konrad Winkler. **Second row (left to right):** Margit Zellers, Monika Oberland, Christine and Thomas Stadler, Lidwina Wöcherl, Rita Larisch, Britta Burchard, Hilde Lebacher, Toni and Cornelia Heule. **Third row (left to right):** Jay Zellers, Thorsten and Manuela Heinzmann, Alexandra Tradler, Sean Hirschy, Jean-Christoph Nadon, André Schröder.

**H O M E G O I N G S**

- ('81) Evelyn (Morris) Niles\* ..... May 16, 2007
- ('81) Mark Jacobsen\* ..... August 11, 2007
- ('81, '82) Glenn Brown ..... February 29, 2004
- ('81, '82) Mildred Hunter ..... April 1, 2007
- ('82) Jeff Distelhorst ..... July 29, 2007
- ('82, '83) Kenny Vaughn\* ..... April 19, 2007
- ('84) John (Chip) Olin ..... April 25, 2007
- ('84, '85) Marion Parker ..... May 14, 2007
- ('87) Linda Eidson ..... June 24, 2007
- ('87) William (Mike) Fowler ..... August 5, 2007
- ('92, '93) Kent Lindsey ..... May 14, 2007
- ('92, '93) Jack D. Richards ..... July 30, 2007
- ('92, '93) Patricia Rentz ..... August 4, 2007
- ('82, '96) Robert (Sam) Richardson ..... July 14, 2007

(\*RMAI members)

**We Want to Hear From You!**

If you've had a wedding, a new baby, something exciting happen in life or ministry, or just want to update fellow alumni about your life, write [rmai@rhema.org](mailto:rmai@rhema.org) and let us know!

**PLEASE** help us make the most of your updates and photos by following these tips.

**Tips for writing to us:**

- Look at past issues and see what others have sent us.
- Tell us where you live, what you're doing in life or ministry, and how long you've been doing it.
- Remember to include your spouse's and children's names.

**Tips for sending photos:**

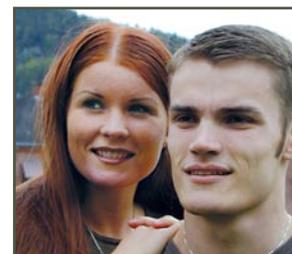
- Send close-up shots with faces close together, as in this example. →
- For baby pictures, please include Mom and Dad too. (Your fellow alumni want to see you as well as your baby!) →



- **Digital Photos:** Send only sharp, good quality photos with high resolution—300 pixels/inch on your computer or digital camera. (If you are unsure of what pixels/inch your camera gives you, set your picture size to its highest resolution and largest file size; then we can adjust accordingly.) Low-resolution photos used for Internet sites and e-mail do not work well for print magazines like *Connections*. ↓



Low resolution photo



High resolution photo

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

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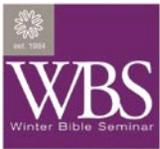
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**July 20-26**  
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**November 6-8**  
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