

Arthur E. Hodges III



Above: Bro. Arthur Hodges and family, pastor of South Bay Pentecostal Church in Chula Vista, California.

The Eighty Percent Principle

Eighty percent: That's Pastor Arthur E. Hodges III's goal for congregation participation at South Bay Pentecostal Church in Chula Vista, CA. With 80 percent involvement, Hodges believes he can maintain a dynamic and consistent church growth. He ought to know, since

Hodges himself is no novice concerning church growth. He has pastored the South Bay church for 10 years and during that time has taken the congregation from a size of about 100 in 1984 to 416 in 1993.

Nor has this growth been an unusual phenomenon; indeed, it has marked the church's history. As an example, the number of visitors to South Bay has been consistently increasing, from 264 visitors in 1989, 393 visitors in 1990, 560 visitors in 1991, 487 visitors in 1992, and 690 visiting families in 1993. Bro. Hodges discussed the keys behind his rapid growth, including his "80 Percent Principle," plus his philosophy of ministry and plans for the future in an interview with A.I.S.

How Did Your Background Affect Your Ministry?

I pretty much grew up in California. My father was a home missions pastor and started several churches. So we moved with his pastorates. We lived in Arizona, then we moved to Florida, then to California. But we moved to California before I was five, so I pretty much grew up here. I received the Holy Ghost at age eight. So I would say that the fact that I made a commitment as a child to live for God kept me in the church. I never went out into the world.

Only a few years later, I felt my calling into the ministry, at age 12. Therefore, I went to Apostolic Bible Institute and graduated after three years.

When Did Your Ministry Begin?

Actually, even before I went to Bible college, I held some revivals and assisted a church for several months. I really began preaching when I was 17 years old. I think my first sermon was probably connected with the youth group somehow, in a youth service or something like that. That would have been at the church in National City, California, where my father pastored at the time.

Then, my wife Beverly and I evangelized for a few years after Bible college. Finally, I became assistant pastor for my father for six years here at South Bay. My father left in 1984 to take a church in Moss Bluff, Louisiana. Consequently, the church elected us to be pastor. There were 92 voters at the time, and we were elected with 100 percent of the vote.

Could You Describe The History Of The Church Before You Became Pastor?

The church was founded in 1955, and it was incorporated in 1956 by Leaman Reynolds. Bro. Reynolds had been in the Navy, and when he got out of the Navy, God put a burden on his heart to go to National City where he was saved, and there he started a church. He eventually left the

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By Richard C. Brown and Rob Doner



*Nathaniel Wilson
Pastor
Sacramento, CA*

I read in *Newsweek* today that 76 percent of all Americans believe that there is a decline in spiritual and moral values in our nation. You need not look far to realize why. Just look at the lifestyles of the people who produce the material that is on TV today. They have a clear non-Biblical, anti-God agenda. It's

for this reason that I preach against Apostolics having television in their homes. Yet the truth is, most of my saints don't want one; they are glad to have been delivered from its bondage.

UPCI is a ministerial fellowship, and therefore has the right to request certain conditions from its members. Not having a TV is one of them. I fear, however, that there are substantial areas in our fellowship where this is being violated. This is usually a sign of fragmentation, and if it's not dealt with, it will create real confusion that will only get worse as time goes on. We must stand against the TV menace. Likewise, some have experimented with using TV for advertising or preaching, while prohibiting the people from having it. It is my opinion that those experiments, for the most part, have not been very successful.

The television issue should not be a difficult one. If your people love the Lord, they won't want things that contradict the Christian life. And that's exactly what TV portrays.



Apostolics And The Television Question



*Thomas Craft
Pastor
Jackson, MS*

I have only one problem with our position concerning television: I think we should have taken an even stronger stand against it. A wealth of current research clearly shows the negative effect that television has on the home, the family and on children.

Some have suggested that it's more difficult to take a firm position against TV today. But if you've stood against the sin on TV all along, it should be no more difficult to take this same stand today than twenty years ago. If anything, it should be even easier.

There's another issue that some raise concerning TV: Can we preach on it? The problem with preaching on television is the mixed signal it sends. To say it's wrong to watch one, then turn around and preach on one would be a clear contradiction. It would send the wrong signal.

You also have a similar problem with advertising on television. You have to ask yourself, "When does an advertisement become a program? At 30 seconds? Two minutes? Fifteen minutes?" The answer is that there is no answer. There are too many gray areas that advertising creates, and as a result, it will only cause confusion, particularly for your new converts. For that reason, I feel it's best to just leave television alone altogether.



*Wayne Dickerson
Pastor
Raymond, MS*



*Gary Linville
Pastor
Portsmouth, VA*

Most of what's on TV is bad. Still, I never have been against using television for advertising if it could be done right. I'm not sure how you could do it, though, without setting up a double standard. But personally, if it could be used like that without creating a double standard, I don't think it would cause a problem with new converts.

In my 20 years of ministry, there's never been any question in my mind that the UPC has taken the correct stand on television. I've never had any difficulty taking that stand. I don't think, though, that it would necessarily be hypocritical to advertise or preach on TV. It's just an instrument that can be used for good or for evil.



*G.R. Travis
District Superintendent
Raymond, MS*

It would be counter-productive for a person to preach against television and then to advertise or preach on it. It would weaken the preacher's position, with both the saints and with other ministers as well. It would have a negative effect.



*Dale Aaron
Pastor
Milwaukee, WI*

I strongly preach against the abundance of evil and sin that is on television. So, if someone is going to have one, they better know learn to control it. As for using TV for evangelism, I think pastors can preach on one and not own one.



*Ronald Perry
Pastor
New Castle, IN*

I preach against television in this way: I preach that it is a detriment to your spirituality and a thief of your time. The opinion that TV is harmful has been strengthened by statistics in recent years that show the damage it does. A few years ago, before the availability of that research and those statistics, it was all speculation as to its detrimental effects.



*Gary Gleason
Pastor
Oregon City, OR*

It might be pretty easy for me to get up and preach about TV, but I'm not sure that it's as easy in this day and age for people to receive it. It seems television has made some in-roads into the United Pentecostal Church, in the saints' homes, which I hate to see. But I try to do what I can to keep it out of the homes of the saints that I pastor.

Next Month's Topic:

Preachers & Advanced Education

If you would like to give your opinion on this topic, send comments and photo to: A.I.S., P.O. Box 47917, Indianapolis, Indiana, 46247

Arthur E. Hodges III: The Eighty Percent Principle

(Continued from page one)



An aggressive evangelism program has helped Bro. Arthur E. Hodges III and his congregation at South Bay Pentecostal Church to experience significant growth. **Left:** The exterior of the facilities at South Bay; **Middle:** An altar worker conducting a "First Night Counseling" session with a new convert; **Bottom:** Sunday night service in progress inside the fan-shaped sanctuary which seats approximately 635 people.

church to be our first missionary to the American Samoan Islands, and then Bro. Jimmy Shoemake took over the pastorate. Then the church went to my father, and then finally to myself."

How Have Your Facilities Changed Over The Years?

Our first church sat on about a half acre and seated about 225. It was a traditional kind of a building, with an aisle down the middle and two rows of seats. We had three buildings on that property. The second building was an educational facility; it had probably four or five Sunday school classrooms. Then we had a third building which was the original sanctuary that we turned into classrooms also.

There was an interesting story surrounding that first building. When Bro. Reynolds went to get a building permit, they at first turned him down. They said, "We don't need any more churches in this city." So Bro. Reynolds went and counted all the bars in the city. And there were a lot of bars! There were far more bars than churches in the city. So he went back to the city council and said, "There are this many bars in the city, and only this number of churches. Until you have as many churches as bars, you don't have enough churches." So on that basis, they gave him a permit.

Almost seven years ago, we moved into our current facility. This building's seller was asking \$1.6 million, and we bought it for \$1.1 million, even though we didn't have any money at the time. We bid by faith. We simply asked them to carry back \$575,000 of the purchase price for eight and a half years with no payments being made on that, and with no interest accumulating. It was just God that they agreed. The church sits right on San Diego Bay. We have right at two



and a half acres. It has a modern fan-shaped auditorium that seats 635. Three stories above the ground is our education area and offices. One floor below the ground is our fellowship hall. Plus we have two other buildings that are on the property. Also, we probably also have over 20 classrooms now.

What Outreaches Have You Used?

We've done everything possible! During our early years, we used everything from bus ministry to street meetings to door-to-door visitation to prison ministry. We tried everything we could.

Actually, the most productive method of evangelism for us is friends reaching friends and relatives.

What Are The Keys To Your Growth?

I believe there are seven keys to church growth. The first is worship, which I define as prayer, praise and celebration. The second is stewardship, that is, tithes and offerings. One thing we do to enhance this stewardship is to give monthly contribution reports to all members of the church.

The third key is leadership. Our principle is that if you grow people, they will grow a church. The fourth key is assimilation. To accomplish assimilation, we utilize a New Life Class. It's a 10-week course on discipleship principles. Statistically, 80 percent of everyone who has completed our New Life Class in the past four years are still in the church today. Then following the New Life class, we have a discipleship class which is another 10 week course. And following the discipleship class, we have a "Team Ministry Class," which brings them into full church membership by placing them into a ministry in the church.

Along this line, we have an actual church membership application. One of the requirements for membership is that a person must be active in an identifiable ministry in the local church. They cannot be a full member without assuming a ministry responsibility somewhere in the church.

Our fifth key for growth is what we call "Team Ministry." Team Ministry is based upon the principle in Ephesians 4:12: the pastor equipping the saints and the saints doing the work of the ministry. In our Team Ministry, we strive to get saints involved in the church. My goal is for

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*Bro. and Sis. Kent Thomas
and son Bro. Jeff Thomas*

The Thomas family has designed and built a wide variety of commercial, custom residential, and church projects since 1970. Over the years they began to recognize that churches are better served by a unique approach to planning and construction.

Ω mega Church Consultants, Inc. was founded in 1991 expressly to meet those specific needs. At that time the Thomases decided to devote their experience of the past 21 years toward helping churches to meet the challenges of growth by offering a comprehensive package of services including consulting, architectural design, master planning, renderings, models, financial direction, real estate services, budgeting, and construction management.

Ω mega was created to offer a step by step, "Phased Approach" to take the waste, risk, complexity and unnecessary cost out of the design and building process.

The Thomases view the services that are offered by Ω mega as a six-day-a-week ministry. Since 1981 Bro. and Sis. Thomas have also ministered each Sunday at Carmel Care Convalescent Center in connection with Calvary Tabernacle Church, Indianapolis.

Ω mega retains an architectural staff which at present consists of two architects and two CAD draftsmen with hundreds of church projects to their credit. The Thomases bring vast experience to this ministry. Kent has managed construction projects from West Virginia to Louisiana over the past 25 years. Jeff earned a B.S. in Business Administration in 1981 and became a real estate broker the same year. He also has designed dozens of commercial, residential and church projects since joining the family business thirteen years ago.

Before founding Ω mega Church Consultants, Inc. the Thomases found that the standard practice utilized by many churches was the same as that employed by many commercial clients, i.e. a commercial architect was hired to design the church facility, then bids were solicited from several general contractors. The congregation often would then discover that they had spent a great deal of money for a design they could not afford to build.

The Ω mega system results in less risk and less cost because feasibility and budgets are established before proceeding with construction drawings. In essence, churches are offered an additional and very valuable service, at no cost, when the design is halted at the bid plan stage and the project is bid by subcontractors and suppliers local to the church. This approach results in an accurate building cost estimate before the church makes a commitment to the completion of the construction drawings. This service is included in the low architectural fee. The process also gives the local bidders input into the design, which often results in cost-effective alternative methods and materials.

The Ω mega system is proven and has resulted in significant, verifiable savings to many church clients.

Ω mega has numerous projects in various stages of completion with independent Apostolic church congregations, the United Pentecostal Church International, the Shepherd's Home, the Pentecostal Assemblies of the World, and others.



Please contact Ω mega for more information and references.

Ω mega Church Consultants, Inc.

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David Brown

■ LEGAL

Isn't there a contradiction between Jesus' statement in Matthew 12:30, "He that is not with me is against me," and in Luke 9:50, "...for he that is not against us is for us?"

The supposed contradiction here can be cleared up rather easily by examining the contextual setting in which both of these statements were made.

Jesus' statement in Matthew is speaking of the struggle between the kingdom of heaven and the kingdom of this world. This is a struggle in which no middle ground exists. If you are not part of the kingdom of heaven, then by default, you are a member of the kingdom of this world, and as such you have no part with Christ. It is to this group of people that Jesus said, "He that is not with me is against me."

Jesus' statement in Luke was made in response to a concern raised by John who observed a man driving out demons, yet he was not one of the disciples. Evidently there were some strong feelings on John's part against anyone who would cast out demons that was not a disciple. Jesus points out that this man was not against them since his actions of casting out demons showed which side of the spiritual battle he was on.

The context of Jesus statement in Luke is remarkably different than His much stronger statement in Matthew where He was accused of being on the side of evil, casting out devils by the prince of devils. In the earlier context it is easy to see why Jesus acted so forcefully.



Paul Mooney

■ MINISTRY

I can't seem to get people involved in the various functions of the church. How do I get people to volunteer and help with church responsibilities?

Early on in one's pastoral ministry, one tends to think that he can do it all, especially if the church is small. And I have seen cases where pastors operated very well, quite efficiently, and with good enthusiasm, while they were essentially doing everything that was demanded in terms of church duties.

However, one soon learns that if we never learn to train and use people to assist us and to advance the cause of the church, we will be forever limited. And if, perchance, a minister should, for whatever reason, keep people shut out from responsibility, it isn't long before those he pastors will reflect immaturity, inexperience, and spiritual shallowness.

So, the business of training and preparing people to help you with responsibilities is critical. Let me suggest a few things that you can do to help facilitate this.

First, you must specify the job. You must know what needs to be done, and you need to be able to articulate it plainly. Do not try to organize 50 people at one time and to train 50 people at one time to do 50 different tasks. Pick one task and one person and train that person to do that task for you.

Secondly, develop the philosophy of asking, not telling. People hate to be told, bossed or demanded. So ask. Ask for help, and when you ask, you will be surprised at how ready people are to assist.

Thirdly, you must be prepared to compliment and reward every worker with praise and thanks. Without this, you will fail.

Prepare yourself to better understand people and learn to enjoy the thrill and excitement of working *with* others and *through* others. It will be your ministry's greatest joy.



O. C. Marler

■ FAMILY

My husband is very devoted to his ministry, even to the place of becoming a "preach-a-holic." It seems I see so little of him except at church services. I have always been taught that our Christian walk must come

first, our family second and our ministry third. If this is true, is there a "rule of thumb" as to how much time he should spend with his family? I don't know what to do, and it's beginning to have a negative effect on our relationship.

Possibly you have coined a new term, "preach-a-holic." However, I don't think its meaning will be too difficult to identify for those families involved in it.

Your situation reminds me of another preacher's wife who seriously considered checking herself and her children into the hospital so they could get a visit from her husband. God doesn't expect us to sacrifice our families for the sake of our ministries.

Here's a basic rule of thumb: First, the pastor should take off one day a week, devoid of any church-related activities. Assuming that the pastor starts out his working day at approximately the time other workers do, he should begin winding down about 2:00 and should be home at 3:00 or 3:30. Remember: He is on call 24 hours a day. On his day off, he should not hunt something church-related to do because he feels guilty.

The preach-a-holic is addicted to his work; and much like drug abusers or alcoholics, he cannot be helped unless he wants to be. Perhaps we could say he is "hooked."

The Bible tells an interesting story in I Kings 20 of the man who lost the prisoner he was guarding because he was "busy here and there." We do not want to lose our own household because we were "busy here and there" saving someone else's.



T. W. Massengale

■ OUTREACH

In organizing his church, what departments would you recommend that a pastor have operating to optimize growth?

First, be careful not to establish too many departments. Studies show that a manager can only maintain good management practices with about 12 people. It is no accident that long before the business world discovered this, God had established 12 as the number of government. The number of departments should be limited to 12 and should never be more than 14.

So with that in mind, I would recommend the following departments:

Outreach: This is one of the first that should be developed. It is a vital ministry for growth.

Home Bible Study: If possible, this should be made a separate department from Outreach, as it is a very time-intensive job, but vital for growth.

Visitor Follow-Up: Again, it should be made separate from Outreach as soon as possible. There is much paper-work involved in this job.

Ladies Auxiliary: This is almost always a department, as it can contain many ministries within itself.

Men's Ministries: This also should be made a department as soon as possible, since it is vital for freeing the pastor's time. It often contains three ministries: Men's Fellowship, Maintenance, and Usher's Ministry. *Youth Department:* This should be made a department as soon as there are enough youth to merit it.

Sunday School: This should always be a department, except in the smallest churches. *New*

Convert Care: Although sometimes placed within Outreach, it should be its own department.

Bus Ministry: Because this is another time-intensive job, it should be separate from Sunday school or Outreach.

Promotions Ministry: It should be separate from Outreach, but work closely with it.

Prayer Ministry: This is vital for growth and definitely warrants its own department.

Music Department: While it may not exist in very small churches, those that can should strive to develop this department as soon as possible.

These, then, are the areas to focus on and where your priorities should be.

If you would like to send in a question to one of these ministers for their consideration, please address it to:
News Editor-AIS Perspectives
P.O. Box 47917
Indianapolis, IN 46247

■ MORALITY

Lesbians Target Grade School

Valentine's Day at one Massachusetts grade school this year brought references to a kind of love that many parents did not appreciate. On February 14, members of the West Springfield Lesbian Avengers ignored trespassing signs and carried candy into the Cowing Elementary School. There, they distributed the candy, which had leaflets attached declaring, "Girls who love girls and women who love women are OK!!"

At the bottom of the leaflet was a toll-free phone number for the National Lesbian and Gay Hotline, which includes a gay phone sex service. After several minutes, the school principal asked the group of four lesbians to leave. They remained outside for about 15 minutes, however, until the police asked them to leave.

Ana Hawley, a spokeswoman for Lesbian Avengers, said later that including the toll-free phone sex number had been a mistake. However, Sarah Schulman, also with the group, said the candy hand-out itself was appropriate. She said the homosexual community must "act as a family" for gay children.

William O'Shea, school superintendent in Springfield, said that he and other school officials have received an avalanche of phone calls from parents concerned by the Lesbian Avengers' actions. He said that Cowing Elementary is beefing up security as a result of the incident.

■ CHURCH & STATE

City Fighting To Keep Cross

The residents of Wauwatosa, Wisconsin are ready to fight for the Cross. In 1992, the town removed the Christian cross from its city seal because of a complaint by atheist Rob Sherman. Sherman said the emblem violated the constitutional principle of separation of church and state.

Now, however, Wauwatosa wants to reinstate the old city seal, feeling that it represents a part of the town's heritage. Residents voted 9,100 to 3,300 to return the cross to the city's official emblem. They also voted 7,100 to 5,100 and said that they were willing to pay any legal expenses that might result from the city's decision.

The vote by the town residents was not binding or official, but rather was only an advisory referendum. A final decision on the matter will be decided by Wauwatosa's common council, and is expected later this summer or fall.



■ AMERICAN LIFE

More Americans Are Gambling

A report by *U.S. News & World Report* indicates that gambling is gaining popularity as America's favorite pastime. The March 14 issue noted that Americans wagered \$330 billion in 1992, an increase of 1,800 percent over 1976.

Aggravating the problem is the passion lawmakers seem to have for introducing new forms of gambling. More than 200 bills in favor of gambling were introduced during the first six weeks of 1994 in various federal, state and local government offices. Also, 23 states have authorized casinos. *U.S. News* reports that by the year 2000, about 95 percent of all Americans will live within a four-hour drive of a casino.

Said the magazine, "Governments have a tendency to overestimate their financial gain from gambling revenues. Economic impact studies relied upon by 14 agencies were tilted in favor of the industry and only four factored in gambling's hidden costs."

■ RELIGION

Credibility Low For Church

More Americans believe what the news media says than what the church says according to a survey by the Times Mirror Center.

According to the poll, 68 percent find newspapers to be believable, while 73 percent thought TV news was credible. In contrast, only 60 percent believe that the church is credible and can be trusted. Canadians rated the church even lower, at 47 percent, compared to 71 percent who believe newspapers and 81 percent who believe television news.

■ PUBLIC SCHOOLS

School Censors Abstinence Ad

Last April brought a bit of good news for Christian families, as a parents' rights group filed suit against Lexington (MA) High School for illegally censoring a pro-abstinence ad from the school newspaper. The advertisement, appearing in the *Musket*, read: "We know you can do it! ABSTINENCE: The Healthy Choice."

Douglas Yeo, a local parent brought suit, along with the Lexington Parents' Information Network (LEXNET) against the school. The suit alleges that the newspaper's faculty adviser complained that the ad, developed by LEXNET, was too "objectionable." Among the contents of the ad was a portion identifying LEXNET as a source of information on abstinence. Originally, the school district had approved the ad, but finally gave the final decision to the student editors. Ultimately, though, the faculty adviser overrode the students' decision in the matter.

The plaintiffs contend that school officials deliberately censored the ad because of their disagreement with the message of abstinence. The Lexington area schools have been giving condoms to students since May, 1992.

Craig Parshall, a Rutherford Institute attorney working on the case, commented to the Evangelical Press Association, "The first shots in the American struggle for freedom were fired on the village green in Lexington. It's tragic that 200 years later, freedom of speech is being muzzled for those whose traditional moral views are considered politically incorrect."

■ MEDIA

Negative Habits Linked To TV

If you know of somebody feeling hostile, depressed or obese, maybe you should check his television-watching habits. A recent study, funded by the National Institutes of Health concluded that these negative qualities often result from watching too much TV.

The study of 4,280 adults examined Americans' television habits and cardiovascular risk factors. The results showed that people who watch TV four or more hours a day were more than twice as likely to smoke cigarettes. They tended also to be less physically active than those who watched TV an hour or less. Dr. Stephen Sidney, who headed the study, also noted that television viewing is associated with obesity, adverse habits and adverse psychological measures, though the extent of the connection is unknown.

RESOURCES

Wilson Confronts Worldliness In New Book

We are in a crisis," Pastor Nathaniel Wilson of Sacramento, CA said. "A hunger for God is lacking in this generation. And traditionally, if this lacking continues, what you soon have is a worldly people. If this hunger is lacking, then our theological perspective of everything takes on an increasingly secularistic view." It was this crisis that prompted Wilson to write *In Bonds Of Love*, a book that has stirred much of Oneness Pentecost.

In Bonds Of Love addresses issues that have traditionally been discussed as "holiness standards," yet approaching them from a different perspective. "The primary focus is that we are willing servants and bond-slaves of Jesus Christ," Wilson commented. "In the Old Testament, after a period of time, a servant had a right to leave the Master's house or to become willing bond-slaves. As such, we are the slaves of Jesus Christ by choice.



Nathaniel Wilson

"We're not saying that people can't do what they want to do if that's what they choose. We are saying that you cannot live in the Master's house by the Master's rules and do whatever you choose."

Part of the impetus behind

Wilson's book was another book entitled *Neo-Pharaseeism*, in which the author attacked holiness groups as "legalistic."

"That book is indicative of a bigger thing. The two books themselves are not the issue as much as the fact that they represent two increasingly broadened viewpoints. However, I did feel like that book needed a response."

And apparently, so did many other Apostolics. Wilson has sold out his initial printing of 5,000 and is planning to do a reprint in the near future. He said that he has received very little negative feedback, "because the book was written in such a way that if you don't want to read it, you don't have to.

"We have sold many by the case. Rather than just trying to teach the whole subject themselves, many pastors are just giving the book to everybody. Some of them have bought the book and taught it chapter-by-chapter, while others have just let their people read it. I'd say there's been a tremendous hunger for it."

For more information, or to place an order for *In Bonds Of Love*, write: Reach Worldwide, Inc., P.O. Box 292100, Sacramento, CA 95829. Or call Reach at (916)689-7625.

"We cannot live in the Master's house and do whatever we choose."

--Nathaniel Wilson

MINISTRIES

Teachers Needed In Yukon

The Yukon area in Alaska might seem like a remote area, devoid of civilization, but Bro. Lorin Bradbury has definite plans to reach the area with the Gospel. And it all revolves around school teachers.

"Out here in the villages of the Yukon, the only employment available is that of teachers, because a lot of the villagers just live off of the land. So the only jobs available have to do with the school district," said Bradbury, pastor in Bethel, AK.

As a result, says Bradbury, it's Apostolic teachers who might have the best chance of reaching the area.

"These people would just apply and go to work as teachers. They could then be the con-

tact point in the village for starting new churches."

Bradbury said that interested parties would need to be certifiable by the state with the Department of Education.

He said they should also be aware of the different culture they will encounter, which is more akin to foreign missions than home missions.

"We would also be interested in

hearing from young people interested in getting a degree from a secular institution, but in a multicultural setting," he said. For more information on Bradbury's Yukon project, call him at (601) 543-3246. Or call Alaska home missions director Bro. Delton Carnley at (907)488-1694.



Lorin Bradbury

LOCAL CHURCH

Ministers In Training

Becoming a minister at Bro. Donald Knight's church in Atlanta, GA is no easy task. Bro. Knight does not intend it to be. His Ministers In Training program is designed to let these aspiring preachers know in frank terms the road that lies before them.

"We deal with ministerial traditions, circumstances and problems, that sort of thing. We deal with nothing doctrinal; that's their responsibility. Rather, we talk about what to expect in the ministry, the pitfalls, the requirements, etc. And I am very candid with them. They know when they come into the program that we don't use kid gloves."

In the program, Knight meets with his prospective ministers about once a quarter for his intense discussions. But "that is only a small portion of what they get," Knight said. "They also get on site training. They actually have an opportunity to function in our services. Even with no experience, they minister in what we call Jubilee Nights. We have them once a month."

Knight uses about six ministerial candidates in each service.

There are, of course, strict membership requirements for M.I.T. "They have to meet certain criteria, once of which is that they must be teaching home Bible studies. But when they get into the program, they are taken under my personal wing. I give them privileges that the ordinary church people do not have.

"As they develop, I monitor their development. Then they are thrust in. I do not lead a service. These people do everything until it's time for me to minister."

Usually between 15 - 20 are involved in M.I.T. Said Knight: "This is a Biblical plan to multiply ourselves. Through it, we branch out and multiply. It just keeps getting better."



Donald Knight

Indiana Bible College maintains a growing electronic database of research and Bible study files to assist pastors, students and church leaders. All files in the database are free to AIS subscribers and can be accessed by modem (dial (317) 781-7700) or by voice telephone ((800)800-AIS). When ordering by phone, specify photocopy or computer disk, and have your User ID and Password ready. (A small photocopy/computer disk fee will be added to your monthly statement.)



NEW CHURCH MANAGEMENT FILES

PAPM15.TXT	22279	Measuring Success In The Ministry. Good article that compares failure with success in ministry.
PAPM16.TXT	22054	Qualities Of Successful Pastors. The keys that will make you a success as you pastor.
CFFM08.TXT	7093	Checking The Church Checkbook. Helpful advice on maintaining accurate church records.
MUSM05.TXT	6078	Sound Team Tactics. How to avoid the most common mistakes made with church accoustics.
PAGE40.TXT	16680	The Snare Of Adultery. Excellent article on why ministers fall into moral sin!
CMPL17.TXT	1638	How To Prepare Departmental Plans. Eight steps to get your department more organized.
LTIR31.TXT	4850	Tax Changes And Church Finances. Read this to see how the Clinton tax bill affects you.
PAPR08.TXT	2832	Using Humor In Preaching. The 10 Commandments of incorporating jokes into your sermons.
LEGE27.TXT	6380	What Leadership Is All About. Three words characterize leaders: Shepherd, Steward, Servant.
LEKY12.TXT	18827	Five Habits Of Effective Leaders. Great study on developing positive leadership qualities.



NEW GRAPHICS FILES

BUCA01A.PCX	90750	Miscellaneous Clip Art, Pt. 1. A collection of cartoons and clips for your church bulletin
BUCA01B.PCX	89719	Miscellaneous Clip Art, Pt. 2. More cartoons and clips for church publications.
BUCA01C.PCX	71225	Miscellaneous Clip Art, Pt. 3. Still more cartoons and clips for church publications.
BUCA01D.PCX	75054	Miscellaneous Clip Art, Pt. 4. The final part of this collection of church bulletin clip art.
HBGR08.PCX	49847	Home Bible Study Reply Card. Sample card allowing folks to sign up for home Bible study.
HBGR09A.PCX	121458	Home Bible Study Form - Inside. Sample form promoting home Bible study.
HBGR09B.PCX	65790	Home Bible Study Form - Outside. Sample form promoting home Bible study.
HBGR10.PCX	111144	Home Bible Study Invitation Card. Logos to include in all of your church publications.
HBGR11.PCX	101347	Home Bible Study Information. More logos for your church publications.
HBGR12.PCX	96571	"Free Home Bible Study" Ad. More logos for your church publications.
HBGR13.PCX	100320	Home Bible Study Card. Sample bulletin page featuring pertinent church information.
HBGR14A.PCX	100932	Home Bible Study Mail Card - Inside. Sample bulletin page promoting Sunday school
HBGR14B.PCX	84108	Home Bible Study Mail Card - Outside. Sample page for your bulletin featuring questions
HBGR03A.PCX	30183	Home Bible Study Ad. "Jesus wants you to teach a home Bible study." Ad seeking teachers.
HBGR03B.PCX	52077	"ATTENTION" Home Bible Study Ad. Good ad promoting home Bible study seminar.
HBGR03C.PCX	59309	Ad For Recruiting Home Bible Study Teachers. Says "Would you let the Lord use you?"
HBGR04A.PCX	132780	Home Bible Study Certificate. Student's certificate for completing Bible study.
HBGR04B.PCX	126610	Home Bible Study Certificate. Student's certificate for Search for Truth HBS.
HBGR05A.PCX	156547	HBS Teacher's Certificate. Certificate for teachers in home Bible study ministry.
HBGR05B.PCX	40860	HBS Teacher's Certificate. Certificate for teachers of Search for Truth HBS.
HBGR06A.PCX	8130	Church Card Mentioning HBS. Sample church card with Search for Truth logo on front.
HBGR06B.PCX	7904	Church Card Mentioning HBS. Sample church card with HBS ad on back.
PRMA06.PCX	96586	Heritage Church Floor Plan #1. Sample church floor plan, 10,500 sq. feet, seats 250.
CPMD14.PCX	107048	Heritage Church Floor Plan #2. Sample church plan, 15,391 sq. feet, seats 300.
CPMD15.PCX	115922	Heritage Church Floor Plan #3. Sample church plan, 8,635 sq. feet, seats 294.
CPMD16.PCX	148466	Heritage Church Floor Plan #4. Sample church plan, 7,300, seats 300.
CPMD17.PCX	87850	Heritage Church Floor Plan #5. Sample church plan, 6,498 sq. feet, seats 322.
CPMD18.PCX	115171	Heritage Church Floor Plan #6. Sample church plan, 12,335 sq. feet, seats 490.
CPMD19.PCX	127191	Heritage Church Floor Plan #7. Sample church plan, 7,853 sq. feet, seats 513.
CPMD20A.PCX	112229	Heritage Church Floor Plan #8. Sample church plan, 8,644 sq. feet, seats 486.



NEW COMPUTER SOFTWARE FILES

BIBS34.EXE	93370	James (Computerized Bible Study). In-depth menu-driven tutorial on the book of James.
BIBS33.EXE	86188	Sermon On The Mount. Computerized tutorial on the Sermon the Mount. Menu-driven!
GRPR13.EXE	214867	Paint Shop Pro. Award-winning Windows program for editing graphics.
WPGF08.EXE	178834	Laser Letterhead. Make and customize your own quality letterheads. For laser printers.
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UTDK09.EXE	309388	File Magician. Another good replacement for your Windows File Manager.
MUSM05.EXE	180532	Music Sculptor. Program that allows you to create musical compositions with your PC.
GAAR34.EXE	643768	Bio Menace. VGA action game with good graphics. Defeat the bio-genetic mutants!
UTGE09.EXE	25,245	Zoom! Neat utility that gives your Windows those "zoom" lines like on a Macintosh.
UTGE08.EXE	69229	Cursor Control. Allows you to customize your Windows mouse cursor to several shapes.

Apostolic Law Association

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Owen M. Taylor, BS, JD
Attorney at Law
President

My Colleagues in Christ:

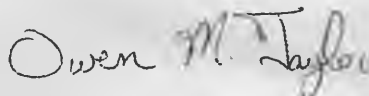
Many of you know me because of the booth the CHRISTIAN FREEDOM FOUNDATION has each year at the UPC General Conference. Several years ago, I met with the Executive Board and the General Board to share my vision for a legal resource for the United Pentecostal Church. I felt that the Lord had directed me to focus my entire practice of law in support of our churches and the ministry. I explained to the Board that my objective was to be a free legal resource to the UPC much like the organization that many of you have used - the Christian Law Association. The CLA is a worthy organization and has been used of God to help our churches and ministers. It was not my intention to, in any way, detract from the good and valuable work the CLA has done. In fact, I have been in their headquarters and worked directly with Gibbs and Craze. I can testify to their competence and valuable legal services. My feeling was, however, that the UPC had reached a place that it should have something like that for ourselves. Thus the CFF was birthed.

The CFF, now with its more focused name of APOSTOLIC LAW ASSOCIATION, as I mentioned above, has a booth at General Conference each year. The purpose of the booth is to expose to the Brethren its purposes and concepts and to solicit support for its objectives. Support, in theory, was to come from PIM like support from churches and individual contributors. In this fashion the CFF would reach a financial base that would allow me to staff up and have a law office opened and operated solely for the UPC ministry. Should any church become attacked by federal or local government, be subjected to unlawful or ungodly laws or regulations or experience persecution that made legal help necessary, the CFF would fill the gap. Thus a local church, which under normal circumstances is unable to pay for and sustain the use of good, competent counsel, would have a resource for protection. Additionally the CFF would function as a networking facility for UPC lawyers, be a source for legal information and assistance and be a source of comfort and counsel for pastors needing quick advice or direction. Universally, all who are aware of the objectives applaud them. Unfortunately, after 5 years of booths, manned by my wife and I, and speaking with many, many brethren, the funds are not enough to pay a full month's telephone bill.

Therefore, I am asking you to consider supporting the APOSTOLIC LAW ASSOCIATION. If many would contribute, even small amounts of \$20 or \$30 per month, much would and could be accomplished to seeing the vision become a reality. I already represent several UPC districts and I have assisted many, many churches and I feel that the reputation and quality of legal services that are available are well-documented. Men throughout our movement have endorsed the CFF and will give their recommendation of the CFF/ALA. N.A. Urshan, C.L. Becton, James Kilgore, Jesse Williams, T.F. Tenney have been on the Board of Directors; the entire General Board has approved the CFF as a ministry of value to the movement.

Please take a little time in prayer and consider supporting this project. Give me a call and we can discuss it. I am certain that the Lord will affirm for you His desire to see this project come into its own.

Sincerely yours,



Owen M. Taylor
Attorney at Law
Apostolic Law Association

■ TEEN ROLE MODELS

With repeated scandals involving politicians and athletes, Americans are becoming more and more conscious of the lack of good role models for young people. A recent Gallup poll further confirms that teens are finding heroes hard to come by. Some of the results of the poll, conducted in July, 1993:

63 percent consider Pope John Paul II a good role model, compared with nine percent who think he is a poor one.

61 percent think Arnold Schwarzenegger is a good hero, compared with only three percent who believe he is a poor one.

30 percent consider Billy Graham a good role model; 25 percent feel he is a poor one.

46 percent think Bill Clinton makes a good hero, and 45 percent think Hillary is. Twenty-six percent said Mr. Clinton is a poor hero, with 21 percent saying the same of Ms. Clinton. 11 percent think Madonna makes a good role model, with 72 percent calling her a poor one.

■ POPULAR PERIODICALS

According to *The Yearbook of American & Canadian Churches 1991*, ministers' preferred reading material corresponds with their theological perspectives. That is, conservatives read conservative publications, moderates read moderate periodicals, and liberals read more liberal material. The top five conservative publications: 1) *Christianity Today*, 2) *Reader's Digest*, 3) *Leadership*, 4) *Newsweek*, 5) *Decision*. The top five moderate publications: 1) *The Christian Century*, 2) *Newsweek*, 3) *Time*, 4) *The New York Times*, 5) *Sojourners*. And the top five liberal periodicals: 1) *The Christian Century*, 2) *The New York Times*, 3) *Christianity and Crisis*, 4) *Newsweek*, 5) *Sojourners* and *Time* (tied).

■ THE GOD-LESS SCHOOL

Some food for thought concerning the results of removing prayer and Bible reading from public schools: 1) Since 1963, the year prayer was removed, violent crime has increased 544 percent (according to the February, 1993 *Contact*). 2) Likewise, divorce rates have risen 117 percent since that year. 3) Also, during the past half-century, the things that teachers have cited as top disciplinary problems in the classroom have changed dramatically. The Nov. 8, 1993 *U.S. News & World Report* said that the top problems in 1940 were talking out of turn, chewing gum, making noise, running in the halls, cutting in line, dress-code violations, and littering. By contrast, the top problems of 1990 were drug abuse, alcohol abuse, pregnancy, suicide, rape, robbery, and assault. *Contact* magazine commented, "We are paying a high price as our quality of life continues to erode."

■ MINISTRY MISTAKES

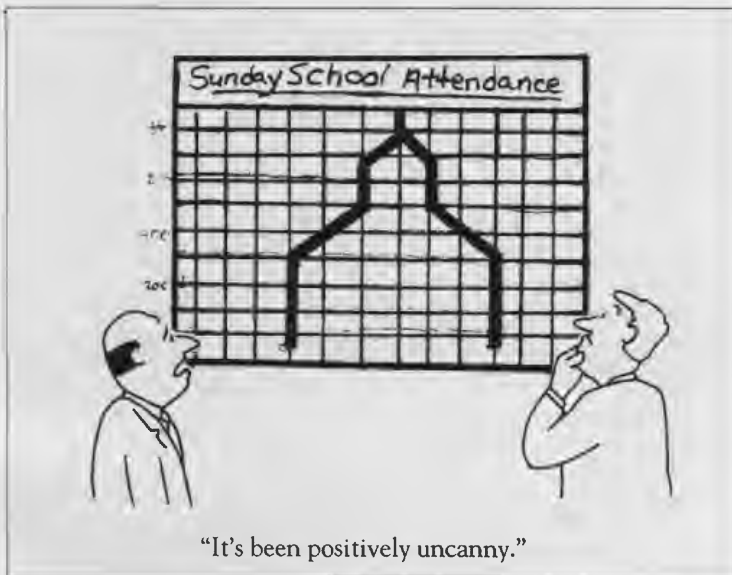
Everybody makes mistakes, including ministers and church leaders. Yet, according to the March/April issue of *Ministries Today*, there are certain steps that can be taken to guard against the more serious ministerial mistakes. Those steps include: 1) Avoid boring preaching. "Boredom does' become a lurking enemy," said author Doug Murren, "especially the longer you stay in one church." 2) Guard against moral failings. "Some leaders have survived the consequences of sexual sin - but most do not," said Murren. 3) Don't make hostility a habit. "Depression or burnout can express themselves in free-floating hostility. If you find yourself angry at the church for extended periods of time, get help quickly." 4) Don't betray confidences. 5) Avoid extremes. "Continually leading your church into the midst of controversial topics stops growth," Murren noted, because "it wears people out." 6) Don't be pessimistic. "You won't be able to find a continuously growing church whose pastor is negative." 7) Don't be distracted by outside dealings. "Few of us are able to maintain such a diverse set of interests and still pastor effectively," said Murren.

■ CLERGY SPOUSE STRESS

A new study suggests that when a minister accepts a new pastorate, he should take careful note of the effect of his decision on his spouse. The study, by the University of Florida, found that pastors' spouses suffer more stress in these situations. The school polled 124 relocated clergy and 153 non-relocated clergy. The results showed that spouses of new pastors had a lower sense of well-being than the other pastors' spouses. Said Marsha Wiggins, who headed the study: "For clergy, [a move] is a calling, but spouses don't share that calling. The clergy support networks are within the church. The spouses' supports, including ties in the community, are uprooted and disrupted" by the constant moving.

■ RACISM IN THE CHURCH

Deserved or not, conservatives often suffer a reputation of being racist. Even worse, this reputation many times spills over into the church. Some religious groups are beginning to combat this image, however. For instance, a church wanting to fight racism can receive free information about a program aiming at healing the wounds of racism. The program, entitled "The Promise of Pentecost," features strategies to encourage the church to build racially diverse relationships. For free information, write Peace Fellowship, 499 Patterson St., Memphis, TN 38111.



Redeeming The Time

It was Sunday afternoon, and time for Sunday dinner at the Jones' house. Little Timmy was at the table, anxiously awaiting the official blessing. After a lengthy delay, Timmy finally cried out, "For heaven's sake, Daddy, please hurry up! I don't want to waste any more of God's time!"

I Cannot Tell A Lie...

Pastor Johnson had been trying for some time to teach his seven-year-old son the value of telling the truth. "Remember, Ricky, liars never go to heaven," the pastor warned.

Little Ricky pondered that. "Did my grandfather ever tell a lie?" he inquired.

"Why, yes, I suppose he did," the father replied, rationalizing that most people have lied at one time or other.

"Did Mother?"

"Er, um... yes, I guess so," said Pastor Johnson.

"Did you?" Ricky continued. "And Grandmother?"

"Well, yes, I suppose all of us have told at least one lie."

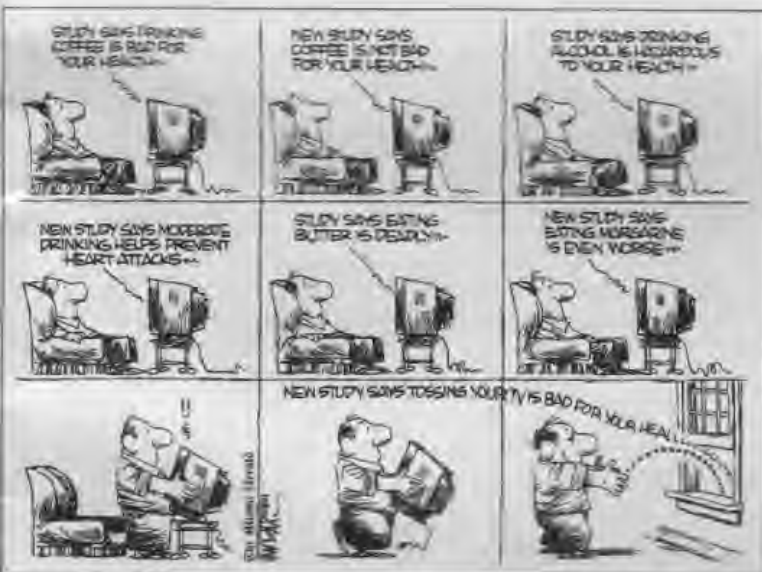
Ricky shook his head in dismay, saying, "It must get awful lonely up in heaven, with nobody there but God and George Washington."

Top 10 Statements Pastors Would Like To Hear

Want to make a pastor happy? Any of these statements is sure to make his day:

- 10) "Hey, it's my turn to sit in the front pew!"
- 9) "I was so enthralled, I never noticed the sermon went longer than usual by 20 minutes."
- 8) "Personally, I find witnessing more enjoyable than golfing."
- 7) "Pastor, I've decided to give our church the \$500.00 a month I used to send the television and radio evangelists. What's more, I've sold the TV itself and would like to donate the profits for our new building fund."
- 6) "I volunteer to be the permanent Sunday school teacher for the Junior High class."
- 5) "Forget about the guidelines. Let's step out on faith and just do it!"
- 4) "I love it when we sing hymns we've never heard."
- 3) "Since we're all here, let's start the worship service early."
- 2) "Nothing inspires me and strengthens my commitment like the annual business meeting."

And the top thing you can say to make a pastor's day: 1) "Preacher, we'd like to send you to that Bible seminar in the Bahamas."



Missing The Point

The pastor of a country church went to visit old Mr. Calloway, who seldom left his little cabin up in the mountains. Finding Mr. Calloway on the porch, he said, "Howdy, Mr. Calloway, I'm Pastor Smith. I just came to ask you a few questions."

"Shoot," the hillbilly replied.

"Well, I'd just like to know, Mr. Calloway, have you made peace with God?"

"Why, me and God ain't never had no argument!" Mr. Calloway exclaimed.

"No, I mean, are you a Christian?" Pastor Smith persisted.

"Nah, I ain't no Christian. I just told you I'm a Calloway. The Christians live down the road a bit."

"No, no, no, Mr. Calloway. I just want to know: Are you lost?"

Mr. Calloway replied, "Nah, I ain't lost. I know these mountains like the back of my hand."

"Mr. Calloway," the preacher continued. "Are you ready for judgment day? It could be today or tomorrow!"

"Well, landsakes, don't tell my wife, Preacher. She'll want to go both days!"

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Arthur E. Hodges III: The Eighty Percent Principle

(Continued From Page Three)

80 percent of our congregation to be active in an identifiable ministry within the church. We don't want 100 percent involvement, because that would mean that we would not have any visitors or new converts.

The sixth key to growth is our "Care Ministry." It's based on the principle that people don't care how much you know until they know how much you care. We implement Care Ministry through our small groups; we call them Power Groups. The principle here is to meet needs and to solve problems on the lowest level possible. As the church grows, the pastor's hands-on ministry is going to decrease.

Our seventh key is evangelism. The main point here is to do whatever you can to maintain constant visitor flow in your church. We do all kinds of outreach. In the past, we did bus ministry, though we haven't been active in that area for a while. We have done extensive jail and prison ministries, street ministries, telephone evangelism, and others. But the most productive thing for us is family evangelism. That is people reaching friends and relatives. The other parts of evangelism include visitor follow-up and discipleship. Those three elements are necessary for the local church to be successful.

How Do You Integrate These Seven Keys Into The Church?

We focus on one of those seven each month. We gear messages, promotions and lessons around that key. Also, we revise a mission statement each year to reflect one of these seven keys. It's always in the form of an acronym. For example, this year, our statement is the word "V.I.S.I.O.N." That stands for "Vibrant in worship, Integrating hearts, Serving together, Investing in the Kingdom, Observing God's commission, and Nurturing the Body." Each of those items, then, relates to one of those seven keys. "Vibrant in worship," for instance, is for the worship key. "Integrating hearts" is the assimilation key, and so on.

Please Describe Your Organizational Structure.

We have the church divided into seven major divisions, with a pastoral staff member over each. We have our Spanish and Filipino congregations. Then we have a family division, which houses the youth department, singles and young marrieds departments. We have an evangelism division which houses outreach, new convert care and visitor follow-up. Our education division houses the Christian school, Sunday school, pre-school and Bible quizzing. We have a church division which houses things like men's ministry, ladies' ministry, and maintenance. And of course, we have a music department.

Our leadership is broken into two tiers. The first tier is the men who are over these divisions. I meet them once a week early on Sunday. Then, the church staff includes the people under them who lead the departments. I meet with the entire church staff once a month. During that meeting, I give a 45 minute leadership training session, complete with hand-outs. We also have an annual planning retreat in November.

Any Last Advice For Pastors?

You should seriously consider the importance of reaching other cultures. Multi-national congregations make for a vibrant, growing church. We have over 20 nationalities in our congregation. It has been my observation and experience that churches that embrace multi-nationals are exciting, vibrant, and growing.

Second, never lose your vision. Vision is what brings you through struggles. Vision is simply faith in the future; and faith in the future gives you power in the present. ■

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