



September 30, 2006

The Rocky Mountain American Baptist

A Newsletter of the American Baptist Churches in the Rocky Mountain Region

Bethany Baptist Church Experiences Renewal

Question:

What do a 56 year-old single guy, a recently homeless family of four, an older couple with multiple physical problems, a 50-something successful couple living in a mountain community, and a youth pastor and his family have in common?

Answer:

They all became members of Bethany Baptist Church in Colorado Springs on September 10th.

From 27 in the morning worship service on March 5, 2006 to an average attendance of 65 in recent months, Bethany is "on the grow again."

This group of new members has come after completing a six-week Sunday School course that dealt with the meaning of church membership and issues of the local church. The class was taught by Interim Pastor Don Emanuel.

After much prayer and soul-searching, Bethany Baptist has submitted itself to the regional American Baptist's program of *Transforming Conflict Into Commitment*. This process, begun by Regional Church Consultant, Arlene Bowie; Ministry and Mission Coach, Mike Oldham; Interim Pastor, Donald Emanuel; and a member of

Bethany's Church Council, enabled Rev. Bowie to contact ten of Bethany's past pastors and seven families within the church. During that time Arlene listened to comments, both positive and negative, about *church life* at Bethany.

Arlene Bowie then read and distributed that report to the members of Bethany on August 27, 2006. Discussion followed and several meetings of the congregants are scheduled to study and discuss her findings as presented in her report.

Pastor Tim Hopkins and his wife, Sarah, are on staff at Bethany now, leading a *Before and After School* program for the students who attend West Middle School, right across the street from Bethany. One hour before school starts, and one hour after school ends, students may come to Bethany's gym, eat a nutritional breakfast bar with some fruit juice, receive help with their homework, participate in supervised sports, or just talk with Tim and Sarah. Both Tim and Sarah are well qualified and certified to work with children of all ages.

An *Open House* for the West Side neighborhood is planned for October, along with activities and a *Fall*

Consulting Services Available

Arlene Bowie is a trained conflict consultant. She served as an adjunct faculty member at Northern Baptist Seminary as well as serving as a chaplain at the largest hospital system in the Chicago area. She also served as a facilitator for a healthy pastors program sponsored by the Lilly Foundation. Her services may be contracted through the Region. Contact your Ministry and Mission Coach for details.

Festival for kids and families. Bethany will also host the first *Flu Shot Clinic* for Colorado Springs' West Side on October 1, 2006, right after the morning worship service.

Bethany has existed in Colorado Springs for 106 years. Its new mission for the next 100 years is to "Reach and teach people like Christ Himself reached and taught each one of us."



*Submitted by Don Emanuel
Interim Pastor
Bethany Baptist Church
Colorado Springs, CO*

Conflict Transformation from a Systems Perspective

Anxiety and the Congregational System

A congregation is a live organism, not unlike our physical bodies. While a congregation may not be as complicated as our bodies, in some ways, it may seem to be even more complex because it is composed of a large number of organisms that make up the whole.

It's the nature of any system to desire to stay the same—homeostasis. Yet change is constant. Values change, people change, situations change. All these changes cause anxiety within the system. This, in turn, causes us as individuals to experience anxiety and to begin to either respond (helpfully) or react (unhelpfully). This is the nature of conflict, and it can easily escalate as the anxiety in the system and within individuals rises.

Homeostasis and Symptoms of Anxiety

People react *to* anxiety and *with* anxiety in a number of ways. Often someone—maybe the pastor—begins to over-function in an effort to fix a situation by him/herself. Others will form relational triangles in which two people talk with each other about a third. Others will try to return to homeostasis by more triangulation or sabotage of possible solutions. Still others will try to secretly undermine by forming small power blocks. Or individuals will exhibit “black and white” thinking,

thereby polarizing the system. Some may withdraw and avoid altogether.

Leadership and Tasks

What is to be done to transform a system in conflict? We must begin with leadership.

The first step requires “the leader” or a few key leaders to become clearly self-differentiated. That is, they must understand who they are as individuals who are called by God and are Spirit-led. They must have a clear sense of self and not be easily swayed by the anxiety or the ebb and flow of the conflict. In other words, a leader needs to be a non-anxious presence in the midst of the anxiety.

A leader must also have the mission and goals of the community of faith clearly in focus and continue to clearly articulate those goals. (If there is not a clear mission or vision, it will be necessary to initiate a process to develop one. The goal is to be a “mission driven” church, not an “anxiety driven” church.) While clarifying the mission, a leader must listen to everyone and stay in touch with all, especially with those who disagree or are most anxious.

Symptom Reduction, Healing, and Reconciliation

Next, the task is to zero in on some of the symptoms. In addition to staying in touch and clarifying the mission, it is necessary to de-triangulate—not allow people to talk

with you about someone else. Rather, urge them to go directly to the problem person and teach other leaders to do the same.

Help leadership listen, maintain boundaries, and compassionately confront those who sabotage the process of healing and reconciliation. Facilitate forgiveness while helping to defuse anger. All the while, keep in mind the goal of fostering the mission.

It may be necessary for the leadership to intentionally slow change—not regressing to homeostasis, but slowing progress toward the new vision. It is often helpful to engage an outside consultant. This arrangement will enable leaders to remain self-differentiated and clear in the midst of confusing anxiety. As a result, they can indeed be the calming, non-anxious presence that is necessary in order for healing to occur.



*Submitted by Gordon Kieft
Pastoral Counselor and
Church Leadership Consultant
Member, Calvary Baptist Church
Denver, CO*

Wyoming Churches Hold First Cluster Event

The first Wyoming Cluster event was held at Camp WYOBA on September 15th and 16th. Even though the weather forecasters were telling everyone that it was going to be cold and windy with rain turning to snow, people from nine Wyoming American Baptist churches came anticipating a great time together.

Old friends gathered to greet one another and welcomed introductions to those who were new. After dinner and fellowship in the dining



hall, the group went to the campfire circle where Douglas Rigsby (FBC/ Gillette) and Eric Morehouse (FBC/ Laramie) led the singing of praise songs, hymns, and a few youthful campfire songs.

It wasn't long before several people began sharing their past experiences of being a Baptist in Wyoming. Mark Jervis, pastor of First Baptist of Gillette, said that his memories of Wyoming Baptists went back to the age of three when he came to WYOBA with his parents. Mark endured some good natured teasing about that being almost 60 years ago.



Dick Glandt from Torrington said that this was the first time he as an adult had been to a campfire that was planned for adults. Others said it was the same for them and shared how God has been leading in their lives.

It was fortunate for the group that weather

forecasters aren't always correct. The wind disappeared, the stars appeared, and the group spent the two hours around the campfire sharing testimonies, songs, and memories.

Saturday morning dawned cool and clear which made the hot blueberry pancakes taste extra delicious. After some morning devotional thoughts were shared, participants enjoyed free time. Several hiked the mountain to see the fall colors, some went to Casper, others began work projects, and some made good use of their cameras.

Shortly after lunch, the weather forecasters had their way. The snow began to fall, and it wasn't long before the attendees experienced the visual transformation from fall to winter.

In spite of the snow and cold, fallen trees and slash were removed, leaky plumbing was re-

paired, a new fence was built to grace the entrance, relationships were renewed, and new ones were forged.

There was an agreement among those who came that this should be an annual cluster event. American Baptists from across Wyoming need to come together for fellowship,



spiritual enrichment, and rewarding work so that relationships between the churches and individuals can be strengthened.

This year's Wyoming Cluster Event was planned by Cynthia Rigsby (Gillette), Dick Glandt and Jack Pugsley (Torrington), Mike Halliburton (Lander), Jenita Calton (Rawlins) and Ministry and Mission Coach, Wayne Dvirnak.

Paul Brigham Begins Bivocational Pastorate in Greeley

Paul Brigham began his bivocational pastorate at First Baptist Church, Greeley, CO, on September 27, 2006. He and his wife Barbara moved to Greeley from Shenandoah, IA. Our Search Committee along with the congregation have prayed throughout the two-year search process that God would send us the one God would have us call, and we believe our prayers have been answered!

Paul Brigham spent his growing up years in Roswell, NM and Farwell, TX. He feels his Christian parents, who taught him basic Christian values, helped him recognize and answer God's call to ministry.

He has pastored churches in California, Texas, and Iowa. He also served as Director of Pastoral Care at a Good Samaritan Care Center and as a chaplain at a correctional facility.

Rev. Brigham received his BA from Wayland Baptist University, Plainview, TX, in 1980 and his M.Div. from Southwestern Baptist Theological Seminary, Ft. Worth, TX, in 1983. His 1982 Southern Baptist Convention ordination was recognized by American Baptist Churches, USA, in 1999.

We welcome Paul and Barbara Brigham to First Baptist Church, Greeley, CO.

*Submitted by Mary Lou Weaver
Chair, Search Committee
First Baptist Church
Greeley, CO*

Eaton Senior Programs Seeks Applicants

Eaton Senior Programs, Incorporated, which provides low-cost residential support for senior persons, seeks applicants for the position of President and Chief Executive Officer of the corporation. The current President/CEO, Dean Painter, plans to retire in March, 2007. The role of this officer is to manage the business and staff of the vital and highly successful programs of the corporation, which owns and operates both independent and assisted living facilities for more than 200 seniors in Lakewood, CO, and also manages a residence facility owned by the City of Lakewood. Eaton Senior Programs, Inc. is summarized on its website: www.EatonTerrace.org.

Applicants for the position must have demonstrated experience in successful administration and operation of residence facilities for seniors, and must have demonstrated skill in community outreach and communication in a variety of settings, including interaction with the Board of Directors of the corporation, members of the operating staff, individual aging residents and resident groups, and potential and on-going grantor agencies. Applicants must demonstrate an ability and success in attracting support for, and guiding development of grant applications for program such as those Eaton Senior Programs, Inc. operates.

Interested parties should e-mail their resume and compensation requirements to search@EatonTerrace.org, reference CEO. Applications will be accepted through November 9, 2006. Interview will be conducted by the selection committee from the Board of Directors between November 27 and December 20, 2006. The final selection will be announced in January, 2007.

Continued "Calm" in Thailand

As the bloodless coup d'état unfolds in Thailand, missionaries and national partner churches are closely monitoring the situation, while continuing to pursue their various ministries, according to Stan Murray, the International Ministries (IM) staff member who oversees IM's mission activities and relationships in Thailand.

Murray explained that IM works in Thailand as part of a rich network of national churches and international mission agencies. Baptists from seven different agencies based in six different countries combine their efforts under the umbrella of the Thailand Baptist Missionary Fellowship (TBMF). TBMF has a Crisis Management team in place. Conditions in Thailand have remained calm and, with apparent endorsement of the governmental change by Thailand's King Bhumibol Adulyadej, is likely to remain so. Still the TBMF crisis team has encouraged specific ways in which missionaries can exercise prudence and be prepared, should the national situation take a turn for the worse.

Murray continues to call for prayer for Thailand, its leaders and its people, as well as for those from around the world who serve them.

(from IM's news service)

Torrington Baptists Welcome Richard Cederholm as Pastor

It is with great joy that First Baptist Church of Torrington, WY, welcomes Richard "Rick" Cederholm as our new pastor. He comes from Vermont and arrived in Torrington on September 20. We look forward to the process of getting to know him better as we work with him, and trust he will know us better as well. The future looks exciting as we continue to do God's work in this community.

Rick received his Master of Divinity Degree from Andover Newton Theological Seminary. He formerly served on the staff of the American Baptist Churches of Massachusetts, implementing and leading Youth Leader Core for that state.

Rick's immediate past church was an American Baptist church in North Springfield, VT, where he served for 15 years. He has a heart for mission involvement and has been on mission trips to Alabama, Alaska, Cuba, Nicaragua, and Puerto Rico. Recently between pastorates, he spent two weeks in Florida and Louisiana volunteering with Habitat for Humanity. He also spent a week this year in his home town of Randolph, MA, doing work in a local soup kitchen. He believes that mission begins when we walk out the door of the church. It's part of everyday life. He says, "We are called to reach out to everyone, and I have answered the call. I promote mission whole-heartedly and believe the Church exists in order to help grow disciples and to spread God's Word.

He is also passionate about spiritual growth. In his previous church, he developed virtual spiritual growth moments. Participants virtually climbed mountains, the Empire State building, and kayaked rivers while participating in daily spiritual growth activities. Their participation earned them steps or miles toward the "finish." It was met with great excitement, and he looks forward to sharing this idea with others.

Rick is the father of four adult children. His daughter and her family live in Fort Collins.

*Submitted by Dick Glandt
Chair, Search Committee
First Baptist Church
Torrington, WY*

We're Seeking Devotional Writers

Do you read the weekly devotionals on our website: <http://www.abcrm.org/devotional.htm>? Many American Baptists in the Rocky Mountain Region have expressed appreciation for the inspirational thoughts posted to the website each Monday. Previous weeks' writings are archived and accessible.

Do you have a passion that you would like to share with the ABCRM family? New writers are always welcome. If you have a devotional thought to share, please e-mail Ingrid Dvirnak at ldvirnak@abcrm.org. She'll give you the details and work out a suitable publication schedule. Both clergy and laity are encouraged to contribute.



"God can do anything, you know—far more than you could ever imagine or guess or request in your wildest dreams! God does it not by pushing us around but by working within us. . . ."
(Ephesians 3:20 The Message).

**October is
World Mission
Offering Month.**

Will you take the challenge?
(\$3 x 12 months x
of congregants = Be Amazed!)

See page 6 for details.

Leadership Changes (since 07/31/06)

Paul Brigham
pastor
FBC/Greeley, CO

Richard Cederholm
pastor
FBC/Torrington, WY

Scott Simpson
pastor
FBC/Cañon City, CO

Fred Thompson
transitional pastor
FBC/Montrose, CO

Cal Wyatt
interim pastor
FBC/Hotchkiss, CO

American Baptist Women's Ministries Publishes New Love Gift Resource

In partnership with the Office of Mission Resource Development, American Baptist Women's Ministries has produced *To Know, to Care, to Pray, to Give: New Ideas for Love Gift*.

This resource contains inspiring devotionals, prayers, poetry, skits, dedications, and many creative ideas for promoting, receiving, and celebrating Love Gift as part of our life of faith. Introduced for the first time at the Love Gift 75th Anniversary celebration at the National Women's Conference in Green Lake, WI, in July 2006, the resource was received with great excitement and stock at the conference sold out quickly.



“The excitement about this new resource proved to me once again the importance Love Gift holds in the hearts of American Baptist women,” said Virginia Holmstrom, Executive Director of American Baptist Women's Ministries. “They truly have a passion to empower the vitality of American Baptist mission and ministry.”

*To Know, to Care,
to Pray, to Give:
New Ideas for Love Gift*
may be purchased online
at www.abwministries.org/store
or by calling
1-800-4-JUDSON.
Item # W4140, \$9.

Will You Take the 2006 World Mission Offering Challenge?

- To bring the gospel to the unreached.
- To bring food clean water to families for the first time.
- To care for and comfort those suffering and dying from AIDS.
- To build classrooms for eager pastoral students.
- To bring a baby to the doctors that can save her life.
- To create safe homes and rescue those enslaved by human trafficking.
- To save just one more life.
- To bring just one more to God.
- To raise just one more church.
- To heal just one more community.

What is it worth to turn a life around?

International Ministries can't do it without you. The *World Mission Offering* is a necessary part of International Ministries' ability to reach out to others with the gospel and to change lives around the globe. It is the single largest source of financial support for the global outreach God accomplishes through IM. They need your help to achieve what God is calling us all to do.

But IM isn't setting a goal this year, because they know, as well as we do, that God is planning a great surprise for us all—one that will amaze us when we look back and see what God is doing in the world. Instead of a goal, please take this year's challenge—one that can bring turning points to literally hundreds of thousands of lives around the globe.

\$3 x 12 months x # of congregants = Be Amazed!

Think about it.

- \$3 is less than you'd spend for a gourmet coffee.
- \$3 is less than you'd spend for a fast food meal.
- \$3 is less than you'd spend on a tip at a restaurant.
- \$3 is less than you'd spend on eight postage stamps.

\$36 x 12 months x # of congregants = Be Amazed!

- \$36 is less than you'd spend in a month on internet service.
- \$36 is less than you'd spend in a month on your cell phone bill.
- \$36 is less than you'd spend on a tank of gasoline.
- \$36 is less than you'd spend on a reasonably priced meal for two.
- \$36 is less than you'd spend for a night at the movies with your family.

Three dollars, per person, per month. That's only \$36 per person for an entire year of Mission giving. That could **TRIPLE** the amount of global ministry IM can do.

We think it's worth it to turn a life around. How about you?

Senior Adults Journey to Higher Ground



The 2006 Senior Adult Conference was held at Horn Creek Conference Grounds, September 12-14 with 34 attending. It is always good to see old friends again. Many of us have worked together on boards and committees and as campers and camp counselors for 20 to 30 years or more. We have seen each other at various ABCRM meetings over the years. We are good friends as well as old friends. We enjoy one another's company.

Our theme was *Journey To Higher Ground*, and we did gather at a higher altitude this year. We met at Horn Creek Conference Grounds in the Sangre de Cristo Mountains west of Westcliffe in southern Colorado. This conference center is situated more than 9000 feet above sea level.

We were led to higher spiritual ground by Mary Hulst, our theme speaker. Through words and

pictures, Mary took us on a journey of inspiration. She is soon to retire as pastor of Calvary Baptist Church in Denver while continuing to serve as Vice President of American Baptist Churches USA. We were nourished by her three presentations.

Our knowledge of American Baptist mission work was enriched during our sessions with Stan Slade. Stan is the team leader for Mission Education and Communication for International Ministries. He is from Valley Forge, PA.

We also enjoyed the messages brought by Desmond Hoffmeister, our Region's Transitional Executive Minister. He brought us up to date with what is happening in the Region and answered our questions. Since he attended most of the conference, we appreciated the opportunities to speak with him informally as well.

The staff at Horn Creek hosted us well. The food was good (and we enjoyed not having to clear our own dishes). But the location of the camp was a long way from many churches in the Region and a bit high in altitude for senior adults who might have heart conditions. So we will be looking for another place to meet in the future.

John Pipe and Carol Willard accepted the task of leading our planning committee for the next senior adult event in the Region. They welcome your suggestions for place and time of another gathering. Their phone number is (303) 843-0786. John's e-mail address is johnpipe610@msn.com.

*Submitted by Mason Brown
Calvary Baptist Church, Denver, CO*

**More photos
of the senior adult conference are
available for viewing at
[http://www.abcrm.org/ministries/
seniors.htm](http://www.abcrm.org/ministries/seniors.htm)**

Visit the ABCRM 2006 Gathering Webpage!

http://www.abcrm.org/annual_gathering.htm

The 2006 Gathering is October 19-21!

**Access all the information you need about the Gathering
on the ABCRM website.**

You'll find links to the following topics:

- [New Hope Baptist Church of Denver to Host 2006 ABCRM Gathering](#)
- ["Got Water?" Is the 2006 Theme for the ABCRM Gathering](#)
- [J. Alfred Smith, Sr. Will Be Keynoter at 2006 Annual Gathering and Clergy/Spouses Event](#)
- [2006 ABCRM Gathering Schedule 2006](#)
- [Discovery Session Information](#)
- [Clergy and Spouses Pre-Gathering Event](#)
- [Online Registration Form for 2006 Annual Gathering and Clergy/Spouses Pre-Gathering Event](#)
- [Download documents in preparation for the Business Sessions](#)

Register today!

Remember, registration is available online at
http://www.abcrm.org/annual_gathering.htm



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**Our mission is to partner
with congregations
and leaders to discover
their passion and realize
their mission to reach
the world with the love
of Jesus Christ.**

Discover your **PASSION**
Realize your **MISSION**

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