



February 15, 2007

# The Rocky Mountain American Baptist

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

## Region Hires Administrator



The ABCRM Executive Committee is pleased to announce that at their regular meeting on Saturday, February 3, 2007, they unanimously approved the hiring of Karen Van Valkenburgh to the newly created position of Region Administrator. The Region Administrator will assume full responsibility for the in-house management of our finances and also be primarily responsible for managing our HR policies.

Karen Van (as you will get to know her) comes to us with a long history in accounting. Her most recent position was Vice-President and Controller of a mid-size corporation that owned and managed 375 restaurants across the country. In that capacity she also supervised a staff that at times included as many as 80 employees. She left that position two years ago. As she put it to the Search Committee: "After

working 60+ hours a week at VICORP, I needed to regain balance in my life and spend more time with my family. It has been a rewarding time, but I believe God is telling me I need to expand my energies."

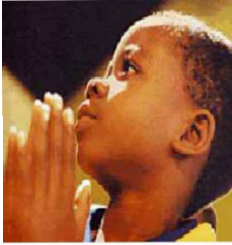
We believe we were blessed to be led to a person with the background and skills that Karen has both in accounting and staff relations undergirded by a firm commitment to her Christian faith. God's timing was clearly at work in her life to coincide with the needs the Region had to effectively carry out ministry. Her genuine openness and personable nature were an immediate attraction to both the Search Committee and the Executive Committee.

Karen is married and has a teenage son and daughter. They are active members of the West Bowles Community Church in Littleton, CO.

A special thank you to the Search Committee which reviewed applications, interviewed candidates, and made a unanimous recommendation to the Executive Committee to hire Karen. Members of the Search Committee were Debra Clark, Jan McCormack, Jim Peters, Jim Witt, Mike Saylor, and Rich Schweissing.

*Submitted by Rich Schweissing,  
ABCRM President*

## Raised to Praise!



### Children's Music Ministry Workshop March 2-3, 2007

"Train up a child in the way he should go, even when he is old he will not depart from it" (Proverbs 22:6).

Hosted by True Light Baptist Church  
14333 Bolling Drive  
Denver, Colorado 80239  
303-375-0754  
Pastor William Golson Jr.  
[www.truelightonline.org](http://www.truelightonline.org)

### Why Participate?

Liturgical music study enhances teamwork skills and discipline. In order for a church choir to sound good, all members must work together harmoniously toward a single goal—the worship experience. Attending this workshop will provide you with skills and training to help you build such teamwork in your children's music ministry.

2 Timothy 1:7 declares that God has not given us the spirit of fear; but of power, love and a sound mind. Music performance teaches children to conquer fear and to confidently take risks. Risk-taking is essential if a child is to fully develop his or her potential.

Music provides children with a means of self-expression. Healthy self-esteem is a by-product of this self-expression.

### Guest Clinician:

Raymond Wise, Ph.D., Baltimore, MD.

### Cost:

Director's Symposium: \$35  
Children's Choir Workshop: \$10

Call the church for details.

## Denver Congregation Signs Contract to Sell Building



Our brothers and sisters who meet at Church of the Master are moving forward with their plans to sell their stately building located at 5152 E. 17<sup>th</sup> Avenue in Denver. On Sunday morning, January 28, Interim Minister Slayden Yarbrough, who agreed to shepherd the group through the selling process, announced the bittersweet news that the contract had been signed.

The congregation's roots go back to 1891 when tent stakes were driven into the ground and a tent was erected to house the first worshipers. The church has been a thriving Park Hill landmark through the years, but as in other similar metropolitan settings, the changing aspects of culture and community have presented a challenge to mainline churches. As Slayden told reporter Jean Torkelson of the *Rocky Mountain News*, "We serve black coffee; they want lattés."\*

That same Sunday afternoon, Slayden hosted a tour for the prospective new owners, congregants from the Medhane Alem Ethiopian Orthodox Church. They are a vibrant, growing group of immigrants who have maxed out the capacity of their rented facility and are in need of more space. So as one congregation closes a door of its history, another opens and ministry continues.



The closing date is set for March 23. In the meantime, there is work that needs to be completed by the members of the Church of the Master. According to Slayden, "The members are realistic people who have a good sense of reality while remaining focused on what lies ahead. Remember us in your prayers and know that we appreciate all of your support and encouragement in the weeks ahead."

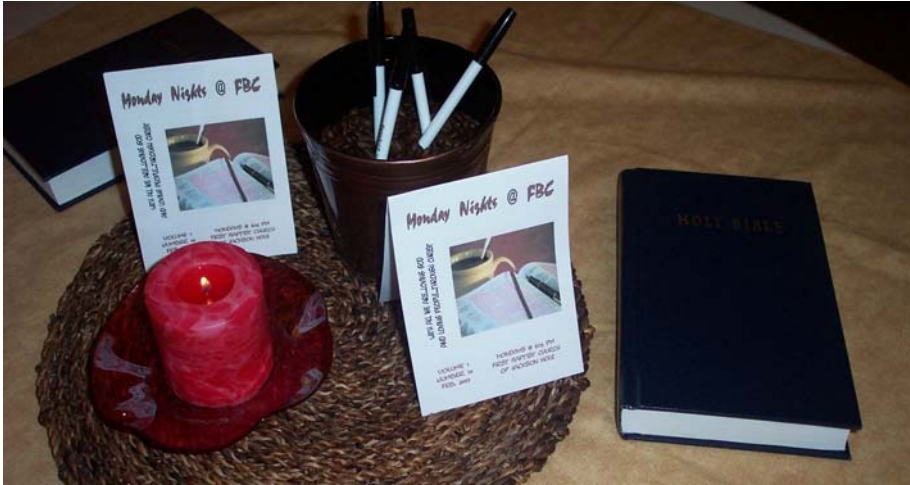
\*Jean Torkelson, "An end ushers in a beginning," *Rocky Mountain News*, January 29, 2007.

### Baptistar is now available online on our website!

Baptistar, the newsletter of American Baptist Women's Ministries of Wyoming, is available at [http://www.abcrw.org/news\\_archives/2007/Baptistarwinter07.pdf](http://www.abcrw.org/news_archives/2007/Baptistarwinter07.pdf). Featured in this premiere issue are news updates from local church ministry groups, a thoughtful devotional piece by Editor Jenita Calton, and a special mission opportunity in Lusk to which you may contribute.

If you would like to be on the e-distribution list to receive notice each time a new issue is posted to the ABCRM website, send your name to the *Baptistar* editor at [mjmjpack@vcn.com](mailto:mjmjpack@vcn.com).

## Young Adults Attracted to God on Monday Nights @ FBC in Jackson



Scott Iken, Associate Pastor at First Baptist Church in Jackson, WY, exudes energy. He leads the upbeat worship band and delivers applicable biblical teachings in a coffeehouse atmosphere on Monday nights. And young adults and family members from the community fill the available space. Recently, it's been SRO (standing room only)—a good problem to have.

Awhile ago, before Scott joined the staff, the church members participated in a process to create a profile of the typical unchurched person in Jackson. "Jackson Jack" endeared himself to the people at First B. and they set about finding a way to get to know him better. Their heartfelt search not only led them to "Jackson Jack" but also to Scott Iken, a young pastor with the gift of evangelism and a heart to reach the young adult community in Jackson. Scott's smile and hearty handshake say, "I'm glad you're here tonight. Get a cup of coffee, find a place to sit, and let God speak to you."

The lights are low; the music is energetic; and the teaching is practical. A recent theme for Monday night worship has been "Changed." As several people shared their life stories over the course of a few weeks, worshipers have heard how God has changed lives. They, in turn, are invited to let God change them. It's that simple.

Or maybe it's not so simple. Scott himself writes some of the praise and worship songs that the band leads. The three guitar players and percussionist are well-rehearsed and so professional they make it look easy. Pam Iken oversees the technical aspects and uses her gifts to create carefully-planned PowerPoint screens that artistically illustrate the lyrics of the songs. Others help out in the kitchen providing the ever-popular assortment of beverages and snacks.

One of the mission opportunities in which the congregation participates is Habitat for Humanity. The current project is a house for the band's bass player and his wife and their daughters. Those who don't fit the mold of "builder" help care for children while others do the hands-on construction.

## ABC of Fort Collins to Welcome New Pastor

The American Baptist Church of Fort Collins, CO will welcome William Prather as their new pastor on Sunday, February 25. The Search Committee, chaired by Fran Lambert, has been working diligently since Dan Vincent left in April 2006.



Prather is a graduate of William Jewell College in Liberty, MO. He has a Masters Degree in Business Administration/Finance from Rockhurst University, Kansas City, MO, a Master of

Divinity degree from Central Seminary, Kansas City, KS, and is presently enrolled in the Doctor of Ministry program at McAfee School of Theology in Atlanta, GA.

His secular work experience includes 10 years in the banking industry, four years working with two Habitat for Humanity affiliates, one as Volunteer Coordinator and one as Chief Financial Officer. He also has served two years as Executive Director of Love INC (In the Name of Christ) in Liberty, MO. This ministry acts as a clearinghouse for need, helping to link those in need with churches and other helping ministries. He also served as Director of Internal Development at Central Baptist Theological Seminary in Kansas City, KS.

His ministry experience includes serving more than five years as pastor of a church in Kansas City, MO, serving as an interim and supply preacher, and most recently working as pastoral administrator for a church in Liberty, MO. Before his call to ministry, he served many years as an active layman in his home church. This experience has given him a unique understanding of the church from the pew and the pulpit.

William Prather is married to Priscilla, has two daughters, Kate and Allie, both of whom attend William Jewell College and a son, Ben, a seventh grader.

*“Let us go up to the mountain of the Lord” (Micah 4:2).*

## March 11 is Camp Wyoba Sunday

American Baptists of our Region have cause to celebrate: for 75 years Wyoba has stood on Casper Mountain as a resource and as a retreat for our churches, for our families, and especially for our youth. Today those who gather there to worship and to experience God’s presence without the distractions of our fast-paced modern society are surrounded by a great cloud of witnesses: *Many* have left an enduring legacy in the form of improvements to camp facilities. *Many* have been called into full-time or part-time Christian service as a direct result of experiences at this camp. *All* those who have passed this way have been forever touched.

The Wyoba Board is encouraging our churches to designate March 11, 2007 (or your preferred alternate date) as Wyoba Sunday and to highlight its ministries during the services of worship. A “Litany of Celebration” has been prepared for this purpose. (If your church has not received a copy of this litany, please download a copy from <http://www.wyoba.org/Litany.pdf>). During the month of March 2007, many of our congregations will be receiving visits from members of the Wyoba Board to assist with the Wyoba emphasis, and a short DVD display has been prepared to help raise awareness of the camp. If you would like to receive such a visit, or if you would like us to mail you a *free copy* of the recent promotional DVD, please email us at [wyobaorg@wyoba.org](mailto:wyobaorg@wyoba.org).

Camp Wyoba always has need of those skilled in the use of hammers, shovels, and wheelbarrows. We are always looking for volunteer counselors for summer camps. Those who are not physically able to come to the camp premises, however, are among our most valued supporters as you help spread the word to potential campers in your communities and families, many of whom are not regularly attending church; you help recruit counselors; and you serve among our churches as advocates of youth and youth ministries through prayer and financial giving. Praise God for your continued generous support of our camping ministry! With your help, we will see future generations, including our present youth, planted firmly on *higher ground*:

*Lord, lift me up and let me stand  
By faith on heaven’s tableland.  
A higher plane than I have  
found—  
Lord, plant my feet on higher  
ground.  
(Johnson Oatman, Jr., 1898)*

We are planning a celebration of our camp’s 75-year ministry to be held this September on the Wyoba premises; details will be forthcoming. Starting dates for this year’s camps are July 8 (Junior), July 15 (Junior High), July 22 (Senior High) and July 29 (Primary). Further information and registration forms are available at <http://www.wyoba.org>.

*Submitted by  
Eric Moorhouse  
FBC/Laramie*



## Scott Simpson Installed as Pastor of FBC of Cañon City



The First Baptist Church of Cañon City installed Scott Simpson as their pastor on Sunday, February 11. Pastor Simpson previously served as a short-term missionary to Mexico with the Southern Baptist convention. He also worked with Wycliffe Bible Translators in public relations.

Jon Shonebarger, a Good News Ministries chaplain at the Four Mile Correction Center in Cañon City, preached the installation message. Desmond Hoffmeister, Transitional Executive Minister for ABCRM, led the congregation in the words of installation. Mike Oldham, Ministry and Mission Coach for Southeast Colorado and the Western Slope, provided the charge to the pastor and congregation. Special music was provided by Hank Holloway and Denny Carpenter. Sheliah Rollins led the congregation in the prayer of installation. Mary Tellis, Ministry and Mission Coach for Metro Denver, gave the benediction. After the service, the church provided a time of fellowship and food in the church basement.

Scott Simpson is a native of Southern California where he grew up in South Los Angeles. He is a self-

described “city kid” who was led by God in unusual ways to be called as pastor of the FBC of Cañon City. Throughout his life, Scott has worked to cross cultural barriers in his ministry in local churches in California and as a missionary in Mexico. He jokingly says that he never imagined that he would be called as the pastor of a church in a small town. He and his wife, Lorraine, have one daughter and a grand daughter who both live in Cañon City.

Pastor Simpson is a graduate of Golden Gate Theological Seminary and is working on a Doctor of Missiology in cross-cultural missions at Biola University. The ABCRM’s Ministry Leadership Committee recently completed the recognition of Scott’s ordination.



**Scott and Lorraine Simpson**

## American Baptists Organize in the Southwest

Initially formed early in 2006, a new Association of American Baptists in the Southwest (ABC-SW) has begun reaching out to ABC churches in that area. Their goal is the rebuilding of regional infrastructure for over 200 churches in the former Pacific Southwest Region (PSW).

The first formal meeting will take place in Los Angeles during the American Baptist Churches of Los Angeles’ (ABCLA) Mission Conference (held March 2-4, 2007 and sponsored jointly by ABCLA, ABC-SW and International Ministries.) Approximately 200 churches will be invited via letter to this meeting representing all former PSW churches who have not formally declared separation.

Bill Godwin, pastor of University Baptist Church in Palm Desert, CA, said that his church was “excited about the upcoming organizational meetings.” The church voted to withdraw from the former PSW in November 2006 and also voted to transfer its deed to ABCUSA at that time until they realign with a new Region.

While the new Association forms, ABCLA is acting as an administrative bridge between former PSW churches and the denomination until the Association votes to either form a new Region or to join an existing one.

To date, ABCUSA has received 16 formal declarations of separation from over 200 former PSW churches, although only 14 of those have stated that they chose to align themselves to the former ABCPSW, now known as Transformation Ministries. The new organization has not yet begun the process of confirming church affiliation, so no numbers of churches who have formally separated from Transformation Ministries are available. Other possibilities open to churches are to belong to both bodies or to separate from both of them.

## Opportunity to Host Mission Speaker

Chris Marziale from International Ministries will be one of the speakers at the Colorado AB Women's Ministries Conference in Alamosa on June 8-10. She is willing to stay longer if ABCRM churches or ministry groups would like her to visit your church.

If you are interested in having her visit your church, please call Jackie Arnold at 970-231-3697 or email: [jaloveland@comcast.net](mailto:jaloveland@comcast.net) to arrange a time. Chris needs to schedule her trip by February 26, so please contact Jackie as soon as possible.

Chris recently spent time with Tom and Terry Myers in Bulgaria. Read Terry's reflections and learn more of Chris' passion for mission at <http://www.abcrm.org/ministries/women.htm> in the article titled, "What ever happened to all those teddy bears?"



We would like to publish the names of people who are being baptized in ABCRM churches. Send names of those who have been baptized since January 1, 2007 to the ABCRM newsletter editor, [idvirnak@abcrm.org](mailto:idvirnak@abcrm.org) for publication in a following newsletter. As people are baptized in future months, remember to send us their names too. We know God is working among us. Let's celebrate and share the news!



American Baptist Churches USA

**AMERICA FOR CHRIST OFFERING 2007**  
Support Mission throughout the United States and Puerto Rico

**OFRENDA AMÉRICA PARA CRISTO 2007**  
Apoyando la obra del ministerio a lo largo y ancho de Estados Unidos y Puerto Rico

## Come Along for the Ride!

You are invited to "Come along for the ride!" and set your faith into motion as you learn about transformative mission in the United States and Puerto Rico through "Home Mission Ahead," this year's *America for Christ* Offering.

Promotional materials, which have been sent to all ABC churches that receive the offering, feature compelling mission stories and ministry information conveying some of the urgency and excitement in American Baptist home mission. Materials also include ideas for helping to increase local churches' commitment to home mission. They describe some of the ministries and missionaries supported by *America for Christ* gifts—disaster response, new church planting, children in poverty, intercultural ministries, discipleship and much more. Bulletin inserts found in the offering packet may also be downloaded at [www.abc-afc.org](http://www.abc-afc.org), which has links to additional resources. Donations may also be made through the secure "Give Now" link on that web page.

This year's "Home Mission Ahead" theme is inspired by 2 Corinthians 5:14-15, "For the love of Christ urges us on..." The offering is received all year but is traditionally given a special focus during February and March.



Movement is a central theme in this year's offering," said National Ministries' Executive Director, Dr. Aidsand F. Wright-Riggins III. "God reaches out in love toward every human being, and this is a central aspect of National Ministries' work of transforming leadership and lives, in partnership with American Baptist Regions throughout the United States and Puerto Rico. Join us for great home mission ahead!"

The *America for Christ* Offering supports the work of National Ministries and American Baptist regional ministries, with two thirds of the offering for National Ministries and one third for the Regions.

Offering materials are available in both English and Spanish.

## February is Black History Month

# An Historical Snapshot

During the 1968 American Baptist Convention in Boston persons identified as “Black Churchmen” confronted the convention’s leadership seeking greater participation and representation in the life of the denomination. Dean Wright reflected upon this event, saying, “When we met at that historic American Baptist Convention that turned American Baptists around so that white American Baptists faced black American Baptists—when the Black Churchmen marched into that almost all-white General Council—it was Bill McKee working behind the scenes to make this confrontation the most significant in the history of black American Baptists and white American Baptists.” The easily identifiable outcomes of this turning point were the appointment of Bill McKee as the first African American national executive, the development of the Black American Baptist Caucus, and the establishment of the Black Executive Consultation, later renamed The McKee Consultation.

Their set of “demands” furthered the movement of the denomination toward racial inclusion in staffing, governance, programming and other areas within ABC life, opening a way not only for African Americans but Hispanics, Native Americans, Asians, Haitians, Portuguese, Africans and others to come. Now, in 2007 American Baptists hold the distinction of being the most diverse Protestant denomination in the country. But now is the time that we move beyond the familiar statement of resignation when we say that we do not yet know what our diversity means. It’s time to have the courage to let the meaning be known.

*Excerpted from an open letter written by Trinette McCray  
President of AB Historical Society and Former President, ABCUSA*

*To read the entire letter, go to*

<http://www.abc-usa.org/documents/Welcome%20Messages/McCray.pdf>



## The 2007 McKee Consultation

This year’s McKee Consultation was held in Atlanta from February 7-9. The facilitators were Brenda Halliburton, National Ministries’ Black Churches Strategist, and Roosevelt Thomas, CEO of Roosevelt Thomas Consulting and Training. Scheduled annually for the first Wednesday, Thursday and Friday in February, its purposes—to provide personal, spiritual, and professional growth, to develop networks to influence the American Baptist thrust in Black Churches, and to afford opportunities for continuing education for African American executive staff—are as relevant 20 years later as they were at its inception.

## Snapshot of ABCUSA Black Churches \*

Total membership	489,329	46%
Total churches	1,165	20%

\* The numbers and percentages in this snapshot—taken from the ABC Information Systems’ report, “Breakdown by Ethnic Categories”—represent black churches and their members within the national denomination.

For more information on Black Church Ministries, visit  
[http://www.nationalministries.org/intercultural/black\\_church\\_ministries/](http://www.nationalministries.org/intercultural/black_church_ministries/)

*Transform daily living to reclaim  
soul time in a busy schedule.*

## Day Apart at Iliff: “Wake Up Soul!”

Saturday, March 24, 2007

8:45 a.m. to 3:00 p.m.

at Iliff School of Theology

2201 S. University Blvd.

Denver, CO 80210

303-744-1287

Cost: \$45.00 (includes lunch)

“Wake Up Soul!” with Linda Sperber is designed to awaken memory of soul—the important dimensions of life that get lost in the ‘busy-ness’ of career and personal lives. The event will be interactive, reflective, and responsive. A box lunch will be provided.

To begin a habit of awakening and nourishing soul every day, participants will engage in exercises focused on five dimensions for living in wholeness, balance, and rhythm. Attendees will need to bring a Bible, their daily planner or other calendaring system, and a journal or paper.

The morning program will be organized around interactive presentation, awakening awareness activity/reflection time (personal activity), and coming back together/response time. The afternoon will follow a similar pattern.

Linda Sperber is a spiritual director, workshop facilitator, and a volunteer with a Listening Presence program with the poor and marginalized. She is also a Stephen Minister with Trinity UMC.

For more **information**: Please email Dave Lavinder at [dlavinder@iliff.edu](mailto:dlavinder@iliff.edu), or Cathie Kelsey at [ckelsey@iliff.edu](mailto:ckelsey@iliff.edu)

**Registration**: Email Dave Lavinder at [dlavinder@iliff.edu](mailto:dlavinder@iliff.edu) by Friday, March 16, 2007.

Please make **payment** by Tuesday, March 20, 2007.

## CWS and Habitat for Humanity Help People Return Home

"I'm just trying my best to get back in that house," says Juanita Williams. Williams has been living in a trailer just feet away from her Hurricane Katrina-damaged home in St. Bernard Parish, LA. A CWS grant is helping Williams move out of her temporary trailer and back into her long-time home where Williams raised five children. Says Williams, "I'm counting the days."

Around the area, recovery groups in Louisiana and Mississippi are pulling wires, pounding nails, and sanding surfaces to wrap up the first phase of their rebuilding projects, funded by CWS through a grant from Habitat for Humanity.

Ninety-one families have moved back into their repaired homes. The ultimate goal is to repair or rebuild 500 homes. This second phase of this grant-funded effort is helping return 135 families to their homes after more than a year of staying with friends or living in trailers.

While long-term recovery groups around New Orleans are up and running smoothly, the sheer size of catastrophic loss in the Crescent City places understandable strain on recovery groups within the city. CWS has provided some \$6.1 million to assist in recovery from the 2005 U.S. Gulf Coast hurricanes—\$3.5 million in financial aid and \$2.6 million in in-kind assistance.

For more news on ongoing Gulf Coast recovery efforts, visit [www.churchworldservice.org/news/katrina](http://www.churchworldservice.org/news/katrina).

RMA B 2/15/07

## HIPAA\* and Church Prayer Lists

\* Health Insurance Portability & Accountability Act of 1996

HIPAA was created for four key reasons:

1. To ensure continuity of health care coverage when changing jobs;
2. To combat waste, fraud and abuse in health care and health insurance;
3. To simplify administration of health insurance thereby improving the efficiency and effectiveness of the health care system; and
4. To protect the privacy of health information.

Title II of the HIPAA law includes requirements for ensuring the security and privacy of individuals' medical information. The standards aim to maintain the right of individuals to keep private information about themselves. HIPAA covers medical records and other "individually identifiable health information" (communicated electronically, on paper, or orally) that are created or received by covered health care entities that transmit information electronically.

Although the kind of information protected by HIPAA is broad, the requirement to keep such information private applies only to health care entities that create or receive such information and who transmit information electronically. In the U.S. Department of Health and Human Services website on HIPAA, there is a set of "Frequently Asked Questions" Question number 190 is, "Who must comply with these new HIPAA privacy standards?" The answer provided by HHS is "health plans, health care clearinghouses, and health care providers who conduct certain financial and administrative transactions electronically." Clergy and

churches are NOT listed, and we have not located any provision that would apply in regard to prayer lists or visitation. (On the other hand, church owned health care facilities and clergy who provide care for a fee may well be required to comply with HIPAA).

To date, HIPAA has impacted clergy patient lists and notification by a health care facility that a church member is in their facility. Many such institutions had a "professional courtesy" practice of calling clergy to notify them that a member of their congregation was admitted to their facility. Now, hospitals and health care facilities can only inform clergy about parishioners in the facility if the patient is told in advance that facility notifies clergy or maintains a clergy patient list and the patient does not object. Because of the rule, many facilities have decided it is easier to just not notify clergy that a church member has been hospitalized and to cease providing a patient list for clergy.

General common sense must still dictate care in placing a person on a church prayer list, as different people will react differently to public disclosure of their health information. Use caution with respect to the level of detail provided. Clergy should continue to respect the privacy confidentiality of information they learn while in a health care facility or from a church member. However, HIPAA was not intended to limit our ability to pray for others, and to date, we know of no lawsuit arising solely out of an earnest prayer by one for another.

*Source: Ministers Council  
Recommended by Mike Oldham*

## The Biblical Expectation: to be in Covenant with God and with Each Other

Baptists have always been a covenanting people—a people related to God through faith in our Lord and Savior Jesus Christ. American Baptists have affirmed and reaffirmed “faith in the New Testament as a divinely inspired record and therefore a trustworthy, authoritative, and all-sufficient rule of our faith and practice.” This affirmation leads us to recognize our covenantal relationships with God and one another.

Baptist congregations were initially formed by covenanting with God and each other to walk together in all the ways which God would show them. Moreover, Baptist history is replete with mutually developed and voluntarily accepted covenants.

It is appropriate, therefore, that American Baptists join together in local congregations and in denominational organizations by way of covenant in order to accomplish common purposes related to the Gospel of our Lord Jesus Christ. Believing that the strength of our fellowship lies in unity achieved through voluntary cooperation, the American Baptist Churches of the Rocky Mountain Region and



ABCRM churches minister in a covenantal relationship.

### What is a Covenanting Congregation within the ABCRM?

According to our current Bylaws (voted in 2006), a covenanting congregation

- **Affirms and participates in the mission and purpose of the Region.**
- **Conducts regular weekly services of worship and operates in conformity with generally accepted Baptist beliefs and practices.**
- **Supports the mission of the Region at responsible financial and volunteer levels.** All churches are encouraged to give at least ten percent (10%) of their income to American Baptist mission, as a basis upon which to build their mission giving. Churches below this level are encouraged to move toward this goal at the rate of one percent (1%) per year. Congregations aligned with more than one denomination shall share their mission funds proportionately with these denominations.
- **Retains an American Baptist pastor in good standing.** A pastor who is not credentialed at the time of call by the congregation shall obtain recognition and good standing with the Region. A pastor of a multi-aligned congregation credentialed in another denomination shall obtain regional recognition of his or

her credentials and maintain good standing with the Region.

- **Shares with the ABC family the impact of the church's ministries in reaching the community and world for Christ.**



### So What?

The freedom of the congregation is genuine, but not absolute, since the nature of the body of Christ calls for interdependence between congregations whether in cluster, regional, national, denomination-wide, or international expressions of the Church. As covenanting parties, we believe we find God's will as we receive from one another mutual counsel and correction within Covenant. While affirming our belief in the independence of the local church, and in the advisory nature of all denominational organizations composed of representatives of churches, we enter into covenant as a means of implementing the purpose of ABCRM and ABCUSA. We thereby affirm the unity of the mission to which we have been called by our Lord and our intention that all levels of this mission be adequately and effectively implemented.

*Article compiled from multiple resources including the ABC Covenant of Relationship and the ABCRM 2006 Bylaws.*

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## Tips on Building Trust

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If you want to implement major change, the three most important things to remember are “trust, trust, trust.” People who have a high level of trust in their leaders are usually willing to give change a try, even when they are uncertain about the details of any change that is being proposed.

How do you build trust? Very slowly. William Bridges, in his book *Managing Transitions* (Addison-Wesley Publishing, 1991), offers eight suggestions for building trust:

1. Don't make promises you can't or won't keep. (Always under-promise and over-deliver!)
  2. People trust those they believe understand them. (So listen to others carefully and discover what matters to them.)
  3. People mistrust those they are unable to read. (Share yourself honestly.)
  4. Ask for, acknowledge, and value feedback. (People want to be heard.)
  5. Don't push people to trust you further than you are willing to trust them. (Trust is mutual.)
  6. Try extending your trust to others a little further. (Trustworthy people tend to be more trusting.)
  7. Don't be surprised if your trust-building is viewed suspiciously. (Trustworthy people are hard to find.)
  8. When in doubt, always tell the truth. (It's one of the most important keys to building trust.)
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**Desmond Hoffmeister:**

Transitional Executive Minister

**Ingrid Dvirnak:**

Newsletter Editor

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*Reprint permission is granted to  
ABCRM churches.*

*Discover your  
PASSION!*

*Realize your  
MISSION!*