

PASTOR'S REPORT



PUBLISHED BY THE WORLDWIDE CHURCH OF GOD

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PASADENA, CALIFORNIA

MAY 1, 1978

LATEST MANPOWER CHANGES Following are the majority of the manpower and church changes for this summer. A few men have yet to be definitely assigned due to some last-minute changes. Those names will be announced in the next Pastor's Report.

--Church Coordinating Team

Outgoing Sabbatical Ministers

<u>Name</u>	<u>To</u>
1. Fred Davis	Medford-Klamath Falls
2. Chuck Dickerson	Las Vegas
3. Jess Ernest	Peoria-Macomb
4. Roy Holladay	Chicago
5. George Kackos	Toledo
6. Bill Moore	Champaign
7. Carlos Perkins	Philadelphia
8. Bill Roberts	Kingsport
9. James Rosenthal	Harrisburg
10. Doug Taylor	Cincinnati South
11. Hugh Wilson	Fargo-Grand Forks
12. Bill Gordon	Duluth
13. Harry Schaer (Asc)	Baltimore

Incoming Sabbatical Ministers

<u>Name</u>	<u>From</u>
1. Bob Boyce	Peoria-Macomb
2. Arnold Clauson	Erie
3. Roy Demarest	Harrisburg
4. Bill Freeland	Springfield, Mo.
5. Rodger Gipe	Las Vegas
6. Mike Hechel	Toledo
7. Jim Lee	Dallas South
8. Steve Smith	Moultrie
9. Bob Spence	Kansas City East
10. Vince Szymkowiak	Jacksonville, N.C.
11. Keith Walden	Wheeling
12. Stan Watts	Duluth
13. Lyle Welty	Cincinnati South

Field Transfers

<u>Name</u>	<u>From</u>	<u>To</u>
1. Rick Beam	Geneva	Moultrie (New CP)
2. Warren Heaton III	Rolla	Pikeville (New CP)

3. Ray Lisman	Richmond, Va.	Pittsburgh (Assoc.)
4. Darris McNeely	Pikeville	Cookeville-Murfreesboro
5. George Meeker	Chicago NW-Kenosha	Springfield, Mo.
6. Steve Nutzman	Columbus AM-PM	Terre Haute
7. Bill Pack	Wichita	Brooklyn-Queens (Assoc.)
8. Mark Robinson	Ft. Worth	Dallas South (Assoc.)
9. Leonard Schreiber	Medford-Klamath Falls	Corvallis, Or.
10. Marc Segall	Medford	Sacramento (Assoc.)
11. Frank Simkins	Durango	Spokane (Assoc.)
12. Don Waterhouse	Houston	Geneva-Ft. Walton Beach

New Churches

<u>Name</u>	<u>Linked With</u>	<u>Pastored By</u>
1. Bend, Or.	Eugene	Larry Walker
2. Columbus, Ms.	Tupelo	Roger West
3. Coos Bay, Or.	Eugene	Larry Walker
4. Corvallis, Or.	---	Leonard Schreiber
5. Cumberland, Md.	Hagerstown-Washington, D.C.	Larry Salyer
6. Everett, Wa.	---	Harry Sleder
7. Florence, S.C.	Fayetteville, N.C.	(Not Available)
8. Ft. Meyers, Fl.	Lakeland	Richard Ames
9. Lafayette, La.	Baton Rouge	Karl Beyersdorfer
10. Lansing, Mi.	Flint	Nelson Haas
11. Morehead, Ky.	Lexington	Rowlen Tucker
12. Murfreesboro, Tn.	Cookeville	Darris McNeely
13. Prescott, Az.	Phoenix	Dennis Luker
14. Quincy, Wa.	Pasco-Yakima	Gerald Flurry
15. Roseburg, Or.	Eugene	Larry Walker
16. Somerset, Ky.	London	Mel Dahlgren
17. Terre Haute, In.	Indianapolis-Columbus	Vernon Hargrove
18. Wilmington, De.	Laurel	Arnold Hampton

SUMMER TRANSFER AND SABBATICAL PROGRAM SCHEDULE Again this year we will strive to base most transfer dates around the middle of July, since this is the most suitable time for the sabbatical ministers who comprise a large percentage of our transfers.

In a few cases actual moving dates will have to be before or after this date because of the complex interactive nature of the moves. This will be worked out on an individual basis through the Moving Coordinator in Ministerial Services.

The generalized schedule is this:

- Monday, May 15.....College Graduation
- Sunday, July 9.....New pastor to be settled in housing in his new area and ready to devote his full efforts to the new job
- July 9-15.....Pastorate transition week (leaving pastor still has full responsibility for the area)

Sunday, July 16.....New pastor takes full charge
of the Church(es)

Monday, August 14.....Orientation--all sabbatical
ministers required to be at
Pasadena and settled in housing

Tues.-Wed., Aug. 15, 16.....Registration

Thurs., August 17.....Graduate School begins

AMBASSADOR GRADUATE SCHOOL SEEKING QUALIFIED APPLICANTS One point regarding the newly created Ambassador Graduate School of Theology might need clarification after the recent appearance of several articles about its objectives and programs. The school is most definitely designed to serve two very specific audiences. The first is the ordained ministry of the Worldwide Church of God, with emphasis on advancing ministerial professionalism.

The second audience includes those non-ordained church members who already have appropriate bachelor's degrees (from Ambassador College or elsewhere) and wish to prepare for more direct church service. Mr. Ted Armstrong has spoken privately about developing these people, and has expressed this enthusiastically in his last Pastor's Report (April 24, 1978). At his instruction we are actively seeking these students as indicated in George Geis' announcement in that same Pastor's Report.

As Mr. Armstrong has stressed, those students seeking a Master of Arts in Religious Studies degree do not necessarily have to hold a bachelor's degree from Ambassador College. In fact, we would like to encourage applications from church members who already hold bachelors degrees from other institutions. We are planning innovative programs for these individuals. These are designed to give them a core curriculum of biblical and professional studies in addition to their chosen area of specialization--in church leadership and development, marriage and family counseling, theological journalism, church educational programs, or youth ministry. We appreciate your help in communicating this to prospective students whom you feel would become an asset to your congregation after such a program. Please encourage such people to consider the enormous benefits, to the church as well as themselves, that will be gained by their attending the Graduate School for one or two years. Individuals may obtain applications and further information by writing Ambassador Graduate School of Theology, 300 West Green, Pasadena, California, 91123.

NEW BOOKLET TO HIGHLIGHT THE CHURCH As soon as the new booklet, Doctrines of the Worldwide Church of God, is off the press, it is scheduled to be sent to all co-workers. This will be an aspect of the Work's program to spotlight the Church and give it more visibility. We are hoping that understanding more about the Church, its doctrines and teachings, its humanitarian work and outreach, will lead to greater involvement by many subscribers.

In addition to the above mailing, Subscriber Development also plans to offer the booklet to all donors in June's "Co-Worker Newsletter." It will also be sent automatically to all church member households.

The holyday offerings seem to be higher this year than last, and are coming in steadily from all church areas. This should keep us busy with processing for awhile.

--Richard Rice, Mail Porcessing Center ○

EDITORIAL SERVICES REPORT The last three covers of the PT all seem to be winners--they are really snapping them up on the newsstands, I'm told. We have been trying to give the PT more contemporary design value in order to appeal to a younger audience. It seems to be working!

Thought you might be interested in some of the findings from a recent telephone readership survey conducted by Larry Nelson. We found, for example, that the average age of our present PT readership in the U.S. is 52.

When asked if they would like more or less Bible content in the magazine we learned the following; 67 percent of the members on the list wanted more, 52 percent of the co-workers wanted more, 44 percent of the donors did, and only 35 percent of the regulars wanted more biblical content.

Sixty percent of the regulars thought the PT was "okay as it is" in terms of biblical content, while only 33 percent of the members surveyed were content with the existing amount of biblical material. None of the members on the list wanted less biblical content but 9 percent of the donors said they'd like to see less.

Regulars on the list comprise the largest group of readers, of course. Members the smallest. Yet it is the members who support the Work financially more than any other group. Co-workers are second.

When asked which activities they did most, our PT readers listed them in order: 1) reading, 2) television, 3) radio.

Obviously, our own members and co-workers would like to see more biblical content in the PT. They are the ones most involved in the Work both financially and philosophically. And, as "older" people, they are less interested in the lifestyle, tastes, concerns and interests of the young. Yet, as I mentioned in the last PR, 50 percent of the people in the United States are under age 30! So, our PT readership is certainly not typical of the nation as a whole.

The philosophical problem in putting the PT together in this country is: are we going to concentrate on "feeding" and maintaining our existing list, or are we going to seek to appeal to a broader, younger, more typical cross section of the American public? It seems obvious that we should seek to reach a broader audience with the PT than we are doing at present.

If we were to appeal to a younger audience we would have to stress shorter, more "personal" articles, written in a somewhat glib, quick style. We would have to focus attention on the issues that concern the "post war baby boom" generation more. ○

Many of the most successful magazines in this country are oriented to people rather than to ideas. We are primarily an idea magazine. Our articles are somewhat impersonal in that they don't revolve around celebrities, movie stars, entertainers and other "charismatic" figures. We live in a world of general selfishness it seems (cf. Jeff Calkins article on the "Me Decade") and people are "into" materialism and the pursuit of personal sensual pleasure. Young people are throwing aside the values of their parents because it's plain those values haven't worked for them. Institutions, and the institutional approach, are being scuttled in favor of a more pragmatic individualistic lifestyle.

Travel, drugs, speed, action, money, sex, disco dancing, cars, back packing are typical of the interests of today's under 30 generation. Our typical 52-year-old PT reader, on the other hand, is thinking of retirement, personal security, health problems, mid-life crisis, the loss of children from the home, and perhaps "spiritual" values. Articles that pertain to health, loneliness, financial problems, marriage problems etc. always draw an enthusiastic response from our readers.

Marriage problems head the list of personal difficulties here in California. In 1976 for example, there were 88 divorces for every hundred marriages!

We are trying to be aware of the trends in our society and to address ourselves to the relevant issues of the modern world. Being "tied down" to Southern California makes it pretty difficult to put together an international magazine that is published in 5 languages! It's hard to avoid being provincial in our outlook. We have to have a more international input if we are to make the PT effective in other parts of the world. And this is even more difficult since we have to be essentially "one thing to all men" with the present policy of printing compatibility. But we're trying.

One last thing: Two new booklets A Tale of Two Prophets and Coming--A New Age are now off the press and being distributed. The booklet Doctrines of the Worldwide Church of God, which is based on the STP project, is now in composing.

--Brian Knowles, Editorial Services

PT NEWSSTAND DEMAND PORTENDS GROWTH The Plain Truth newsstand program is continuing its expansion into heavily travelled airport outlets. Arrangements for beginning Plain Truth distribution through six more airports are almost complete. Washington National and Nashville Metropolitan Airports are among those scheduled to begin distribution within one week.

Demand for magazines and racks is continuing at an overwhelming rate due to the intense enthusiasm of Church areas active in the distribution. Judging from computer print-outs showing Plain Truth penetration, their enthusiasm is proving to be very valuable!

--Mark Armstrong, Newsstands

LAYMEMBER REQUESTS FOR COPIES OF THE STP A number of requests from members for the STP notebook have been received. The expansive, encyclopedic Systematic Theology Project will contain thorough and expanded

statements of all the doctrines and traditions of the Worldwide Church of God and of other religions, but this project will not be complete for several years and therefore cannot be sent to members of the church in its present form. However, a booklet containing concise statements of beliefs and doctrines of the Worldwide Church of God is just about complete and will soon be sent to all members.

SABBATICAL MINISTERS OFFER IDEAS ON MINISTERIAL TRANSFERS Among the many aspects of our jobs as ministers, perhaps one of the most dramatic is the so-called "ministerial transfer." While the ministry in all churches experience this phenomenon, perhaps we have gone through a bit more than most. Since we are a part of a "mobile ministry," "pilgrims in the earth," and since our moves do have such an impact on churches and individual brethren (and each other!), we ought to become professional in this phase of our jobs as well.

All of us on the Certificate of the Ministry Program closely identify with this approaching reality. We want to share our concern and thinking with all of the ministry via this article giving some pointers, guidelines, and methods we think will help in making any ministerial move smooth, administratively efficient, and as devoid of excessive emotional strain as possible.

A line we have used in churches and Spokesman's Clubs especially, is that "A man is known by his entrances and his exits." In the case of a transfer, one is "exiting" and another "entering." We believe that the most important principle in "passing the baton" between two pastors is that of doing to others as you would want done to you. A transfer is a mutual responsibility. Both pastors have a heavy responsibility to each other as well as to the people they serve.

What follows is a list of general guidelines we feel will help in the process of the "changing of the guard" in God's Church.

(1) One of the most frequent gripes voiced by new pastors is, "The files were a shambles!" If a new man, with problems enough to cope with, has the added burden of figuring out Who's Who?, Who's Where?, Who's Alive or Dead? in the local church, he's off to a limping start. Church files stating addresses, phone numbers, organization charts, and perhaps some well-marked maps, ought to be left behind in good order. He might even appreciate a list of those he can expect to be perpetually after him for his attention--the perpetual "time-wasters."

(2) Leave behind an up-to-date listing of PMs and new contacts that the new man can run with.

(3) The new pastor might appreciate a file on local recreational, educational, and various professional services (from especially competent or helpful mechanics to real estate agents to MDs) available in the area.

(4) It would be nice if there were no marital, family, or doctrinal problems left in the wake of the departing pastor, but we know that's impossible. However, some effort ought to be made to finalize long-term counselings and to leave a "brief" on the (hopefully) few major problems that will need attention immediately.

(5) Any out-of-date "garbage files," problem letters, or prejudiced information on any members ought to be taken away or destroyed by the outgoing man.

(6) The new pastor ought to be adequately introduced to the lay leadership of the Church and to meet with them soon after the "other guy" departs to learn firsthand how things have been organized and operate in the local church. It might be good to leave some of the chores of the transition period on the shoulders of the Local Church Elders and deacons giving them a chance to be used in passing on to the new man some of the vital information.

(7) The exiting pastor ought to leave, preferably in writing, a list of suggestions, directions, future ideas for growth (need for Bible Lectures, clubs, etc.) for the new man to ponder and use for his initial planning in his new responsibility.

(8) The two pastors ought to spend at least 3-5 days together sharing ideas and engineering the changeover. And on at least one occasion they ought to be seen together by the congregation on the Sabbath. Some prefer to take over or leave cold-turkey; some want to introduce the new man for his first sermon in the area. Try to work out what is best together.

(9) The congregation needs to be made aware that: a. there is a need for transferring b. that there will be changes in "how" and "what" things are done (we hope gradually) and c. that there is a mutual respect between the two pastors. This is supported by the care on both parts not to run the other down or criticize the others policies or preferences publicly or privately.

(10) Although he will undoubtedly want to keep up contacts in the area, the exiting minister ought to "burn his bridges behind him" in a sense, so as to not have people going around the new pastor's back.

(11) Beware of unloading "updated information" on the congregation too quickly -- this especially applies to those fresh out of the Certificate Program.

(12) The new pastor can make points with his congregation if he makes sure that they know that he wants to be there. He should praise the area, study some of the history of the locale as well as local church history. He can show his involvement if he buys a home or gets involved in local civic activities. So much better to appear as a resident than a transient. The attitude of Ruth is a good example, "Your people shall be my people." We have to earn the respect of a new congregation, so avoid any putdowns and innuendos. Accepting them will help them accept you.

(13) If the members would wear name tags for the first few weeks it would help everyone in getting acquainted.

(14) The departing man might prepare a brief listing of the strengths, talents, jobs and hobbies of the local membership (perhaps a kind of "Vita-Sheet") or comments on the member address cards.

(15) Communicate closely with the outgoing pastor as to what he

has covered recently in sermons, the status of church programs, and the "state of the Church" in general.

(16) Plan the departing and incoming sermons carefully. Build up the new man coming in, support the "weary veteran" going out. In addition to an icebreaker, the early part of a new pastorate is an ideal time to expound your concept of the ministry, your support of church doctrine and HQ, and what you expect of the congregation. The departing pastor has a better opportunity in his sermons to explain why transfers, why changes, differences in administrations and the concept of building on what each other has done.

The time of transfer can be a difficult one. Feelings of competition, inferiority, or insecurity can easily surface. Ideally, these transition periods ought to be times of advancement and growth for everyone involved. The Church is God's and we are all like runners in a relay race. We usually have only a short space (of time in this case) to try to match each other's pace and "pass the baton" without dropping it or stumbling. It's not a case of "passing the buck," but passing a sacred responsibility. Both share equally in the task. It is all too easy for the runner at the end of his lap to fizzle out and for the new man to spurt off too quickly. There is no other way to slice it except to admit that a transfer is a lot of work for everyone involved, but a harmonious, coordinated effort "sweetens" this necessary activity for everyone!

--1977-78 Sabbatical Ministers

ON THE WORLD SCENE

MORE DOUBTS ABOUT U.S. RESOLVE, THIS TIME FROM TOKYO The visit this week to Washington of Japan's Prime Minister Takeo Fukuda highlights growing uneasiness in that nation over America's policies regarding Asia.

The Japanese, of course, are highly disturbed over the collapsing value of the dollar, which pushes up the price of the yen and Japanese exports. Fukuda has already stated that he will impress upon President Carter the need for the United States to tackle this serious economic problem with "responsibility, courage and pride."

The big question is: does America exhibit any of these qualities any more?

The Japanese are also beginning to worry about the depth of America's commitment to defend them from attack, guaranteed--on paper, at least--under terms of the U.S.-Japanese Security Treaty.

Their concern stems from President Carter's decision to shift the emphasis of America's security policies to Europe, pull out U.S. forces from South Korea and cut back on the U.S. Navy's shipbuilding program.

Fukuda's official visit will be followed up next month by a trip to Washington by Japan's top defense official, Shin Kanemaru, who is Director-General of the Japanese Defense Agency. Mr. Kanemaru's mission results from the U.S. annual report on defense for 1979 which stressed the new American involvement in Europe under NATO but made little mention of the defense of the Northern Pacific.

This report has also disturbed several leading U.S. Senators, such as Gary Hart of Colorado, who have grave reservations about what they perceive to be a grave mistake in Pentagon defense targeting: putting so many eggs (minus the neutron bomb) in the NATO basket but ignoring the vital necessity to maintain a strong U.S. Navy on all oceans, vital to keeping American lines open to all the world. America, after all, is really a huge island, separated by the oceans from both its allies and its primary sources of raw materials. Yet, the naval shipbuilding program for the next fiscal year has recently been whacked in half.

The Japanese realize that the U.S. Navy would be stretched far to guarantee Japan's sea lines of communications in time of war. Japan can do little to help itself. Under the 1948 constitution imposed by the United States and revised during the Korean War, the country maintains a bare-bones self-defense force of ground, air and sea units. But total personnel is only about 270,000, of whom about 180,000 are ground forces. The biggest naval vessels permitted Japan are destroyers; all told the Navy has about 60 surface ships and 15 submarines.

The Japanese historically have felt vulnerable because of their dependence on raw materials, especially oil, coming from outside the country. Said a non-Japanese military strategist, living in Tokyo: "If the United States Navy cannot guarantee those raw materials, the country could not survive for a month."

The lack of confidence in America's commitment to defend Japan was revealed recently in a public opinion poll taken by a leading Japanese newspaper. "Do you think that the United States would really defend Japan in the case of emergency?" was the question. Thirty-eight percent replied no and only 21 percent said yes.

--Gene Hogberg, News Bureau