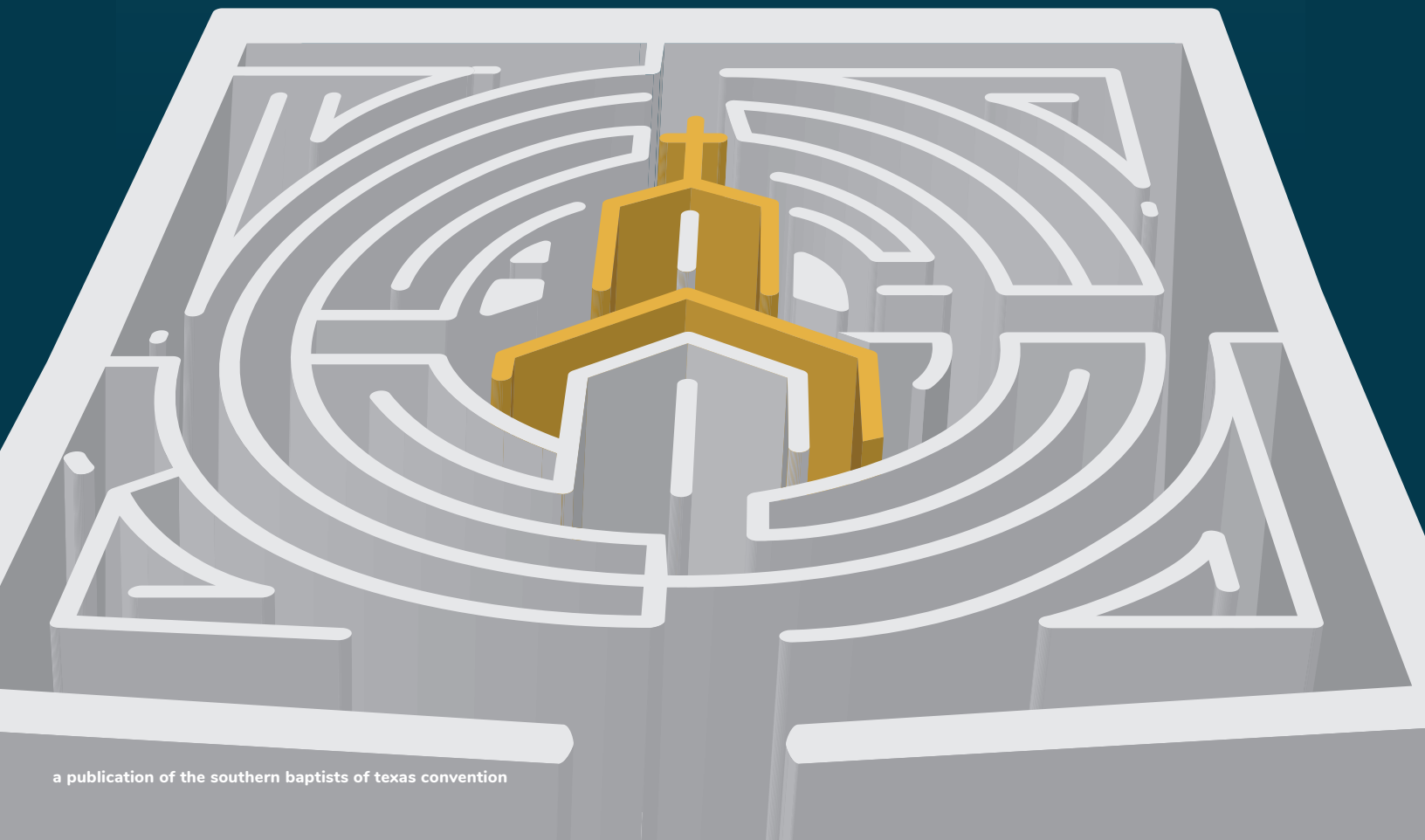




pastor/church
relations

The Church Maze

Pastors navigating
the needs of their people
and the ministry
of the church.



Faithfully labor



The ministries and services of the Pastor/Church Relations Department are many. But in all that we do, our guiding intention is always to serve, support and connect the pastors, churches and associations of our great state convention. Pastor, you are not alone. Church, neither are you. It is our goal in the PCR department to facilitate the truth that as the Body of Christ expressed in many local congregations throughout the state of Texas. We are stronger together.

I pray that as you read through the articles and events in this magazine, you will catch a glimpse of how God is stirring the church in Texas to take the Gospel of Jesus Christ around the corner and across the globe. I pray that the content concerning preaching, pastoring, leading and connecting will both challenge and encourage you as you serve on the front lines of kingdom advance. I pray the event advertisements will capture your attention and invite your participation.

As you faithfully labor in the ministry, please don't ever hesitate to contact your PCR team. Our greatest joy is to service pastors, churches and associations in every way possible. If we don't have the answer, we will get you to someone who does. We believe in you. We are with you. We are for you.

Tony Wolfe, D.Ed.Min.
Director – Pastor & Church Relations

Pastor/Church Relations Team



Tony Wolfe

Director – Pastor & Church Relations
twolfe@sbtexas.com

- Pastors
- Associations



Alex Gonzales

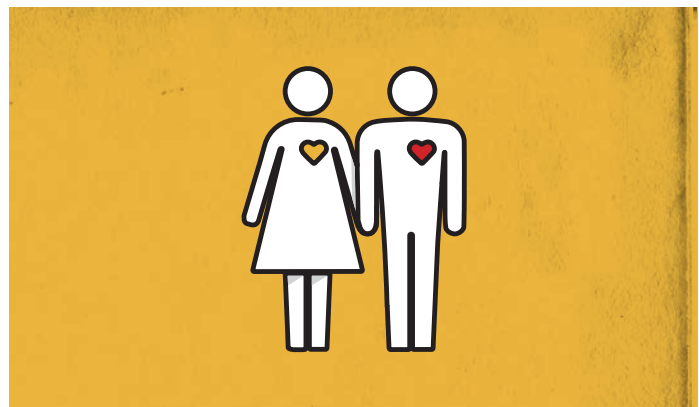
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2 Balance – A simple, two-syllable word with a complex, convicting principle of life in the ministry.



14 Pastor's wives, we feel a lot of pressure from ourselves or others in our churches, but God has called you to be who he wants you to be.



24 Unless you monitor and manage the machine God gave you, you won't have the energy to handle the physical exertion of long days and the emotional strain of ministering to people's needs.

42-45 SBTC en Español

A Shepherd's Balance: Home and Church

W

hen I was a kid, there were

balance beams at almost every playground. I don't see many of those today. All the twisted ankles and broken femurs probably had something to do with that. So, like lawn darts and tetherballs, playground balance beams have become relics of our past. It's too bad, really. Walking the balance beam at the park taught me how to focus on the basics—putting one foot in front of the other, while maintaining a healthy equilibrium. A life lesson for sure. Thirty years later, the concept is still simple, even though the beam itself has become much more complex.

“Balance” is a word that has been at the front of my mind lately. Sometimes this word encourages me; sometimes it haunts me. My boys turned 17 and 13 last year and suddenly, questions of prospect have turned into questions of retrospect. Have I shepherded them and my wife, Vanessa, well? Have I modeled faithfully what it looks like to follow Jesus? Have I been giving the best of my energy to shepherd-



ing the church or to shepherding my home? I have been putting one foot in front of the other for almost four decades now. But have I sustained a healthy equilibrium? Have I balanced the home and the church well?

A pastor who loses at home wins nowhere. Have we not seen this evidenced in the disastrous falls of many respected spiritual leaders in our day? In only a moment, all the ministry success of a man's past can be completely washed away in the sweeping waters of moral failure. Balance was missing. Those shepherds who pour the most and the best of their energy into the 99 in the field will inevitably neglect the

one back home. And the pastor who loses at home wins nowhere. Balance is key.

I asked my wife and sons for input on this article. Below are ideas that we thought of together. Pastor, from my family to yours, here are seven suggestions toward maintaining a healthy balance between home and church.

1. Be the primary discipler of your children and wife in the home.

Your greatest mission field is within the walls of your home, not your church. You have more potential to influence your wife and children positively for the

In only a moment, all the ministry success of a man's past can be completely washed away in the sweeping waters of moral failure. Balance was missing. Those shepherds who pour the most and the best of their energy into the 99 in the field will inevitably neglect the one back home. And the pastor who loses at home wins nowhere.

Balance is key.

sake of the gospel than you do anyone else. Your family will be active in church life. They will grow spiritually from the activities and fellowship of the church body. They will be the most

faithful church members you have, and they will take advantage of all the discipleship opportunities your church offers. But Dad, as the priest of your family, you will be held accountable by God

for the spiritual climate of your home. You cannot outsource this to your church leaders or take it for granted. Read Scripture with them. Pray with them. Let life be the classroom and the Bible your curriculum. Be intentional about making disciples of Jesus in your home, and let that overflow into your duties at church.

2. When you are home, be completely home.

I confess, this is one of my greatest struggles in ministry. Thankfully, Vanessa knows this and is gracious with me when my attention is divided after a long day at work. However, every day I



Pastor + Wife RETREAT

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- We invite you to join us for a couple's getaway to regroup and refresh. You and your spouse will enjoy a night stay at a hotel with door prizes, gifts, dinner and inspiring sessions to help you recharge.
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Register & view the schedule at sbtexas.com/pastorwiferetreat

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have to redirect my mental and emotional energy from work to family as soon as I can. This is my responsibility. My family deserves my full attention. Vanessa has many conversations every year with pastors' wives who lament that even when their husband is physically at home, his mind is always somewhere else. A father's physical presence coupled with emotional absence damages the home in a unique way. It cultivates an environment of insensitivity, callousness, disconnectedness and discouragement. Pastor, embrace this truth and it will change your life: your work will never be done. Every day you will leave your office with more to be done. Wrap your head around that. Own it. Then let it go until tomorrow. When you are home, be completely home.

3. Put your family on your calendar.

Be present for the small things, not just the big things. Children spell love T-I-M-E. Sure, your children will remember some major events and your presence there. But looking back on my time with my boys, it has been those afternoon baseball games and Saturday night basketball games; the band concerts and new school orientations; the mid-day doctor's visits and all-nighter last minute science projects – those have been the moments that facilitated inside jokes I can't seem to forget and warm hugs I always want to remember. Plan yearly vacations and take them. Put ballgames, concerts and movie nights on your calendar. Then when someone asks if you're available, tell them "no" because you have a previous engagement.

4. Let unplanned absence from your family be the exception, not the rule.

I often hear that pastors are on call 24-7. Technically, I can't argue. If at any moment you get "that call" and something major requires your presence, you will drop everything and go. That's part of the job. However, most pastors I know need a refresher course on determining what constitutes an emergency pastoral care moment and what doesn't. Your readiness to leave your family and attend to someone else should not be the norm; it should be the exception. Very few things constitute such a moment. Most crises that

Balance – A simple, two-syllable word with a complex, convicting principle of life in the ministry. This is no childhood playground fixture anymore. Thirty years ago, lack of equilibrium resulted in a broken ankle. Today, it results in a broken home and a broken ministry.

require your attention can be handled tomorrow as effectively as they can be handled today. Someone else, not you, should handle some of the situations. Have the wisdom and the self-control to say "no" whenever possible and to save your "yes" for those rare, necessary occasions.

5. Don't assume that all is well at home.

Crises in the home do not usually pop up over night. They brew and mature over time. The pastor who assumes everything is okay at home will be blindsided by disaster when it hits. Have the humility to ask your wife and children, "How am I doing as a husband/dad?" or "Have we been spending enough time together?" or "Do you know that I love you?" If the Lord puts a check in your spirit about what your son said or what your daughter is wearing—about the tone in his voice or the roll in her eyes—don't brush it off. Open doors of conversation about everything. Listen more than you talk. Don't assume all is well at home.

6. Be a husband and wife team.

When you are the primary decision maker at work, sometimes a directorial mentality can creep into your marriage as well. I deeply regret the times when Vanessa has had to confront me and ask, "Am I your wife or your secretary?" Ultimately, the husband is the head of the home, but the wise husband will listen to his helpmate and consider her input before announcing decisions and plans for the home. Your children need to see that you and your wife are a team. That

you respect her, honor her and value her insight. She is a gift from God to you, to help you consider things you would not have considered and think through repercussions that have not yet crossed your mind. Be careful to balance being the boss at work with parenting as a team at home.

7. Consider how decisions at church affect your family.

A decision's effect on your family should not regulate your willingness to make it. Rather, you should be sensitive to the decision's relational and spiritual implications on your wife and children. Perhaps it is a church discipline issue that will potentially affect the way your children and their children interact. Perhaps it is a change of a Sunday School teacher's class assignment that will alter the frequency with which your children interact with him or her. Perhaps it is a counseling

situation involving a couple with whom you and your wife often spend time together. Make the right decision always. But also think through how you can either prepare your family for the coming change, or prepare yourself for their questions or hurt that will surface in time. In this way, you will build bridges between the home and the church. You will begin to do ministry and endure trials together within your family.

Balance – A simple, two-syllable word with a complex, convicting principle of life in the ministry. This is no childhood playground fixture anymore. Thirty years ago, lack of equilibrium resulted in a broken ankle. Today, it results in a broken home and a broken ministry. Remember, a pastor who loses at home wins nowhere. Pastor, how are you balancing shepherding the home and the church? What changes do you need to make today? I want my home to be a success story, not a statistic. What about you?

Pastors Masters

GOLF TOURNAMENT

MAY 4-5 TOUR 18, FLOWER MOUND

\$90

Includes round of golf, lunch + banquet dinner
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Why Fill Out the Annual Church Profile (ACP)?

The Annual Church Profile is of the utmost importance to our cooperative Baptist work. Just as your church tracks statistics, state and national conventions track statistics as well, for many reasons. The SBTC's online Church Portal makes this easier today than it has ever been (www.sbtexas.com/acp). However, even if you are not able to complete the ACP online, you can quickly record the information on the ACP card we provide and mail/email it the office. When your church reports ACP data through us, we share it with the SBC and with associational leaders upon their request. This means that if you use our system, you only have to report one time. And we work very hard to make that one time as simple as possible.

But why should you fill out the ACP? Why is it so important? I get this question often. So, here are 10 reasons to fill out the Annual Church Profile:

1. To celebrate what God has done!

Churches sometimes decide not to report ACP data when baptism or giving numbers are



down. But the threshold for celebration in God's kingdom is one. We want to celebrate what God has done even when it looks like one baptism or one dollar.

2. To rejoice in cooperative effectiveness.

We want to celebrate the cooperative wins, too. But we cannot rejoice over what we do not know. Accurate yearly ACP data gives cooperating churches the privilege of rejoicing together in the collective wins.

3. To plan for ministry funding.

When you report your church's annual giving information, we are

able to plan for and/or make necessary changes to our state convention's ministry model year after year.

4. To hold ourselves accountable.

As a pastor, no one from the convention office ever called to chastise or rebuke me. But the simple stroke of a few keys every year enabled me to rejoice in kingdom victories and to hold myself accountable for missed kingdom opportunities.

5. To better understand needs of the churches.

We want to provide services and support that our churches actually need. ACP data helps us under-

stand those needs as they change through the years.

6. To keep contact info up to date.

Your SBTC staff tries very hard to keep in contact with every one of our churches. But when we work from old information (staff positions, contact numbers, emails, etc.) this becomes difficult, if not impossible.

7. To identify trends through the years.

Narratives about the effectiveness of Baptist work are informed by ACP data. If numbers are not being faithfully reported, it is impossible to share accurate narratives about denominational trends.

8. To evaluate present strategies.

The ACP is our best mechanism for evaluating current statewide strategies for evangelism, revitalization and outreach. Accurate evaluations are impossible without accurate data.

9. To develop strategies for the future.

Trends are evaluated from the past, in the present, to give direction for the future. ACP data enables us to develop strategies for reaching people tomorrow whom we did not reach yesterday or today.

10. To be part of something bigger than myself.

The SBTC/SBC is a Great Commission movement of 2,700+ churches in Texas and 47,000+ across the United States. Filling out and reviewing ACP data every year reminds us that while we are individually strong in Christ Jesus, we are even stronger together.

The SBTC Church Portal opens the ACP in August every year. If you have any trouble at all, or need an answer to a specific question, please call us in the Pastor/Church Relations office. We work to make reporting quick and easy every year. Thank you for your tireless effort in reaching Texas and impacting the world with the gospel of Jesus Christ. And, thank you for your cooperation in filling out your congregation's ACP statistics every year.



Shepherd's Care
CONFERENCE

August 13-14

SBTC OFFICE, GRAPEVINE

Come meet with professionals in the fields of counseling, retirement planning and ministry direction. Come for physical health screenings and emotional health consultations. Meet one-on-one with SBTC staff to ask specific questions and receive encouragement.

For mid-career pastors and their wives, as well as those who have recently been terminated from the pastorate.

.....
\$30 INDIVIDUAL **\$50** COUPLE

church portal

sbtexas.com/portal

The SBTC Church Portal - an easy to use website for churches and associations to access and update their information with the SBTC.

- **Update Church Info:** addresses, phone numbers, emails and more
- **Maintain Staff & Leadership:** view and update information for church staff and lay leadership
- **View and input Annual Church Profile (ACP) data**
- **Access Reports & Resources:** pre-filled giving form, ACP trends and more

Church Info

Church Info
Baptist Church

General Info

Church	<input type="text" value="Baptist Church"/>	Main Phone	<input type="text" value="(254) -"/>
Association	<input type="text" value="ptist Association"/>	Affiliation	<input type="text" value="Unique"/>
Web Site	<input type="text"/>	Email	<input type="text"/>
SBC ID	<input type="text" value="68"/>		

Physical Address

Street	<input type="text" value="104 ST"/>	City	<input type="text"/>
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• Associations can view and maintain information for their own organization as well as all of the churches in their association.

• Update association or church info including addresses, phone numbers, emails and web site.

Staff & Leadership

Email Selected Create New Position

Position	Contact/Person	Email Address	Business Phone	Mobile Phone	Actions
<input type="checkbox"/> Senior Pastor	<input type="text"/>	bro...e@yahoo.com	254...	254...3	
Youth/Student Minister	Bill...		254.58...	N/A	

- Maintain Staff & Leadership - view and update information for church staff and lay leadership.
- Remove staff and leaders that have left the congregation. Also, edit details for staff and leaders such as email addresses and phone numbers.
- Ability to email staff directly through the portal.



Annual Church Profile (ACP)

Baptist Church

Below is a summary of the key data from past ACP entries. Click on the year or the Action icon to view all of the ACP information submitted for that year.

Add/Edit ACP Data

ACP Year	Total Members	Weekly Worship Avg Attendance	Sunday School/Bible Study/Small Group Avg Attendance	Total Baptisms	Total Receipts	Action
2014	47	18	11	0	\$32,716.00	
2013	47	17	12	0	\$37,575.00	

- View past Annual Church Profile (ACP) data reported. Key information by default and all data is available by selecting a specific year.
- Input Annual Church Profile (ACP) data when the reporting window is open.

Reports & Resources

Baptist Church

Select format for reports: PDF | Excel

As reported by your church

Report Name

ACP - Church Profile - Five Year

ACP - Church Profile - Ten Year

Gift Form

Resources

Name	Description
Next Step Resume Service	Need to fill a ministry position? We can send available resumes that match the data you enter.
SBTC Online Training	Web-based videos with relevant content for leaders and ministries.

- Access reports including five and ten-year ACP trending reports.
- Resources are also available including links and a pre-filled giving form for churches.



Pastor Mentor Initiative

Ask anyone who grew up in church, and they will tell you that we could do a better job of identifying, equipping and sending young pastors to do serious gospel work. With total dependence on the Lord Jesus, and with your help, we seek to change that. Before we embark on this journey, let us briefly discuss the vast subject of mentoring, specifically, a pastor mentor initiative, and what it could look like in the church. We will begin with a few faithful examples of some of the most prolific mentors in all of history.

From where do we get the concept of mentorship?

Some say the idea of mentorship, advising or training of a student by an experienced teacher, comes from Homer's classic Greek poem, "The Odyssey," written around 700 BC. It portrays a character around 1200 BC named Odysseus, king of Ithaca, who trav-



elled and fought for 10-20 years. Odysseus wanted to ensure there was a trusted person who would ultimately take care of his infant son, Telemachus, while he was away. This guardian's name was Mentor.

The Bible paints a perfect picture of what it looks like to be a mentor and mentee through the relationships between Jesus and his early disciples. It's important to note that the first word for Christian was not the word "Christian" but the word "disciple," (Mathētēs). This Greek term gives us our English word for mathematics and describes a person who learns from another by instruction, whether formal or informal. There are many passages

we could pull from, but John 13 gives us a wonderful glimpse into the mentor-mentee relationship:

"You call me Teacher and Lord, and you are right, for so I am. If I then, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet. For I have given you an example, that you also should do just as I have done to you" (John 13:13-15).

Next, we will take a look at the apostle Paul's ministry of mentoring. When we closely examine the Pastoral Epistles, Paul's motif throughout his letters urges his young apprentice, Timothy, to "receive his instructions" and "to learn" not only the theology but also the practicality of gospel ministry. "And what you have heard

It's important to note that the first word for Christian was not the word "Christian" but the word "disciple," (Mathētēs). This Greek term gives us our English word for mathematics and describes a person who learns from another by instruction, whether formal or informal.

from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also" (2 Timothy 2:2).

Jesus and Paul's examples alone are enough for us to perceive the urgency and mandate that was

communicated to the early disciples and young pastor Timothy for a mentor-mentee ministry. This is where the Pastor Mentor Initiative enters.

The practical purposes for this initiative are to:

→ Provide a healthy example of personal growth (between mentor and mentee) as a follower of Christ.

→ Provide a healthy environment in a local church to equip, affirm and send men into pastoral ministry.

There are several necessary elements to make this initiative a success for both the mentor and mentee.

Intentional And Relational

Before the process begins, there must be a commitment from the pastor mentor, church leadership, church membership and mentee. As a pastor of the same church

Pastor Mentor INITIATIVE

Are you currently serving as a seasoned pastor and interested in being a pastor mentor? Are you a student enrolled in Bible college or seminary and/or a new pastor in your first years of ministry and interested in being mentored? If so, join us as we seek to equip, affirm and send men into pastoral ministry through the Pastor Mentor Initiative.

- 1.28** Corpus Christi
- 4.28** Amarillo
- 8.25** Dallas
- 11.17** Jacksonville

sbtxas.com/pmi

for 10 years, I found that if I passionately explained the process to the church members and asked for their blessing, they expected me to mentor a group of young men from a local Bible college or seminary and came to embrace the initiative. We intentionally gave the mentees the specific title of “pastoral intern.” Because of that, the intern was able to gain experience in various areas of pastoral ministry, such as youth, children, worship, etc.

Additionally, there is a suggested commitment for one-year (or two semesters for students), if possible. A time commitment of at least 10 hours a week is also recommended. Of course, both parties should allow for flexibility, but with an understanding that time is vital for this kind of initiative to work and for the mentee to learn the practical elements of pastoral ministry.

Ultimately, mentors and mentees strengthen the skill of being relational through the nurturing of their own relationship. They must intentionally spend regular time together. Here are some simple ways to do so: hang out before, during and after church services; share a meal; enjoy a ball game; attend a local associational meeting, state convention event or any conference; and discuss life and leadership, faith and family and ministry.

Experiential And Practical

It is vital for a pastor mentor to empower and show his mentee how to be involved in the daily

aspects of pastoral ministry. Several examples include: hospital and nursing home visits, funerals and weddings, counseling sessions (when approved by all parties for confidentiality purposes), conflict resolution, calendar planning, church business meetings, cleaning bathrooms, and staff and church leadership meetings. It is also important to include the young preacher in often overlooked community involvement with schools, municipalities, first responders, etc. Of course, he should also be encouraged in the activities of personal evangelism and sermon preparation.

Furthermore, the mentor needs to intentionally commit to include the mentee in the preaching/teaching ministry of the church, with an evaluation process and a game plan for improvement. I’m not just talking about Wednesday and Sunday nights. While those services are highly important for young pastors/preachers to gain invaluable experience, Sunday mornings are significant as well. I realize in some contexts this is not a reality. However, if statistics are true, and two-thirds of our churches are 100 people or less, then I’m personally convinced we could and should be seeing novice and inexperienced preachers taking the stage on Sunday morning in most of our churches.

When we made this a regular practice in my previous pastorate, I would educate our church body about what would be tak-

ing place days and weeks in advance. From the pulpit, I would openly talk about the potential for these beginning preachers to make mistakes while delivering a sermon. It took pressure off the church, preacher and me. By learning this information upfront, the church knew it had a tremendous opportunity and responsibility to play a significant role in the development of these young preachers. The church then embraced it and expected to have a regular rotation of unseasoned preachers in the pulpit.

Perpetual

If possible, there should be a commitment to an ordination process, which I strongly recommend be more robust than what many of us are accustomed to. For instance, over a period of six to eight months, I have taken each of about a dozen young mentees through an ordination process. Hopefully, in the near future, there will be more published on this subject.

What a wonderful opportunity the Lord has laid before the church! Will you join us as we wholeheartedly embrace this great responsibility?

Are you currently serving as a seasoned pastor and interested in being a pastor mentor? Are you a student enrolled in Bible college or seminary and/or a new pastor in your first years of ministry and interested in being mentored? If so, contact your Pastor/Church Relations department today.



counseling + conflict mediation

church grant + emergency grant funds

The righteous cry out, and the Lord hears them; he delivers them from all their troubles. The Lord is close to the brokenhearted and saves those who are crushed in spirit. -Psalm 34:17-18

We are here to offer help and guidance in those times of discouragement, disheartenment and distress, either in your personal life or church life.

Contact Pastor/Church Relations at 817-552-2500

sbtexas.com/pcr

Made possible through Cooperative Program giving.

A photograph showing a white church steeple with a cross on top, positioned behind an open laptop computer. The scene is set against a light, hazy background.

TODAY'S INTERIM Pastor Training

When a pastor leaves, a time of transition in the life of the church begins. Many churches need transitional pastors with experience and ministry gifts that ensure high-quality leadership.

January 29 South TX

April 30 West TX

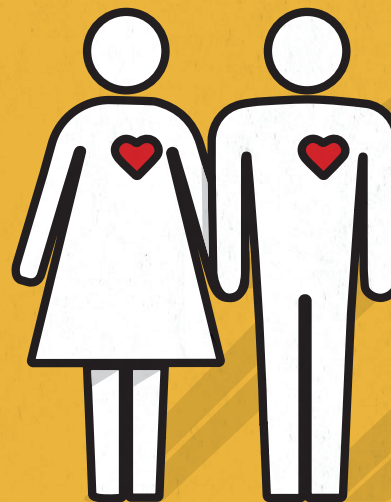
August 7 North TX

November 19 East TX

sbtexas.com/tip

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Being the Pastor's Wife



Dear pastor's wife,

I want to encourage you in this incredible calling of the Lord on your life to be a pastor's wife. I have been serving in this role for over 21 years. I consider it a privilege to come alongside my husband, Danny Forshee, and serve the Lord in this special way. Through this journey, I have learned several lessons that I would like to share with you.

First, I urge you to nurture your personal relationship with Jesus. Spend time in the Bible on a daily basis. Allow the Holy Spirit to speak to you through his Word. Also, make sure you devote time to prayer. In fact, pray without ceasing. Talk to the Lord when you wake up, when you are in your car, the mall, school, grocery store, etc. I have learned over the years that prayer is how we stay close to our heavenly Father. In this way, we draw near to our Lord, and he gives us the strength to do all he has called us to do.

Second, I encourage you to prioritize what is most important in your life and ministry as the pastor's wife. Number one is the Lord, number two is your husband, number three is your children and number four is your church. It is so important to keep these priorities in order. The churches we have served have seen our family keep these priorities, and they have appreciated and respected us for it.

Third, support your husband. Pray for and with your husband on a regular basis, and pray specific Bible verses for him. Over the years, the Lord has put certain verses on my heart and mind to pray. He has also led me to fast specifically for my husband. Listen intently to the Holy Spirit as he leads you to encourage your husband. Make time consistently for you and your husband. Danny and I have a regular date night, which we have tried to make a priority for our marriage and relationship throughout our 33 years.

Fourth, make time for your children. "Train up a child in the way he should go, and when he is old he will not depart from it" (Proverbs 22:6). Basically, love and encourage your children, constantly pointing them to the Lord. Spend time with them and be part of their everyday lives. I would not trade a moment of the time I have had with my three children. They love the Lord, are serving in ministry and are now all married to godly spouses. In the last three years, we have celebrated three marriages and the birth of a grandchild. We are enjoying this new stage of life. Grand parenting is awesome! Raising children, however, is not easy.

There are lots of prayers, tears and laughter along the way, but it is all part of parenting. While it is vital to do the best job you can to raise your children, ultimately, you have to trust the Lord. Keep pressing on when it gets difficult. Pray constantly for and with them. Looking back on your life, you will never regret the time you spent making your kids a precious priority.

Fifth, find your place of service in the local church. I want you to know how much the Lord loves you for who he has called you to be in the local church as the pastor's wife. We all have certain gifts the Lord has given us. You may not have the same gifts as previous pastors' wives, and that is completely

fine. Sometimes we feel a lot of pressure from ourselves or others in our churches, but God has called you to be who he wants you to be. I have had the privilege of observing some wonderful pastors' wives with amazing speaking abilities and strong outward gifts. At first, I was very intimidated by that, but I discovered later that God uses me in other ways to counsel, volunteer and teach children and youth. Find out what your gift is, and use it for God's glory. Please do not put unreal expectations on yourself. However, be open to new opportunities, if the Lord leads, that stretch you to do things where he will be truly glorified.

Finally, be genuine. Be real with your church family. Ask for prayer

when needed. Ask for help when needed. There is a lot of hurt in our congregations, and women need to know that you care and can understand and empathize with them. It doesn't mean you have to share every detail, but be sincere.

Pastor's wife, God loves you so much! You are such an integral part of encouraging your husband, children and church family. I want to leave you with my favorite verse and hope that it helps you as much as it has helped me over the years: "Trust in the LORD with all your heart, And lean not on your own understanding; In all your ways acknowledge Him, And He shall direct your paths" (Proverbs 3:5-6).



NEW SBTC PASTOR & WIFE ORIENTATION

FEBRUARY 24

Irving Convention Center

During the Empower Conference

Senior pastors and wives who are new to the SBTC, there's a special complimentary lunch and orientation just for you at the Empower Conference.

We would love to meet you and answer any questions you may have about the convention or Baptist life in Texas.

For details & registration, visit

sbtexas.com/newpastor

Preaching for Transformation

Why did God send Jonah to face the violent people of Nineveh?

Why did John the Baptist announce, “Repent for the kingdom of heaven is at hand”? What moved Peter to proclaim to the people during Pentecost, “Repent and be baptized every one of you in the name of Jesus Christ for the forgiveness of your sins, and you will receive the Holy Spirit”? Why did Paul pronounce to the polytheistic crowd at Athens, “The times of ignorance God overlooked, but now he commands all people everywhere to repent”? And why does God continue to place men in pulpits today? In order that his power may enable his preacher to speak words of transformation.

Therefore, the preacher is called to join in the exhortations of Jonah, John, Peter

and Paul. He must remember the true purpose of preaching is not to perform, but to transform. Sermons without conviction will bring about congregations without application. In turn, congregations without application might lead to people pursuing happiness over holiness. This is how we end up using the term “evangelical” for folk who never evangelize and calling people “Christians” who don’t live like or for Christ!

Churches, and in large part preachers, have defined success by how many people come and sit in a pew. On the contrary, success should be defined by how many people grow and go. The preacher spends hour after hour praying for illumination, explanation and illustrations. However, for a message to transform it must also have life-altering applications. The big idea of the text is not all that big if it is not the catalyst that moves the congregants to change.



Tell them like it is

When I reflect on my childhood, I can still vividly see my father standing in the pulpit emphatically proclaiming, “I know y’all don’t want to hear this, but I’ve got to tell it like it is!” For him it was God’s Word preached without pulling any punches. Believers must be reminded that sin is real, hell is hot and grace is a gift. Transformation happens when the preacher echoes the words of Christ, “go and sin no more!” This is not easy, but allow me to provide you with another Turner truism from my father,

“Preaching ain’t easy.”

I believe I could get an “amen” from Jeremiah on that one. He found himself slandered, struck, shackled and starving. During that time, King Zedekiah questioned God’s prophet on whether there had been a word from the Lord. Jeremiah recognized that, as difficult as it may be, it was better to be a faithful prophet than a false prophet. He had to tell King Zedekiah like it is.

Do not assume everyone in attendance on Sunday morning is walking the narrow path leading to the narrow gate. Yes, the church still has Philips and Stephens,

whom God uses to enable people to move from stagnation to transformation. However, the preacher must bear in mind that, for every sanctified Philip and Stephen, there may be a sanctimonious Pharisee and Sadducee. If John were to take over your baptistery on Sunday morning and spot one of your members whose living was aligned with the sanctimonious lot, you had better believe he would have no problem telling it like it is. That “brood of vipers” would be reminded that the tree must bear good fruit, or be cut down and set ablaze. Translation: sin is real and hell is hot.

connect

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Tony Wolfe

SBTC Pastor/Church
Relations Director

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Testimony through transparency

Transformation through preaching comes when the undershepherd encourages the sheep to “imitate me, as I also imitate Christ.” If you want transformation for the flock, live a transformed life. It is impossible to honor God when we as leaders do not preach what we live and live what we preach. Those around us should see the power of the Holy Spirit working in and through us. Few people would follow an overweight fitness instructor, and even fewer would listen to a blind play-by-play announcer. How then can

we expect anyone to follow the preacher who is gluttonous for sin, or listen to the man walking in perpetual darkness?

This does not mean sermons must be bereft of the undershepherd’s scars. In fact, it should be our prayer that the testimony and transparency of our scars will lead to someone else discovering his scars and declaring, “My Lord and my God!” Of course, “all have sinned and fall short of God’s glory,” but the testimony of the transformed is necessary. Just as in the court of law, your evidence of being a sinner saved by grace corroborates the fact that others can also become new creatures in

Christ. Besides, how are they to hear without the preacher?

Preaching for transformation should result in minds that think like Christ, hearts open to obedience and willingness to fulfill the greatest commandment and great commission. Lord, please protect us from pulpiteers who refuse to preach against conforming to the world! The preacher must not acquiesce to itching ears. He must be adamant in his teaching, because, if the ear causes one to sin, it should be cut off. Sermons with no salt, preaching with no power, messages with no muster and teaching with no transformation have no purpose in the pulpit.



look like heaven

Revelation 7:9

Encouraging cross-cultural interchange among churches with a special emphasis every July.

As you celebrate these exchanges, please send photos, videos and/or testimonies so that we may highlight some of them during our annual meeting in November.

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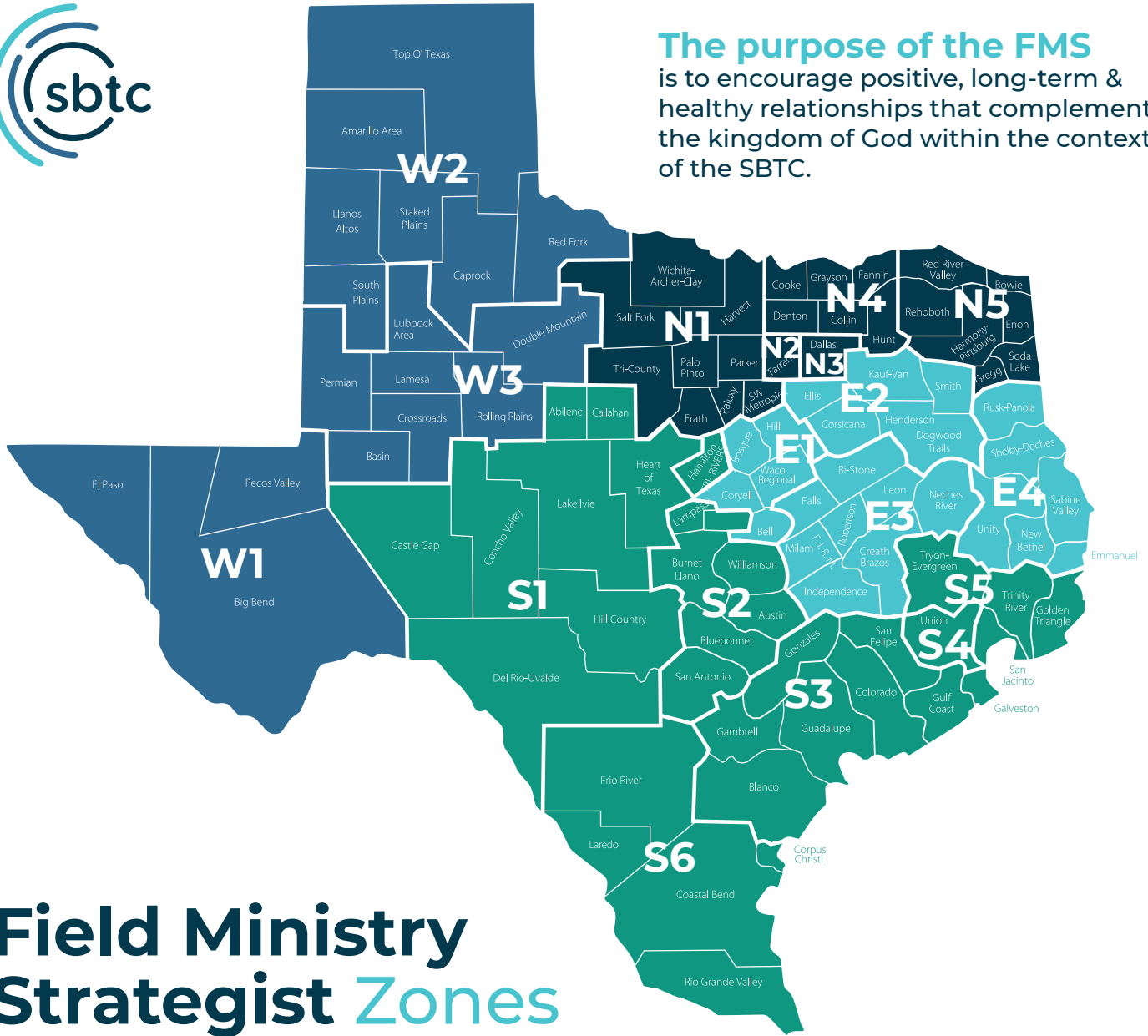
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For more info contact Richard Taylor rtaylor@sbtc.com
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The purpose of the FMS is to encourage positive, long-term & healthy relationships that complement the kingdom of God within the context of the SBTC.



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- | | | | |
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Kingdom-Minded Multisite Ministry

It was the spring of 2008, and I was serving as the student pastor of Baptist Temple in McAllen. I had been on staff a little over nine months.

One day I sent a text message to the senior pastor of the church and asked if he would go on a field trip with me to the neighboring city of Mission. He agreed, so we got in my car and made our way to a local movie theater. What my senior pastor did not know was that I had made arrangements with the theater for a tour of the facility before they opened for business. As I walked through the theater, I spoke of what it would be like for our church to have a campus in this area. For clarification, the surrounding area of the movie theater had one gospel-focused, evangelical church. After the tour, the senior pastor recognized what an opportunity this could be.

For the next three years, I continued to serve as the student pastor of Baptist Temple, or “BT Church” as it is commonly known. We did not open a campus in Mission at that time. Then the Lord



called me to serve at my home church as the senior pastor, so my family and I moved to accept that call. The Lord called me back to BT in December 2014 to assume the role of senior pastor.

When I returned to BT, we were seeing an average of 1,500 people attend our weekend services. I spent my first year getting my bearings and getting reacquainted with the staff and people of the church. Near the end of that year, the Lord reminded me of the 2008 vision for the city of Mission and confirmed that now was the time. Our church took 2016 to pray and prepare, and BT Sharyland (located in Mis-

The Rio Grande Valley is in desperate need of more gospel-centered churches. We believe that God has given our church a unique DNA and his favor to reach the people of the RGV.

sion) opened in 2017. The Lord continued to pour his favor on the church, and, by his grace, we saw BT Edinburg and BT Alice become realities in 2018.

Today, BT Church exists as one church across four locations covering 100 miles, with over

2,500 people in attendance each weekend. Over the past two years, I have fielded many questions about why our church is multisite and how preaching happens at the various campuses. I would like to briefly give insight into each topic.



Texas Churches Plant Texas Churches

Why Plant in Texas?

19.5 million

lost people in Texas

1000

move to Austin weekly

1,750

move to Houston weekly

2,700

move to DFW weekly

- + We could plant a mega church every week and not keep up with the new population growth
- + 900 churches in the SBC close every year
- + New Church plants baptize 1 for every 11 people

sbtexas.com/churchplanting

Why?

One of the biggest questions I get asked is why have multiple sites? Why not just plant churches? As Southern Baptists we celebrate the autonomy of the local church, so why not plant autonomous churches? These are good questions. My simple answer is that the Lord called our church to do so, but allow me to explain the practical reasons why.

The Rio Grande Valley is in desperate need of more gospel-centered churches. We believe that God has given our church a unique DNA and his favor to reach the people of the RGV. So why should we not celebrate the model that has been provided? Candidly, had our three campuses been independent plants, they would not be where they are today. The resources afforded to them through the support of the original BT Campus in McAllen provided them an opportunity for growth. I am not just talking about finances either. At BT, we let each campus have its own flavor, but we celebrate the one church mentality. All ministries flow from a common vision. Leaders are trained the same way, and this provides a synergy and unique sense of camaraderie.

I want to be clear that I do not believe it should be either/ or when it comes to multisite or planting. Over the past two years, BT has also been the sending and primary financial

Let's celebrate together all the ways the Lord is reaching Texas and beyond through the efforts of our SBTC churches and all gospel-centered churches. Instead of tearing down the models that we do not prefer, let's rejoice over the work being done.

partner for two planters/plants. While I do believe that we have a God-given vision and DNA, I also recognize that it will take more than BT to reach the 1,000,000 lost people of the valley and the millions more across the world.

Video or live preaching?

Another common question I get asked is whether the sermon is piped in via video or if there is live preaching. While I do not believe that either model is necessarily in error, we have chosen to promote live preaching across our campuses. My fear with video-driven multisite ministry is that, while the church may develop campus pastors, we will fail to develop preachers. I believe purely video-driven models inevitably create personality-driven models—even if unintentional. At BT, we celebrate the development and growth of preachers of the Word and shepherds of the church. We will video a few sermons a year, but we have

ultimately chosen to develop a model built on the live preaching of the Word.

I believe that the Lord uses and blesses both church planting and kingdom-minded multisite strategies to reach the lost and expand the kingdom through disciple making. Whether you are a senior pastor, ministry staff member or church member, I encourage you to pray about how your church can be involved in what God is doing both globally and in your direct community. Let's celebrate together all the ways the Lord is reaching Texas and beyond through the efforts of our SBTC churches and all gospel-centered churches. Instead of tearing down the models that we do not prefer, let's rejoice over the work being done. Legacy churches, church plants, multisite campuses and everything in between, God has uniquely positioned all of us to see the lost saved. Eleven years ago, I was a youth pastor with what seemed like a silly dream. Don't think you can't be part of God's plan too.

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Well-Oiled Machines: The Pastor's Holistic Health

I've played soccer all of my life and have remained relatively injury-free. The most serious injury I ever had was momentary, but it still scared me to death. I was dribbling down the field when a defender swept my legs out from under me in an effort to get the ball. The odd way that our bodies collided caused my head to hit the ground before any other part of my body. While I never lost consciousness, I lost my vision for about two minutes. I can still remember my coach trying to calm me down as I lay there panicking, unable to see anything.

Eventually, my vision returned. I'm fairly certain I asked to go back into the game, and thankfully my coach held me out. My teenage ambition caused me to dismiss the momentary health scare.

Not all pastors approach health with the cavalier nature of a teenager, but more of us do than we think. Most of us think we're physically, emotionally and spiritually healthy, until an event happens that gets our attention—until we get blindsided by a different reality. What can we



do to be more prepared for life-altering events?

We are temples and machines

I'm not a doctor—well, not a medical doctor. But I do know some basics about how God designed us to work. We are temples of the Holy Spirit.

“Don't you know that your body is a temple of the Holy Spirit who is in you, whom you have from God? You are not your own, for

you were bought at a price. So glorify God with your body” (1 Corinthians 6:19-20).

The context of this passage teaches us to keep our bodies from sin, but we are also to proactively use and intentionally steward our bodies for God's glory. In order to do that, we need to take optimal care of the machine that he's given us. Being healthy isn't reserved for the young or the gym rats. Being healthy in every area of life is a spiritual responsibility.

Unless you monitor and manage the machine God gave you, you won't have the energy to handle the physical exertion of long days and the emotional strain of ministering to people's needs.

Machines need maintenance

Our Creator God designed us to work within systems and as a collection of systems; our physical, emotional and spiritual health are all interrelated. The bottom line is you cannot fulfill your calling as a pastor if you are

not a good steward of your body. Without straying into the area of medical advice, here's a quick inventory to check your physical condition:

When was the last time you got a physical? Did you implement the lifestyle changes that your doctor recommended as a result of that physical?

How's your diet? More and more research links cancer, obesity and chronic illnesses to a combination of poor diet and not enough exercise, with a heavy emphasis on a poor diet.

How often do you exercise? Consult your doctor before starting a new exercise program, and ask what kinds of exercise he or she recommends based on your most recent physical.

Do you get enough sleep? Research shows that not getting enough sleep correlates to weight gain and weakens your ability to handle stress.

Unless you monitor and manage the machine God gave

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you, you won't have the energy to handle the physical exertion of long days and the emotional strain of ministering to people's needs. You may be able to compensate for a while during a busy season, but when are pastors not in a busy season? We're not teenagers anymore, and stewarding the physical machine is only one part of being healthy.

Machines with feelings

A pastor's job description could never communicate the emotional toll that the work takes on a person. Every pastor has had someone ask, "What do you do all week?" The average person doesn't realize that a pastor experiences everything his members experience, at all hours, every day of the week.

Pastors, much like therapists and first responders, should regularly talk to a trained, confidential counselor. They need someone who can help them process the emotional burdens they carry, just as they often provide that service to their congregation. Of course, pastors should also confide in their spouse and trusted key leaders within the church to ease the burden; however, having people share a burden is different than having them help you process your burdens. Pastors, in particular, need both kinds of support.

Pastors also need authentic friendships. Leaders of all kinds need a group of people who love them, but don't feel the need to follow them. My closest friends

Professional athletes are fastidious about how they train and recover, how they study and what they eat before each competition.

As temples of the Holy Spirit and machines designed for the cause of Christ, how much more seriously should pastors take their overall health?

love and care for me, hold me accountable and have very few worldly expectations of me. These men are invaluable to me, because I can relax around them. Around whom can you relax?

Machines need fuel

Machines don't work without being connected to an energy source. Pastor, your overall health is dependent on you being connected to, rooted in and abiding in Christ. The apostle John loved to use the word we translate as "abide" or "remain," because it illustrates the connection to the source of life as the key to producing fruit. A branch disconnected from the vine may appear to be alive for a time but is ultimately just kindling for a fire. Jesus illustrated these truths in two obvious ways—he stated that he could do nothing by himself (John 5:19), and he repeatedly dedicated time to be alone with the Father.

This area of health has probably been used to shame pastors

more than any other. After all, this is our area of expertise, right? But, just as the greatest athletes in the world still need coaches, don't let your spiritual health decline for fear of judgment. Share your struggles with your accountability partner, change the routine of your devotional time if it gets stale, enlist the help of coaches or spiritual directors and make use of dedicated respite times. This area of life fuels your ministry, and if you're running on empty, chances are your ministry is too.

Professional athletes are fastidious about how they train and recover, how they study and what they eat before each competition. They know that ignoring any part of their overall approach to their sport means the difference between winning and losing. As temples of the Holy Spirit and machines designed for the cause of Christ, how much more seriously should pastors take their overall health?

helping your church find a new pastor

When a church is seeking a new pastor, it can be a difficult time. The Southern Baptists of Texas Convention is here to assist you and your church in this process.

Step One Pray

When a pastor announces that God is moving him to a new location, the church should immediately move into an intentional prayer strategy. Pray for your leaving pastor. Pray for his new church or role. Plus, pray for the man God is already working in to prepare him to come to your church.

Step Two Discuss

Have an open dialogue with church leadership and laity on the needs of the church. Many churches extend a call to the next best orator they hear. Take your time. Find the man God is preparing for your church. Make certain he is a good fit for the community. God uniquely gifts and equips each one of us, and he does the same for pastors. There is a man of God, whom he has already prepared, your church just has to go through the prayerful selection process.

Step Three Communicate

The search committee and other leaders should keep an open communication with the church body as a whole. The chair of the search committee should write regular updates in the church newsletter and worship folder, send quarterly letters to the congregation and give reports from the platform. Candidates are not discussed in these communications; however, the stages of the process are. Over communicating is fine, under communication hurts.

As the church is praying, discussing, and seeking; remember, God is already preparing His man for this role. Do not feel pressured to rush, and do not hesitate to ask for assistance.

The Pastor/Church Relations team stands ready to serve you and your church as you look for your next pastor.

Here are some of the services we provide to your church:

- Pastor Search Team Training
(includes on-site training and booklet)
- NextStep Connections Church Job Board
- A staff dedicated to helping you find the next pastor
- Recommendations for Pulpit Supply
- Interim Pastor Referrals

sbtexas.com/pcr



Deacons on Purpose

Greetings from Southeast Texas and, more specifically, Katy. Katy's First Baptist Church is over 125-years-old, and God has richly blessed us over the years. We recently went through the process of losing our pastor of about 12 years. While our interim pastor for 13 months was Harry Lewis, we also had great help from Ted Elmore and the Southern Baptists of Texas Convention. During this process, we took an intense look at where we were and where we were going. To be honest, our attendance had declined. We were at a critical point in the life of our church.

The Lord took us on a great journey. While we had some excellent candidates for pastor, Scripture reminded us to “lean not on [our] own understanding.” After much prayer and discussion, it was determined that we would hire a young man, Coleman Philley, a former member and deacon, whom the Lord had called to be a full-time minister.

After being the chairman of the pastor search committee, I became the chairman of the deacons. (To say the Lord has a sense of humor is an understatement.) Being in the oil and gas industry, I learned long ago that change is coming. Change can be good, but it can be painful. Harry, Ted and I had conversations regarding the deacons, about what we did well and what we could improve.

When we bring in men who have not been ordained as deacons or when we have ordained deacons who have not yet served at Katy's First, we call them yoke-fellows. Ordinarily, we train them with videos; however, the deacon officers soon agreed it was time to make changes.

We spent a year in prayer, Bible study and reviewing the role of deacons—to be servants. That sounds so simple, but we can make it complicated. Early on in this process, Ted recommended I get our pastor to contact Tony Wolfe about teaching us. Tony had just finished a book entitled, *A Deacon on Purpose: Four Biblical Essentials*. Our pastor agreed and contacted Tony to set the date.

On a Saturday morning, with plenty of Chick-fil-A and coffee, we began the process of transforming. I had lunch with Tony to better understand what we were about to do, and he showed me his book. The cover, in my opinion, was like being in a poorly lit room when someone turns on all the lights. The four biblical essentials are to: (i) Lead, (ii) Serve, (iii) Support and (iv) Protect.

Meanwhile, Katy's First Baptist had been developing its own study because we had recognized the deacon's role is to serve, not shepherd. We spent Saturday

morning really teasing out what it means to serve. Four essentials became the framing in our attempt to communicate service:

Lead

Our roles are positional and relational. As deacons, we are always influencing the people around us in our attendance, ministry involvement, tithing and attitude. Those actions reflect on our pastor.

Serve

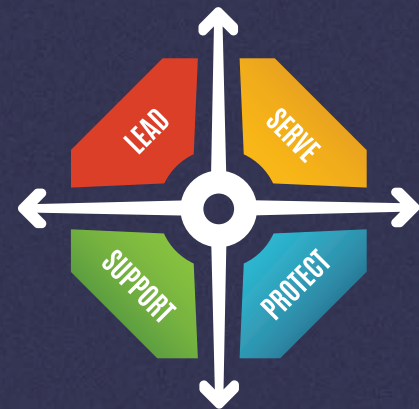
Katy's First has developed a strong widow/widower ministry and is building a hospital ministry.

Support

How can we become intentional in encouragement to our pastor and staff? Provide wise counsel and care for them.

A DEACON ON PURPOSE

FOUR BIBLICAL ESSENTIALS



The deacon serves as an extension of the pastor's long arm of ministry in the local church. It is our pleasure to offer deacon training for your local congregation in a biblical, cost-effective format.

Order resources & request training online at

sbtexas.com/deacon

Protect

We need to be able to defuse conflict, be willing to give the benefit of the doubt and to seek restoration. Additionally, we should not let our pastor be blindsided.

Reflecting on these principles, I like to think of a deacon as an offensive lineman in football. The lineman has a responsibility to lead by his own actions. The deacon must do the same in ministry. The lineman makes it possible for those around him to do their jobs. Likewise, the deacon must serve the body and help the body to serve others. The lineman backs

the team. The deacon should support the ministers and staff at the church. Lastly, the job of an offensive lineman is to protect the quarterback. The deacon must protect not only the pastor but also peace among the members of the body of Christ.

We are now taking time to go over this material with the deacons and discuss how we will be more intentional. In fact, we have already had an opportunity to support our pastor, and it is my opinion that we would not have realized this opportunity without this study.

Have we got the perfect formula? Are we running full speed?

Are things peaceful and harmonious everywhere? No. We, like you, are human and will make mistakes. However, I do believe this study has been time well spent. Without having taken the time to look at Scripture and reflect on how we were serving the Lord, we would have run the risk of becoming stagnant. Not doing anything is exactly what Satan would have had us do.

I would highly recommend scheduling time with Tony Wolfe or to at least read his book. We do no good if we think we know how to do everything. We can all learn. As Paul encouraged young Timothy, let us finish the race strong.

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nextstep.sbtexas.com

job seeker

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AUGUST 8

Southwestern Baptist Theological Seminary, Fort Worth

8:45AM-3PM Breakouts for staff, volunteers & lay leaders in these areas of ministry:

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Are Local Baptist Associations Dead?

There are some in SBC life who would respond “yes” to that question. Why?

→ Some fail to lead their churches to be involved locally, which hinders their church members from experiencing the joy of building meaningful ministry relationships with fellow believers in their immediate area.

→ Some experience an associational leader who lacks the calling, training, leadership ability or vision to enable effective, collaborative mission involvement among the churches.

→ Some experience an associational leader who coasts toward retirement.

→ Some larger-church pastors and pastors who grow up in mega churches do not experience the need for and the benefits of associational missions firsthand. They may feel that their churches can pretty much do it all themselves, whereas the vast majority of churches cannot.

→ Some are so focused on growing their churches that they do not see the importance of growing God’s kingdom – starting in their own Jerusalem (Acts 1:8).

God did not intend for any church to be an island to itself. Ever since the church at Antioch, God has blessed and commended churches for sending out missionaries like Paul and Barnabas. Churches are to cooperate with other like-minded churches to further the gospel. Many consider the apostle Paul a prototype associational leader—evangelizing, discipling, starting churches, mentoring ministers, encouraging leaders, “and besides the other things, what comes upon me daily: my deep concern for all the churches” (2 Corinthians 11:28).

The baptist association is the earliest expression of local church missional cooperation, predating state conventions by decades. The first baptist association in America was the Philadelphia Association, founded in 1707. The Charleston (SC) Association was the first association in the South, founded in 1751. Baptist associations are rich in heritage and accomplish-

ments, including the raising up of missionaries and mission organizations, and the founding of baptist colleges, hospitals, children’s homes, state conventions and numerous other ministries.

Associations are still vital partners in missions and ministry today—the closest baptist entity to the local church—created by and for local churches to go above and beyond what the churches can do individually.

No, local baptist associations are not dead. Many are flourishing and there seems to be a renaissance of the importance of associations in SBC life, even though some are struggling.

For a local association to survive and thrive, it not only needs to be supported with the consistent prayers, participation and provision (funding) of the local churches that created it, but also needs to be led by a visionary mission strategist. In today’s Southern Baptist ecosystem, the need for effective associational mission strategists who lead

their associations well is becoming more and more valued.

Why? Because strategic associational leaders:

- Are able to effectively assist their churches in fulfilling the great commission, whereas any one church—regardless of size—cannot do it alone.
- See their cities/counties as a local mission field.
- Foster a sense of churches being on mission together—not islands to themselves.
- Believe Acts 1:8 starts at home.
- Assist churches in church planting.
- Assist churches in revitalization and strengthening.

→ Assist state conventions in credentialing new churches in most states.

- Assist churches with well-rounded ordination councils for new ministers of the gospel.
- Assist churches with pastor search committee training.
- Coach, counsel, consult and mentor pastors and church leaders as requested.
- Have a kingdom mindset, servant hearts and the best interests of their churches in mind.

Is your local baptist association dead? I hope not. Is it in need of renewal and refocus? Perhaps. If so, I hope you will prayerfully con-

sider ways to help revive it, rather than bury it.

Some associational leaders have the calling, training, ability and vision to lead effective, collaborative mission involvement among the churches, but they lack the resources to do so.

I hope you will choose to be part of the solution and not part of the problem.

Pastor, staff, church leader—will you make yourself available, your facility available and needed financial resources available to enable your associational mission strategist, as much as it depends on you? Your association cannot thrive without your help.



ministry to + through associations

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sbtexas.com/associations

The SBTC is honored to partner with local associations in meeting the specific needs of our state's varying regional ministry contexts. Talk to your associational DOM/AMS or call the SBTC office to see how we might be able to partner with your local Baptist association for a specific event.

The Pastor and the Bride as Servants

The year was 2003. I was playing keyboards for a big name country music

act when we had come to the end of the night of our New Year's Eve show in San Antonio. We played our encore song and were escorted to our backstage "green room" where everything we had requested was waiting on us. From the food and drinks we requested, to everything else—there was no doubt we were treated like royalty in these places and before we ever showed up to these venues it was clear what each of us were to have in those rooms when we arrived. Venues agreed to these lists of demands before ever hiring the artist. The artists could actually cancel their contracts in the event these demands weren't met and go elsewhere. Not only were these green rooms set up to our standards but our gear and everything was set up exactly how we wanted it as well.

I tell this story because so often this "green room effect" has become the norm in the 21st century church. I had the opportunity to preach a student event a while back and got to the church early and the pastor



let me come into his office and hang out. I was immediately blown away as I conversed with him. "There is no way I would preach to kids! My calling is Sunday mornings only," he stated. "Adults are hard enough; I didn't sign up to deal with moody teenagers too. They don't pay me enough to do that!" The green room effect is "Give me what I want, when I want, how I want, where I want, and if I don't get what I want, I will go somewhere else."

This is a cancer that over the 12 years I have been in ministry I have seen slowly destroying

the bride of Christ, not only in pastoral ministry, but in ministry at large. We have this sense of entitlement that puts us in a box. I'm called to teach, to preach, to greet, to play piano, to play guitar, to lead worship, to watch babies, to lead men's ministry, to lead women's ministry, etc. and in that there is no deviating from that "calling." I'm not called to watch babies; I'm not called to set up chairs or to park cars; I'm not called to pick up toilet paper that's on the floor of the bathroom at church ... the green room effect. We have lost focus on the bigger "calling" on ALL

Let's get out of our green rooms of entitlement and where we see a need. Serve! No matter what we are called to in the ministry—even pastors—there is nothing below us that we can't step up to and help the bride be all that it can be to advance the kingdom of God!

of our lives as the church to “toil and strive” (1 Timothy 4:10) while pointing people to Jesus. Sadly, we have become entitled and made it more about ourselves, our ministries and our calling, never stepping outside our boxes.

What would happen if we would think a little outside the box in this area? I mean, I get that we all have a calling on our lives that's unique and for kingdom advancement, but what would happen if we became a people who saw needs in the

church, then stepped up to serve? Let's get out of our green rooms of entitlement and where we see a need. Serve! No matter what we are called to in the ministry—even pastors—there is nothing below us that we can't step up to and help the bride be all that it can be to advance the kingdom of God! As the Psalmist says in Psalm 84:10, “I would rather be a doorkeeper in the house of my God than to dwell in tents of wickedness.”

Let us be a people of God where we get out of this place of entitlement and out of our green rooms. Let us toil and strive, and gladly hold the doors open for the glory of God and for the praise of his glorious name!

pulpit supply

sbtxas.com/pcr

“The SBTC has assisted Antioch Baptist Church during our transition. We've been blessed by their willingness to provide assistance with pulpit supply during this interim period.”

- Irv Atkinson, Deacon
Antioch Baptist Church, Lovelady

“From our first Sunday without a pastor to today, 10 months later, the SBTC PCR team has faithfully helped us have a strong, challenging word from God in our pulpit each week. We are evidence that no place is too far and no church is too small for the faithful men of SBTC who have been called to minister to his church.”

- Jo McGuire, Member
Cornerstone Fellowship, Haskell

The Future is Now: NextGen Pastors and the SBTC

Billy Graham once said, “I don’t need a successor, only willing hands to accept the torch for a new generation.” His wise words resound not only in our churches, but also within the community of pastors which leads them.

Blending generations has been an age-old battle. The young men are full of energy and eager to step up and test new ideas. The seasoned men have seen new ideas rise and fall; they work to balance wisdom with the fear of becoming obsolete. These two powerful forces can either exist in opposition, or they can unify to change the world.

Right now in the SBTC, there is a multigenerational force moving, igniting a passion and excitement within me that I haven’t felt in years. The SBTC has seen the importance of bringing in the next generation of pastors and has started a NextGen Pastor’s Network to connect men from around the state who are 40-years-old and younger. Every NextGen event, luncheon or Q&A I attend is packed, because the topics of discussion are theologically robust, biblically accurate and



timely. At these events, men of all ages and experiences are sharing stories about spreading the gospel, making disciples and facing challenges with social issues. I see a great deal of theological passion and biblical focus coming from the next generation of pastors in the SBTC and feel proud to be counted among them.

Recently, I had the privilege of experiencing this collaboration on a more intimate level, through this year’s NextGen Pastors cohort led by Michael Criner and Tony Wolfe. A group of “youngish” like-minded pastors from around the state were able to engage with Greg Matte from Houston’s First, as well as Jack Graham and Jarrett Stephens from Prestonwood. The quality of the

leaders from whom we were able to learn and the quality of the Texas pastors with whom we gathered lead me to believe in the future of the SBTC ministry more today than ever before.

For instance, Gregg Matte not only brought us into his church, but he was also open and willing to share specific pastoral lessons with us, from how he prepares a sermon to how he supervises his staff. He even showed us how he executes a budget and how to run a capital fund campaign. Priceless.

At Prestonwood, Jarrett Stephens spoke to the heart of being a pastor as having daily devotions and a heart ministry just for the Lord. Jack Graham let us ask him anything and was open, authentic

and completely approachable.

The investment that the SBTC puts into young pastors in Texas is unlike anything I've ever seen. Knowing the pressure and demands that these pastors have in running such huge ministries, I am truly humbled by how much time and attention they have given to each one of us.

Having some time away allowed us pastors to personally connect with each other, and the intentional gatherings around focused topics were on target for my everyday ministry. I literally applied the staff planning and administrative lessons I learned the minute I returned home. Probably the most surprising element was the immense value I gained from

peer mentoring. As I learned so much from other young pastors at the cohort, I would recommend that every pastor meet with a like-minded peer group on a regular basis. No matter the length of your ministry, we all have hills and valleys we experience and need an extra push during those especially tough years. Chances are, someone is going through the exact same struggle at his church and needs your insight and help as well.

Having turned forty as I wrote this article, I was reminded that I am rapidly phasing out of the NextGen pastors conversation and beginning a new role as one of the many to help and guide those coming behind me. I have always believed in having a mentor to

advise me, while also having a man to mentor. Pastor John Meador from Cross City Church in Euless has been my pastoral mentor for the past decade, and I have found immeasurable benefit from his wise council. I have also loved learning from and pouring into many young men throughout the years.

Every member of the SBTC plays a critical role in spreading the greater message of the gospel. No matter a man's age or experience, God has a great purpose for him within this body of pastors. Let me encourage you to get involved in matters of the SBTC at any level and any age. We truly are seeing God move in mighty ways.

Yes, the future is now, and the future is bright!

NextGen

NETWORK



Spencer Plumlee
NextGen Consultant

The NextGen Pastor's Network is an opportunity to network with other young pastors and leaders around the state and to be developed personally as a leader. Join us for gatherings at the Empower Conference and the Annual Meeting every year.

sbtexas.com/nextgen

FEBRUARY 24-25
Irving Convention Center

EMPOWER

CONFERENCE



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Boswell



HB
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Floyd



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JEN
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+
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2020 annual meeting

november 9-10 hyde park bc, austin

sesión en español

8 de noviembre great hills bc, austin



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UN DISCIPULADO VIBRANTE

Este webinar con los pastores Eddie Lopez y Philip Levant examina el mandato, modelo, y los desafíos del discipulado. sbtc.com/online

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1 CROSS APP

El 1 CROSS app está diseñado para facilitar compartir el evangelio con personas de diferentes culturas, idiomas, y religiones. El app contiene más de 45 testimonios en diferentes idiomas de personas que han sido transformados por Cristo. sbtc.com/1cross

IGLESIA

MANUAL PARA BÚSQUEDA DE PASTOR

Un recurso esencial para la iglesia local y el comité de búsqueda de pastor para ayudar en encontrar el siervo de Dios para su congregación

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EL PROGRAMA COOPERATIVO

Visite nuestro sitio web para descargar videos, estudios, sermones, y testimonios sobre este mecanismo de recaudación de fondos de los Bautistas del Sur, que por más de 90 años ha apoyado los ministerios de la SBC. whatiscp.com/spanish/

CAPACITACIÓN

Para ver otras ayudas ministeriales por favor visite nuestro canal

de ministerios hispanos por la web donde encontrará videos de conferencias y entrenamientos en evangelismo, discipulado, ministerio, apologética, liderazgo y mucho más.

sbtc.com/onlinetraining

Hispanic Leadership Summit

sbtxas.com/espanol

Made possible through Cooperative Program giving.

May 12

Oak Meadow BC, Austin

The Hispanic Leadership Summit exists to create a network for pastors and leaders to share ideas, challenges, and resources in reaching the second and future generations of Hispanics in Texas effectively.

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For more information please contact
Juani Shelton al 817-552-2500 or
sshelton@sbtxas.com



Apoderados

CONFERENCIA DE EVANGELISMO

21-22 de febrero CROSS CITY EN ESPAÑOL

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Hecho posible por el Programa Cooperativo.

retiro para la
Familia

3 y 4 de julio
Camp Copass

conferencia para la
Familia

27 y 28 de marzo
Summers Mill Retreat Center, Belton

Para más información, comuníquese con Juani Shelton
sshelton@sbtexas.com • 817.552.2500 ext. 2668
1.877.953.7282 Número de teléfono gratuito

sbtexas.com/espanol

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florece
retiro de mujeres

1-2 de mayo
Riverbend Retreat Center, Glen Rose

florece
conferencia de mujeres

13 de septiembre
San Antonio

Para más información, comuníquese con Juani Shelton
sshelton@sbtexas.com • 817.552.2500 ext. 2668
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Hecho posible por el Programa Cooperativo.

Hombres de Impacto

CONFERENCIA

9-10 de Octubre
River Bend Retreat Center

Nuestra conferencia de Hombres de Impacto está diseñada para que los hombres puedan ejercerse en el servicio a los demás y a entregar sus vidas para convertirse en los líderes siervos que Dios los ha llamado a ser en sus hogares, iglesias, y comunidades. Saturado con enseñanza bíblica, instrucción pertinente y actividades competitivas que fomentan un espíritu de compañerismo, esta es una oportunidad que no se puede perder.

Para más información, comuníquese con
 Juaní Shelton sshelton@sbtxexas.com
 817.552.2500 ext. 2668
 1.877.953.7282 Número de teléfono gratuito

Hecho posible por el Programa Cooperativo.

sbtxexas.com/hombres

conferencia

EQUIP

8 DE AGOSTO

Southwestern Baptist Theological
 Seminary, Fort Worth

sbtxexas.com/equip

La conferencia EQUIP capacita a líderes para todos los aspectos del ministerio en la iglesia local. Este entrenamiento es para el beneficio de las iglesias pequeñas e iglesias grandes. Se ofrecen más de 200 sesiones de talleres para preescolares, infantiles, jóvenes, adultos, y adultos mayores.

Se ofrecen sesiones especiales para la tecnología de la Iglesia (sitio web y redes sociales), y para diáconos, y seguridad para la iglesia. También se ofrecen talleres en español que incluyen temas del ministerio de varones, mujeres, discipulado, familia, y adoración.

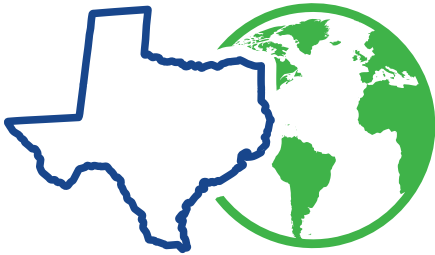
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COOPERATIVE PROGRAM

Southern Baptists of Texas Convention

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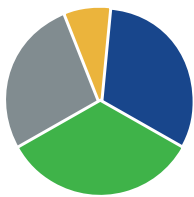


sbc
55
percent

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Among state conventions, the SBTC gives the highest percentage (55%) of budgeted receipts to the ministries of the Southern Baptist Convention.

The SBTC invests the Texas budget allocation (45%) to assist in church planting, evangelistic efforts and strengthening existing churches.



38.81%

missional

Missions
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Church Planting

31.28%

leadership

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Hispanic Ministries
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supporting

Operations & Finance
Ministry Relationships
Communications

6.26%

in state special allocation

SBTC contribution for church/assoc.
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