

Centering on Ministry

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Resources For The Pastor: Pastoral Care

Gene Mendenhall, Th.D.

Rev. Myron Myers, Chairman of the Ohio Counseling Committee, recently wrote the following article: "For an update pastor ministering in today's parish, there are many available contemporary educational programs that can lend a great help in his work. Some of these help attempt to keep us up with the current needs in counseling, some avail themselves for academic and others make possible opportunity for pastoral training and personal growth or provide a combination of these.

"While many fine programs are available, one has to assess what his or her own needs may be in the light of what is available and often what time and money can be invested. Often programs are 'around' but we may overlook them or not know what valuable help they may lend to the busy pastor. Some of the programs are offered for a single day, some for portions thereof, and other programs may extend for several weeks' duration. In a day when pastors are encouraged to continue their education in order to stay current and become better equipped, it seems that it may be very worthwhile to consider investing the time and energy."

Let us look around for some of the community resources in your area which might be available to sharpen your skills in pastoral counseling and care. I would first contact the county mental health association or agency and express my interest in receiving some training or helping to

sponsor some seminar. Some centers have professional pastoral counselors on their staff. Informal brown bag luncheons can be very helpful to the clergy and staff—in establishing referral relationships, discussing counseling situations, and picking up psychological and spiritual insights. Much can be learned about group dynamics in group therapy. Social workers, psychiatrists, psychologists, aftercare nurses, mental health technicians, substance abuse and alcoholism counselors are also in the helping profession. We have more things in common than we may be aware of.

I would then check out the nearby hospitals concerning their continuing education programs. Many have media resource libraries. Others in cooperation with the ministerial or medical association sponsor volunteer chaplaincy training workshops (involving hospital staff), clergy-physician breakfasts or seminars, book studies, hospital tours, orientation meetings, chaplaincy auxiliary guilds, etc. These before mentioned agencies frequently sponsor seminars on mutually interesting topics such as: drug abuse, child abuse, wife abuse, alcoholism, marriage and family counseling, death, dying and bereavement, terminal patients, cancer patients, mercy killing, parenting, Reality Therapy, T.A., I'm O.K.-You're O.K., sex seminars (teenage, adult, older adults, homosexuality), smoking, overweight, depression,

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pastoral care and mental health, emotional first aid, biofeedback, personal enrichment, counseling youth, medical moral and ethics, pain, human relations, community mental health, finances.

Opportunities In Adult Continuing Education

We don't want to overlook the adult continuing education courses offered by nearby schools—especially in the social work, psychology, and medical departments. Child Welfare, the Council on Aging, Substance Abuse Council, Funeral Directors Associations, law enforcement, prisons courts, the American Cancer Association and other agencies often have funds for training helping professions. Premarital and divorce counseling are needed areas of concern and concentration in pastoral care.

Agencies and Associations

If you are interested in Clinical Pastoral Education, write to the Association for Clinical Pastoral Education, Inc., Interchurch Center, 475 Riverside Drive, New York 10027. They will send you a booklet listing all of the training centers and you may place yourself on the regional mailing list. You are more than welcome at these meetings. If you are enrolled in any counseling related courses, you may send for a C.P.E. Student Membership for \$10.00. This includes a monthly *Journal of Pastoral Care*, which contains excellent relevant articles, book reviews and conference notices. Three other organizations which are worthy of investigation and perhaps becoming affiliate or full-fledged members are: The American Association of Pastoral Counselors, 3 West 29th Street, New York, New York 10001; the American Association for Marriage and Family Therapy, *Journal of Marriage and Family Counseling*, 225 Yale Avenue, Claremont, California 91711; and the American Protestant Hospital Association (College of Chaplains), Tie, 840 North Lake Shore Drive, Chicago, Illinois 60611.

Cassette Tapes Available

Our Church of God Board of Christian Education and Division of Church Service have some good cassette tapes: *Counseling the Widow; How to Deal with Two Tough Counseling Problems* (suicide and alcoholism); *How to Do Creative*

Marriage Counseling; How to Minister to Dying and Bereaved, and others. I hope to prepare a couple of tapes this year for our Center for Pastoral Studies on premarital, marriage and family, divorce counseling and youth counseling.

Books and Periodicals

The best book on marriage counseling is out of print, but perhaps you can pick up a copy at a used book sale, *The Minister as Marriage Counselor* by Charles W. Stewart (Abingdon Press). Howard J. Clinebell's *Basic Types of Pastoral Counseling* (Abingdon) is excellent. W. Hugh Missildine has two books to which I refer constantly: *Your Inner Child of the Past and Your Inner Conflicts and how to Solve Them* (Simon and Schuster). Warner Press has an excellent selection of paperbacks about marriage. I have a booklet which has been helpful to thousands of hospital patients and shut-ins: "God at My Bedside" (Warner Press). (I have another one written for publication and a soul-winners' booklet).

By writing to the Community Services of the American Council of Life Insurance and the Health Insurance Institute, 1850 K Street, N.W., Washington, D.C. 20006, you will receive a free Family News and Features monthly paper and you may ask for free booklets pertaining to retirement, financial planning and problems, etc. Also write to the Public Affairs Pamphlets, 381 Park Avenue, South, New York, New York 10016, for a list of their Family Life publications.

Finally, I encourage you to form colleague or care groups and learn (grow) together. Because our ministry is growing more complex and stressful, we need each other more than ever to continue the effective ministry of our lord.

Centering on Ministry is sent without charge to all graduates of the School of Theology and to all persons enrolled in Continuing Education through the Center of Pastoral Studies. This issue is being sent also to all Church of God pastors and a limited number of other persons. One reason for the enlarged distribution is to suggest the opportunity of participating in Continuing Education. Information will be sent to you if you request it from the Center for Pastoral Studies. The General Assembly has officially asked the Center for Pastoral Studies to carry leadership initiative and responsibility for Continuing Education in Ministry in the Church of God. Our service is just a postage stamp away — why not use it?

Resources in Church Administration

Dwight L. Grubbs

Administration, by definition, implies getting things done. The accomplishment of tasks suggests managing or providing direction. While the term administrator and executive are closely related, let it be remembered that minister and administration have similar root meanings—and ministry implies servanthood.

One of the continuing challenges to a pastor is to get things done. How can the pastor be more effective and efficient? How can one cope with the multitude of details, programs, goals, human needs and Divine urgings that surround the busy pastor?

Part of the answer to the problem may be to develop better managerial skills. Some people may object to the use of the term church management. While it does have its limitations and certain negative implications, it is currently in wide use to describe what it is that a pastor and his/her staff (lay and professional) do to fulfill their calling and ministry as a congregation. *How* they do it depends upon their managerial "style".

Leadership may be simplistically defined as "helping a group of people get from where they are to where they'd like to be". The process requires management, and management is a skill that can be learned and developed. This article will point out some of the resources that are available to the church leader or manager (pastor, generally) who is interested in developing his/her managerial skills.

I

The primary resources available to the Christian administrator are biblical principles of management, coupled with the leadership of the Holy Spirit. The idea of charismatic church government has always been important in the Church of God and it has shaped both our forms and functions as a movement. A careful study of such biblical passages as Acts 6:1-7; Luke 4:16-21; Ephesians 4:1-16; I Corinthians 12:1-31; I Peter 5:1-7; I Corinthians 3:1-23; and Romans 12:1-21, will assist in identifying some basic principles for church management. The twin disciplines of prayer and patience will teach a congregation much about Divine leadership.

II

Another resource in church administration is people. The wise leader (pastor) soon learns that one cannot do all the work that needs doing.

Christian management may be defined as the stewardship of the talents and gifts of the persons entrusted to the leader's care. One of the pastor's major tasks is to assist the members of his/her congregation in finding fulfilling forms of ministry. The pastor is an enabler, a coordinator, a manager. The pastor doesn't do all the ministry, but facilitates it.

One of the sad facts of church life is that all too often pastors are threatened by (feel insecure in the presence of) those strong leaders in the congregation who could provide stability, vigor and direction. Pastors need to learn early that leadership is a shared function. There are times when the pastor needs to defer to superior knowledge and experience from among the laity. The successful leader will seek input from other sensitive, aware persons in the group. A wise pastor will not demand authority by virtue of office but will, over a period of time, earn the respect that will cause authority to be bestowed. The pastor will always be in the process of building quality interpersonal relationships that will provide a reservoir of trust and mutual strength.

III

A third resource is the church at large. District, state, and national personnel and agencies provide a rich, supportive milieu for ministry. The growing minister will get acquainted with the persons, materials and programs that are available. In a unit of study entitled "Helps from Anderson," I have observed Bible college and seminary students react with pleased surprise at the many forms of assistance that are available from our national agencies. The first step toward accepting this help, of course, is to understand that we are all in this together—pastors, associates, laymen, agency people, state coordinators, seminary professors—we really do need each other, and we love to help one another.

State and district assemblies quite often schedule seminars that provide enrichment and encouragement for the minister. More opportunities are anticipated as our colleges and the seminary provide off-campus classes and continuing education experiences. The School of Theology is taking a fresh look at the challenge of providing quality education for ministers in their parish setting. They would like to know of

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Creative Leadership of Worship and Music

Thomas A. Miller

“The King Solomon and the entire assembly of Israel gathered before the ark. And the priests then brought the ark of the Lord’s covenant to its place in the inner sanctuary of the temple, the Most Holy Place.

All the Levites who were musicians—Asaph, Heman, Jeduthun and their sons and relatives—stood on the east side of the altar, dressed in fine linen and playing cymbals, harps and lyres. They were accompanied by 120 priests sounding trumpets. The trumpeters and singers joined in unison, as with one voice, to give praise and thanks to the Lord. Accompanied by trumpets, cymbals and other instruments, they raised their voice in praise to the Lord and sang:

‘He is good; his love endures forever.’

Then the temple of the Lord was filled with a cloud, and the priests could not perform their service because of the cloud, for the glory of the Lord filled the temple of God.”

2 Chronicles 5:6-14

(New International Version)

Thus is described the dedication of the temple—what a worship service!

And while Solomon had at his disposal a brass choir of one hundred and twenty trumpeters and all of the singers of the houses of the Levites Asaph, Heman and Jeduthun, and a congregation composed of virtually all of the men of Israel, the local church worship setting is quite the opposite. Indeed the contrast could qualify for the cliché, “from the sublime to the ridiculous!” As we consider creative ways to lead public worship, primarily resources for worship and music leadership, we can be encouraged in the discovery that worship can indeed be meaningful and vital, regardless of the size of the congregation, choir, or the trumpet section!

Let us examine some of these resources. The resources can be categorized into two groups: 1) traditional resources and 2) contemporary treatments of traditional resources and original material.

Traditional Resources

The traditional resources commonly available to the pastor, minister of music and/or worship leaders are the Bible and the hymnal, (Hymnal of the Church of God). At first blush the mention of these obvious worship resources might seem redundant. Our consideration here, however is

the maximal creative use of the Bible and the hymnal.

In fact, the question of proper and effective usage of the Scriptures and hymnody has been a concern of church leaders for centuries, dating back to at least the sixteenth Century and the liturgical reforms of Zwingli, Calvin, Luther, and even the Council of Trent. And while we have a pleasant freedom from controversy on this subject in the Church of God and the free churches in general, we are perhaps guilty of shallowness in our conservative use of the Scripture and hymnody.

Some thoughts, then on creative use of these two resources:

Creative Treatment of Scripture Reading

The first and most obvious consideration relative to scripture reading is that of the wide choice of translations (versions) available to the contemporary pastor. Even without the consideration of paraphrases, the number of versions and translations in print today affords the pastor the advantage of literally choosing language style and, even cultural flavor ranging from the very-proper King James Version to the contemporary Leslie Brandt paraphrases (of the Psalms and Epistles) including the *Revised Standard Version*, *J. B. Phillips Letters to Young Churches*—(Epistles), *Good News for Modern Man*, *The Living Bible*, and the 1978 *New International Version*. The pastor has a responsibility to choose the appropriate version for each scripture reference, according to the religious/cultural/socio-economic personality of his congregation.

Other considerations in regard to the usage of the Bible involve a creative approach to the responsive reading from (Hymnal Selections included). While we are accustomed to the familiar leader-congregation form of dialogue, we may consider variations on the leader-congregation dialogue form, i.e., leader, left side of congregation, right side of the congregation for the contrasting groups; or, leader, men and women, or two readers alternating verses, or, other combinations of the above. In short, use your imagination and your creativity in developing your own variation on the basic dialogue prin-

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ciple of the responsive reading format. The important criterion, of course, is appropriateness—be sure the scripture does, in fact, lend itself to a dialogue approach, and, use good judgement in the assignment of contrast groups.

Another comment on this form: scripture in addition to the Hymnal settings (or other published settings) may be adapted to this style, simply by alternating sentences or paragraphs of text.

This same principle applies to the musical counterpart of Scripture-hymnody, and is, in our opinion, highly adaptable to fresh and creative treatments of presentation.

For instance—have you considered alternating verses of a congregational hymn between choir and congregation? choir, organ, and congregation? or, choir on one verse, silent meditation on one verse, followed by choir, then congregation on remaining verses, etc. etc.

The possibilities are many—once you will take the step of exploring them, and allow the open-mindedness of a creative approach to the conduct of public worship.

By the same token, hymns may be used in several different ways beyond the traditional usage in congregational singing. One very effective use of hymns is a prayer meditation—the choir singing one or two verses of a devotional hymn, such as “Near to the Heart of God” immediately before the pastoral prayer. Or, perhaps it would be more effective in communicating the message of the hymn and of the devotional aspect of worship to have the choir hum this, with the text printed in the bulletin. Another variation would be possible with a solo instrument (flute, violin, etc.) playing the hymn melody (again with the text printed), or an instrumental rendition by the organ, piano, or handbells. These same instrumental ideas could be combined with choral or congregational singing of one or more of the verses.

The same possibilities exist with hymns used for other worship items—responses, offertory hymns, calls to worship, benedictions, etc. All of these ideas are possible from one worship resource—the hymnal, and with some creative thought, and careful planning the worship service can be considerably enhanced from this single resource.

Another consideration for worship resources, and the creative use of traditional material is that of *choric reading*. This will be, admittedly, dramatic in effect, but, by the same token, when done well, very enhancing to a worship service.

Certain passages (the Isaiah “Messiah” prophecy passages, for example) recited together in choric reading can be quite effective in presenting the Gospel in a fresh and dynamic manner.

Contemporary Treatments of Traditional Resources and Original Material

The second major consideration regarding worship and music resources is that of original materials and contemporary treatments of traditional resources, e.g. paraphrases, new hymn settings, etc. Inasmuch as there are many such resources worthy of discussion, our discussion at this point will take the form of an annotated listing of such materials.

Worship Resources

Ventures in Worship, vols. 1, 2, and 3. Ed. David James Randolph, Nashville, Abingdon Press.

Each of these volumes is the result of study projects by The Commission on Worship of The United Methodist Church. The material in the volumes comes from local congregational use, collected and compiled by the Commission, specifically for its study of worship resources. The *Ventures* thus are a storehouse of fresh, new material available to pastors and leaders of worship. The contents range from philosophical discourses on worship to monologues, dialogues, paraphrases and even model worship services for special occasions. Items listed in the table of contents of Volume II, for instance, include: Profiles of Order, Calls to Worship, Invocations, Words of Assurance, Prayers, Litanies, Dedications of Offerings, Proclamation of the Word, Benedictions, Provocative Resources for Worship (a comprehensive listing of materials and resources), and Wedding and Funeral services.

I have found these volumes particularly helpful in providing both actual new materials and inspiration for creative adaptation of existing materials.

Leslie F. Brandt paraphrases

Reverend Leslie F. Brandt has written a series of scripture paraphrases, all of which have been highly successful and are receiving wide use. Some of his published paraphrases are:

God Is Here, Let's Celebrate! Leslie F. Brandt, St. Louis, Missouri, Concordia Publishing House, 1970.

Psalms/Now, Leslie Brandt, St. Louis, Missouri, Concordia Publishing House, 1977.
(Also published in separate booklets, *Psalms of Joy*, *Psalms of Praise*)

Epistles/Now, Leslie F. Brandt, with art by Sr. Corita Kent, St. Louis, Missouri, Concordia Publishing House, 1974.

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Good Lord, Where Are You?, Leslie F. Brandt, St. Louis, Missouri, Concordia Publishing House, 1967.

Great God, Here I Am, Leslie F. Brandt, St. Louis, Missouri, Concordia Publishing House.

Contemporary Introits, Leslie F. Brandt, St. Louis, Missouri, Concordia Publishing House.

Another interesting book of meditations and prayers is *Lord, Be With* by Herbert Brokering (St. Louis, Concordia, 1969). *Lord, Be With* is a series of prayers on contemporary situations, all inspired from contemporary news stories (the newspaper clipping is printed opposite the respective prayer, in each case).

The Layman's Parallel New Testament, Zondervan Publishing House, Grand Rapids, Michigan, 1970.

The Layman's Parallel New Testament is a comparative publication of four popular translations; The King James Version, The Amplified New Testament, The Living New Testament, and the Revised Standard Version printed in parallel columns on each page, for direct and easy comparative reference. (Remember the discussion earlier in the article, regarding choice of the appropriate translation vis-a-vis your congregation and the subject of the text.)

Music Resources

While there are many, many hymnals and collections of music on the market, I would choose to comment on four distinctive publications that are, in my opinion, very valuable and commendable to virtually every pastor, minister of music and worship leader.

Hymns for the Living Church, ed. Donald P. Hustad, Hope Publishing Company, Carol Stream, Illinois, 1974.

While this particular non-denominational hymnal is not spectacular in its contents nor its style, it is quite adequate in both considerations. Inasmuch as it is a non-denominational hymnal, it has a broad cross-section of hymns applicable to many church groups, and usable by most. Its Service Music, Worship Aids sections and Indices are substantial, and superior to many denominational hymnals. I comment on the hymnal in particular for its companion book, *Dictionary Handbook to Hymns for the Living Church* (Hope Publishing Company, 1978). The *Dictionary Handbook's* greatest value and substance is the individual notes on each hymn and each author represented in the *Hymns for the Living Church* hymnal. These are brief informational summaries, but very enlightening and helpful—even perhaps the source of a special worship service or series devoted to the study of hymnody.

Westminster Praise, edited and arranged by Erik Routley, Hinshaw Music, (Chapel Hill, North Carolina), 1976.

The *Westminster Praise* hymnal is a special short hymnal prepared for the Westminster Choir College chapel, and consists of 60 hymns, many of which are new or newly arranged, and selected for their appropriateness at Westminster (W.C.C. is exclusively a college for the training of church choral and instrumental musicians). Since the publication of this hymn collection, Dr. Routley has prepared a "Short Companion" which contains the full texts of all the hymns and information about the sources, authors and composers of each. It is being published by Hinshaw Music, also.

20th Century Hymns, Hymn Society of America, New York.

This collection contains 151 hymns, (texts only), all contemporary and published by the Hymn Society of America. Its value, as with other materials and smaller collections of new Hymn texts available from the Society, is the accessibility of new texts, written in our day and time, and particularly relevant to our society. In all cases, it should be noted, a hymn tune is suggested, and the meter is given, in the case of other suitable hymn tunes.

A note as to usage. Any materials used from this, or other copyrighted sources should be cleared for re-printing in bulletins; that is, one should request permission from the publisher. Practical usage would dictate that these texts would, in fact require printing of the text in the bulletin for successful use with the congregation.

Hymns for the Family of God, ed. Fred Bock, Paragon Associates, Inc. (Nashville, Tennessee), 1976. (Alexandria House)

Probably at this time most of the readers of this article are familiar with Fred Bock's *Hymns for the Family of God*. It is a joint effort of Fred Bock, Bryan Jeffery Leech, Bill and Gloria Gaither and others, and was intended as much for family usage as for congregational usage. Its uniqueness lies in the fact that it contains a rich wealth of readings, interspersed throughout the hymnal, as per the thematic sectionalization. The readings range from traditional psalms and other scriptures (including the Te Deum) to meditations, prayers and paraphrases by such authors as Leslie F. Brandt, Dag Hammarskjold, Peter Marshall, Catherine Marshall, Betsie ten Boom, Dietrich Bonhoeffer, Billy Graham, C. S. Lewis, Norman Vincent Peale, Carl Sandberg, Robert Schuller, Leo Tolstoy and Alexander Sozhenitsyn, to name a few! What a rich source of theological and philosophical expression!

Another unique feature of this hymnal is the creative treatment of the hymns themselves. Not only does the hymnal contain some of the most popular contemporary hymns and songs,

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Resources in Church Administration

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specific needs and interests in this area of the teaching ministry.

Many vital workshops and conferences are offered at state camp meetings and conventions as well as at the International Convention in Anderson. Such conferences, arranged by the Board of Christian Education, the Department of Stewardship, the Department of Evangelism, the various program committees, and others could help the minister develop administrative skills.

Local congregations occasionally sponsor learning opportunities in church administration. One good example is the Salem Avenue Church of God (Dayton, Ohio, Dr. David Grubbs, pastor) "Successful Church Ministries Clinic." Organizations such as the Institute for Advanced Pastoral Studies (Box 809, Bloomfield Hills, MI 48013) provide exciting opportunities for study and growth.

IV

Another resource would be specialized seminars and workshops which might relate to various aspects of the organization and administration of church work. These may be secular in orientation, sponsored by universities, industries, sales groups, clubs, YWCA or YMCA and other similar organizations. Sales and management seminars have many implications for church life if we apply their principles with discrimination.

V

Lastly, perhaps the most accessible and economical resources in church administration are

the many books and cassette tapes that are available. A brief bibliography is given below.

Remember that church administration is ministry with people. It is not to be perceived as "unspiritual". Fortunately, there are many resources to help us do a better job in the area of management.

Bibliography

- "The Clergy Journal" (Church Management, 4119 Terrace Lane, Hopkins, MN 55343).
Creative Resources (Word Inc., Waco, TX 76703). Write for a catalogue of cassette tapes.
Engstrom, Ted W. *The Making of a Christian Leader*. (Zondervan, 1976).
Engstrom, Ted W., and Dayton, Edward R. *The Art of Management for Christian Leaders*. (Word, 1976)
Hendrix, Olan. *Management for the Christian Worker*. (Quill Publications, 1976).
Kilinski, Kenneth and Wofford, Jerry. *Organization and Leadership in the Local Church*. (Zondervan, 1973).
Martin, Earl L. *Work and Organization of the Local Church*. (Gospel Trumpet Co., [now Warner Press], 1951).
Ministers Life Resources (3100 West Lake Street, Minneapolis, MN 55416). Write for a catalogue of available materials.
Steadman, Ray. *Body Life*. (G/L Publications, 1972).
Sternner, Eugene. *Being the Community of Christian Love*, (Warner Press, 1971).

but there are also more than fifty last verse harmonizations and descants. (We did not discuss this idea as one of the creative treatments of traditional resources.)

These lend an immediate freshness to a worship service by their uniqueness and individuality, and their usage will increase the vitality of and probably, the depth of the congregation's involvement in such services.

In this regard, perhaps a wise usage of the *Hymns for the Family of God* is the purchase for the choir loft, to be used in addition to the congregational usage of the *Hymnal of the Church of God*, as indeed David Coolidge, Minister of Music at Park Place Church of God in Anderson, Indiana, has done. While we do not have a regular choir in our college chapel services, we do have copies for the instrumentalist and worship leaders, and accordingly, we are able to employ

some of the excellent hymn harmonizations and to use the readings.

In conclusion, we are reminded of the phrase in the Westminster Catechism which says that the whole purpose of man's life is "to glorify God and to enjoy Him forever." While we sometimes struggle with our congregations to even participate correctly in worship, nonetheless, we all have had those moments when the entire worshipping assembly exalted in high worship together, even, as with Solomon, "filled the sanctuary with the glory of the Lord." Perhaps with thought and prayer and sensitivity we can all contribute in greater ways to a more consistent total worshipping church, and in that spirit these thoughts are offered.

Resources For The Christian Educator

Arlene Hall

Persons in Leadership must live on the growing edge. We have to be growing persons ourselves in order to provide growing experiences for others. We are always reaching out to find fresh resources: persons, conferences, materials. What are some of these resources?

Guidance From National Agencies

The national Board of Christian Education and the Editorial Department of Warner Press have combined forces to create the Centers for Developing Christian Leaders. Fourteen of these experiences (seminar and workshop) are being held throughout the United States and Canada this year. The seminar is Tuesday evening through Friday noon and is designed to be concentrated experiential study for Christian educators. Workshops begin on Friday evening and conclude at 1:00 p.m. on Saturday. CDCL is a three-year cycle with a new thrust each year. We can expect inspiration, guidance, and resources through this excellent design.

The national Board of Christian Education helps all of us through their lending library. Books can be borrowed for a month at a time. A catalogue of available books can be yours upon request. Audiovisuals are also available on a loan basis. There is a charge of \$2.00 per audiovisual.

We can keep up with new resources in our field through *About!*¹ mailed monthly to each pastor. New resources are described and made available on a loan basis.

Seminaries Are Great Resources

Anderson College School of Theology provides a number of workshops and continuing education experiences throughout the year. One of the most exciting is the Midwest Workshop on Ministry with Aging Persons. An array of outstanding leaders will provide rich insights into this important area. This is only a sample of the kind of programming the Center for Pastoral Studies² does in Continuing Education. Sometimes the Center sends skilled leaders to your area for a weekend or a week. What an opportunity!

If Anderson College School of Theology is too distant, perhaps there is a seminary in your area. Many provide courses on just one day a week to appeal to persons in church vocations. This is great. Most graduate schools have excellent con-

tinuing education opportunities. A letter to them brings back a description of their offerings.

Outside of Anderson the places that have been most helpful to me are Scarritt College³ in Nashville, Tennessee, The Institute for Advanced Pastoral Studies⁴ near Detroit. Closer to my home are the retreat houses of Yokefellow Institute⁵ and Quaker Hill Conference Center⁶ in Richmond, Indiana. There would be similar experiences in many other parts of the country.

Conferences at the International Convention

Each year there is a host (often more than a hundred) conferences at the Anderson Camp Meeting. Some of these are in specialized fields and give us an opportunity to learn about the developing areas of Christian education. A number of depth experiences are provided. Frequently a nationally-known educator is a resource person for the week. We can learn a lot in just a few days at almost no cost.

Colleague Groups

The Center for Pastoral Studies fosters the development of colleague groups as a way of reading, studying, and growing together. This can be so stimulating.

One kind of colleague group would be all the Ministers of Education in your city. A mutual sharing is tremendously helpful.

Each year at the annual retreat of our State Board of Christian Education we have one session in which each person shares the resources that have been most helpful during the past year. That one session turns up a lot of new materials and ideas.

State Boards of Christian Education

Because each state is so different this is difficult to describe. Many states have lending libraries of books and materials. Many provide workshops and conferences that open new horizons for our work. Others offer invaluable consultation and leadership.

Stimulating Magazines

Each month a magazine can bring to our desks

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ideas and inspiration. The ones I find most helpful are *Christian Leadership*,⁷ *The Church School*,⁸ *Church Teachers*,⁹ *New Review of Books and Religion*.¹⁰ This last magazine turns up new books as described by reviewers rather than advertisers. It is edited by Kendig Cully, a Christian educator.

Another helpful resource is the Discipleship Resources Subscription Service¹¹ created by the United Methodist Church. Participants receive new sample materials eight times a year.

Magazines and materials cost money, but they can be shared with colleagues and the cost minimized. If you live close to a seminary, these and many more would be available in their library.

Helpful Books

Finding time to read is really difficult. Establishing a discipline of reading twenty minutes a day makes it possible to accomplish a lot.

These are the books I have found most helpful recently:

Open Education Goes to Church,

Mary Duckert, Westminster Press.

We Can Have Better Marriages If We Really Want Them,

David and Vera Mace, Abingdon Press.

Passages,

Gail Sheehy, E. F. Dutton and Company
(Also a Bantam Book available at a bookstore)

Adventures with Children,

Mary Calhoun, Abingdon Press.

Developing Your Talent to Teach,

Kenneth F. Hall, Warner Press.

Exploring the Bible with Children,

Dorothy Jean Furnish, Abingdon Press. This book has excellent concepts for teaching the Bible to any age.

Other Aids

A careful review of television programs can

often turn up outstanding programs, especially public broadcasting channels.

Not to be overlooked is the rich resource of individual persons. These may be individuals with whom you explore, exchange, and evaluate ideas. It includes seeking out persons doing an outstanding job in a particular area and asking him to share his expertise. The resources for growing are endless. We are limited only by ourselves.

Bibliography

1. Board of Christian Education, P.O. Box 2458, Anderson, IN 46011.
2. Center for Pastoral Studies, Anderson College, School of Theology, Anderson, IN 46011.
3. Scarritt College, Center for Continuing Education, Nashville, TN 37203.
4. Institute for Advanced Pastoral Studies, 380 Lone Pine Road, Bloomfield Hills, MI 48013.
5. Yokefellow Institute, 920 Earlham Drive, Richmond, IN.
6. Quaker Hill Conference Center, 10 Quaker Hill Drive, Richmond, IN 47374.
7. *Christian Leadership*, P.O. Box 2458, Anderson, IN 46011 (\$3.50 per year).
8. *The Church School*, Board of Discipleship for the United Methodist Church, 201 Eighth Avenue South, Nashville, TN 37202 (\$10.50 per year).
9. *Church Teachers*, National Teachers Education Project, 6947 East MacDonald Drive, Scottsdale, AZ 85253 (\$7.50 per year).
10. *New Review of Books and Religion*, Seabury Book Service, 815 2nd Avenue, New York, New York 00117 (\$10.00 per year).
11. Discipleship Resources Subscription Service, Board of Discipleship, The United Methodist Church, P.O. Box 840, Nashville, TN 37202 (\$15.00 per year).

Conferences In The June Convention

The Workshop on Ministry to Aging Persons in the Community of Faith, held on Campus recently was so successful that three persons will lead conferences on this subject during the

International Convention. Thursday will feature Dr. Gilbert Stafford, Friday Dr. Donald Clingan, Saturday Dr. T. Franklin Miller. Professor Jerry Grubbs is Chairman of the 7:30-9:00 a.m. meetings to be in the Adam W. Miller Chapel on Campus.

Progress in a Program of Continuing Education for Pastors With Limited Training

T. Franklin Miller

Every minister of the Gospel should continue his education for ministry throughout his lifetime. It should be expected that most persons entering the pastoral ministry in the Church of God will attend college and theological seminary, but even after graduation from seminary one's education should be continuing for the rest of his life. The Center for Pastoral Studies will continue to encourage pastors who are college graduates to complete their seminary training, and will encourage those who do not have a college degree to work toward that if it is at all feasible. This specific program is concerned with opportunities for continuing education for pastors who, perhaps because of circumstances beyond their control, have not been able to get their training in college and seminary. At the request of many leaders of Black congregations many courses will be specially tailored to be helpful from the Black perspective. Some courses are being modified to be more helpful to pastors of other ethnic or racial groups.

Many Educational Opportunities Available

A realistic appraisal of the educational levels of those in the pastoral ministry of the Church of God shows that there are many pastors who have had no college education and little or no formal training of any kind for their work. The Center for Pastoral Studies has been commissioned by the Church of God to assist these and other pastors in better preparing themselves for their pastoral ministry. There are many educational experiences available to most pastors and the Center encourages them to participate in these as they have opportunity; the Center for Pastoral Studies will continue to recognize this kind of training by granting Continuing Education Units (C.E.U.'s) as may be appropriate. Helpful as many of these training experiences may be however, we recognize the need for a more carefully structured Design to be available to ministers with very limited education.

The Design we are proposing must take into account not only the limited training of some pastors, but also other limited resources and the

fact that the pastor probably is married with a family and probably is engaged in secular employment for financial support. This means that these pastors who desperately want training and help and are prevented from attending college, seminary or other institution of learning must have some resources that they can use right there at home.

Basic Curriculum Materials for Individual Study

In the June, 1977 meeting of the General Assembly approval was given to a request of the Assembly's Commission on Christian Higher Education for including the World Service budget funds that might be designated for Continuing Education for ministers whose formal training has been limited.

While this is not a part of the World Service Basic Budget, it is being strongly promoted by the staff of the Division of World Service. Many congregations are designating a part of their contributions to be used in developing and servicing Basic Curriculum materials designed to assist Black pastors in becoming more adequate in knowledge and skills in their pastoral ministry. Money given for this work cannot be used for any other purpose.

The Basic Curriculum is intended to serve all persons who wish to benefit by it, regardless of ethnic or racial origins. Those materials designed primarily to serve Black pastors are so identified.

For each course of study in the Basic Curriculum appropriate guidance materials are prepared. In some cases existing text books are being used and in others new study guides are being prepared.

At this writing there are about 500 persons enrolled in Continuing Education through the Center for Pastoral Studies and they represent the total range of academic preparation for ministry. About one-third of these ministers are now using some of the courses in the Basic Curriculum. Every week brings more persons enrolling in Continuing Education in Ministry as well as more who are registering for Basic Curriculum courses.

The materials are so designed that they may

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be used for individual study or in Colleague Clusters. There are obvious advantages to be found in the group study and discussion in Colleague Clusters but it is not always a feasible plan.

Leadership by Adjunct Faculty Persons

To supplement the study guide, ministers will be encouraged to form clusters or colleague groups for group study and discussion and where possible under the leadership of a member of the Center for Pastoral Studies Adjunct Faculty. This may not always be possible but where it can be done, it is strongly encouraged. It is in addition to the individual study of the course. It is an enrichment to the course of study.

Throughout the country there are some natural centers where three or four such group experiences led by an Adjunct Faculty member might be held each year. These could be for a weekend or on occasion could be held during the week, perhaps meeting in evening sessions.

Recognition Awarded in the Basic Curriculum

Continuing Education Units (C.E.U.'s) will be granted to the students on satisfactory completion of courses without the payment of additional fees. In addition to the granting of Continuing Education Units (C.E.U.'s) the Center for Pastoral Studies will issue appropriate diplomas and certificates to students who qualify as they complete various aspects of the Basic Curriculum.

The Administrative Committee of the Center for Pastoral Studies has approved guidelines for extending recognition to all enrollees in Continuing Education in Ministry, whether or not they are participating in the Basic Curriculum. These guidelines provide for the issuance of an appropriate diploma when fifty CEU's have been earned, provided there is evidence that the minister has knowledge and experience in the various fields of study that are introductory to ministerial training. Earning additional diplomas would call for identifying and pursuing specific goals for enrichment of ministry along with attainment of CEU's.

Courses of Study in the Basic Curriculum

Some courses of study will be generated

according to the need and interest that are manifest from ministers who participate. The following courses, while not a final listing, are those that are envisioned as a part of the Basic Curriculum and which are now being developed for study.

- Introduction to the Old Testament
- Introduction to the New Testament
- The Life and Teachings of Jesus
- Systematic Theology
- Doctrine of the Church
- Doctrine of the Holy Spirit
- Church of God Backgrounds
- Christian Ethics for Pastor and People
- Principles of Sermon Construction and Delivery
- Exegetical Methods in Preaching
- The Work of the Pastor
- Evangelism for the Local Church
- Pastoral Counseling
- Planning and Leading Public Worship
- The Pastor and Christian Education
- The Pastor in Secular Employment
- The Pastor as a Leader, Trainer, and Enabler
- The Organized General Work of the Church of God

The Basic Curriculum and Academic Status

Since the Center for Pastoral Studies is not a degree-granting Institution, neither college nor seminary academic credit can be granted for work done in the Basic Curriculum as administered by the Center for Pastoral Studies. This is strictly a service to persons already in the ministry whose education is limited and who are not likely to have an early opportunity for college training. Recognition for previous studies should be discouraged, although careful evaluation of such studies might indicate that such recognition should be granted in certain situations.

Courses Ready Now or In Spring of 1979

- BCD 220 Beliefs That Guide Us
- BCD 221 The People of God
- BCD 222 The Person and Work of The Holy Spirit
- BCD 223 The Seven Doctrinal Leaders of The Church of God Movement
- BCP 320 The Work of The Pastor

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- BCB 201 Brief Introduction To The Old Testament
BCB 202 Brief Introduction To The New Testament
BCB 401 The Life and Teachings of Jesus
BCP 401 Enlisting and Developing Church Workers
BCPB 350 Church Management and Finance
BCP 330 The Pastor and Personal Counseling

Costs and Registration Procedures

1. The student is expected to enroll in Continuing Education for Ministry in the Center for Pastoral Studies before registering for the Basic Curriculum Studies. Students already enrolled are not asked to pay any additional enrollment fee, but only course charges.
2. The charge for each course will be \$7.00 for each student. The student will receive the basic study guide and other materials that may be prepared.
3. The student will receive all Certificates of Recognition without additional charge.
4. Enrollment forms are available from the Center for Pastoral Studies.

What Do We Do Now?

Those who are interested in participating in this program should communicate at once with the Director of the Center for Pastoral Studies. If you are not enrolled as a student in Continu-

ing Education for Ministry, that is first. Enroll in the Center for Pastoral Studies and then you are ready to begin work in the Basic Curriculum. Whatever you do, do not put this off but write at once.

Dr. Thomas A. Miller is a Choral Director, music composer, music leader, and Director of the Center of Fine Arts, Warner Pacific College, Portland, Oregon.

Dr. Dwight L. Grubbs, teacher and pastor, is now Associate Professor of Applied Theology and Dean of Students at the Anderson School of Theology.

Reverend Arlene Hall is an associate pastor on the staff of the Park Place Church of God, Anderson, Indiana, with major responsibilities in Christian Education.

Dr. Gene Mendenhall is a pastoral counselor and consultant for the Scioto Paint Valley Mental Health Center located in Chillicothe, Ohio, and is serving a five country catchment area. He is a fellow of the A.A.P.C., a certified chaplain of the A.P.H.A and a clinical member of the A.A.M.F.T. He serves on the Ohio Church of God counseling services steering committee. Ruth and Gene keep busy on weekends conducting Family Enrichment Seminars and Retreats.

Dr. T. Franklin Miller is Editor of Centering On Ministry and Director of the Center for Pastoral Studies, Anderson, Indiana.

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