"There's a way to preach the Bible unbiblically...You can use the Bible as the springboard for all kinds of ideas, can't you? Look around in here and find something that fits your fancy and then launch a rocket off it. People say, 'That was amazing, wasn't it? Remarkable what he got out of that.' Well of course it is because he put it in before he got it out."

~ Alistair Begg

September 23, 2012

“Glenville: A Young-Adult-Centered Church

Roger Hernandez, Southwestern Union Ministerial Director

It is no secret that youth and young adults are missing from our churches - across the land, there are a thousand Adventist churches with none. Recently I visited the Glenville church in metro Cleveland, Ohio, a 95-year-old, inner city, mostly African-American church that is intentionally reaching out to young adults.

This church doesn't claim to have all the answers. Yet when I see 80 teens at a Friday night program and several young adults in the leadership team, you know they are doing something right. It's important to understand that even though I'm sharing program ideas, Glenville's real secret is a passion to connect, involve and develop young adults in church.

Connect: As I sat down for lunch, the pastor pointed out several young adults in attendance that used to be disconnected from church, but are now active participants. In You Lost Me: Why Young Christians Are Leaving Church... and Rethinking Faith, author David Kinneman says that 47% of absent young adults never had a significant connection with an adult in their church. This church is intentionally connecting with young adults through visitation, participation and events geared for them. They connect personally and through active...
websites (church, Praizevision) and Twitter (church, Pastor Myron Edmunds).

**Involve:** Glenville has young adults in the praise team, the media team, and the leadership team. If there was a team, there were young adults in it:

- A young adult leads a Community Development Organization, and is using his gifts to increase community involvement in the church.
- A business manager is trying to leverage his associations with a real estate tycoon to further the church's mission in the community. (Kinneman says that young adults who left say they never learned how to connect what they did for a living with their Christianity.)
- A young adult spends the sermon hour tweeting the sermon's most important ideas.
- Young adults help run a block party for the community where over 1,000 book bags are distributed and several community members started to attend the church.
- **Young Adult friendly evangelism** is not just going after new people, but also reclaiming those that left.

**Develop:** Glenville has a Leadership Academy that young adults attend regularly. It's an opportunity for the pastor to identify and deploy leaders who have the tools to minister effectively in the 21st century.

A program that caught my attention is called “Forty 4 Family” - a call to family worship and personal revival that starts in the home. This idea has developed into a resource (“40 Days 2 Life Changing Family Worship”) that will be available soon. Guest speakers come for 40 days to present on various topics related to family, and the emphasis is returning the emphasis of true spirituality and spiritual development where it should be: the home.

Please pray for this church and their ministry. Drop them a line of encouragement. Connect with their leadership team to interchange ideas. We can, with God's help, turn this around.

Discuss this with Roger on our Best Practices Facebook page.

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**LEADING WITH HEART**

**Dr. William Davis, Equip 2 Lead**

Leading with heart focuses on the followers as much as on the task or goal at hand. Where the treasure is there will the heart be also. If the heart is with the people then the leader will:

**Love the People as Christ Loved**

To lead with heart you must really care about the people you lead. Come close to them and seek their good. Pastoral visitation is key. As you get into the homes and lives of those you lead they become real people and not just names on a list. Show your care for them and they will most often return loyalty. As you know them they will know you and trust will be built over time. This is the self denial love seen in the Gospels, and especially at Calvary.

**Know and Recognize People's Giftedness.**

Whether it is through Spiritual Gifts Seminars or home visits and personal conversation, seek to know what gifts your people have. Recognize those gifts and empower them to use them. Too often we encourage people to discover their talents and then disallow them the free exercise of those gifts. Guidance and monitoring is needed but in an encouraging role, not as an inspector looking for faults.

**Share your Heart**

Most people come to church for basic needs, but as those are met they seek higher levels of satisfaction that only come from involvement. Cold hard facts never motivated anyone. It is when the people see passion for ministry in the leader that they become passionate themselves. We ministers became involved in ministry because of passion. Let that passion show and see if it is not contagious. People follow leaders with vision!

Leading from the heart requires sacrifice. It takes time and energy. It requires mental and spiritual stamina. We can only develop these as we take time with God and the Word in personal times of worship and devotion. Empowered by this time go out and lead with heart so the church can be the people of God set on a hill that no one can ignore!

Discuss this topic with Bill on our Best Practices Facebook page.
Could there be anything harder than firing your best friend? Quote: "Ultimately, the firing conversation should not be a surprise to the person being fired.... team members should know exactly where they stand with their boss. If not, check your practices as a leader and be sure you're equipping your team effectively."

Seth Yelorda asks, is getting up early the best way for a pastor to get things done?

Jesus burgers?

Infographic on pornography and addiction, from xxxchurch.com.

Nice piece from USA today on the growth of multi-cultural churches. Quote: "When we get to heaven, the kingdom of God isn't going to be segregated. So why should the local church be segregated?"

Could crowdfunding work for churches? Impact Church in New Orleans wants to find out!

The rise of corporate chaplaincy. Quote: "Employees are 'dramatically' more likely to use workplace chaplains than standard mental-health benefits, according to preliminary results from an ongoing study by David Miller and Faith Ngunjiri of Princeton University's Faith & Work Initiative. At least half of 1,000 employees surveyed have used the services of a workplace chaplain-far more than those who use standard assistance programs."

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This pastor preaches against outside-of-marriage sex, but hands out condoms, hoping to prevent disease. How do you react to this kind of mixed-message ministry?

TO THE POINT: PREACHING

"Preaching is to much avail, but practice is far more effective. A godly life is the strongest argument you can offer the skeptic."
- Hosea Ballou

"If you think practicing what you preach is rough, just try preaching what you practice."
- Bowen Baxter

"The world looks at preachers out of church to know what they mean in it."
- Richard Cecil

"Every accent, every emphasis, every modulation of voice, was so perfectly well turned and well placed, that, without being interested in the subject, one could not help being pleased with the discourse; a pleasure of much the same kind with that received from an excellent piece of music. This is an advantage itinerant preachers have over those who are stationary, as the latter can not well improve their delivery of a sermon by so many rehearsals."
- Benjamin Franklin

"I'd rather see a sermon than hear one any day; I'd rather one should walk with me than merely tell the way: The eye's a better pupil and more willing than the ear, Fine counsel is confusing, but example's always clear."
- Edgar A. Guest

"Some plague the people with too long sermons; for the faculty of listening is a tender thing, and soon becomes weary and satiated."
- Martin Luther

"If the truth were known, many sermons are prepared and preached with more regard for the sermon than the souls of the hearers."
- George F. Pentecost

"When it's foggy in the pulpit it's cloudy in the pew."
- Cavett Robert

"The object of preaching is to constantly remind mankind of what they keep forgetting; not to supply the intellect, but to fortify the feebleness of human resolutions."
- Sydney Smith
Andrews University Press Releases *Homosexuality, Marriage, and the Church, Biblical, Counseling, and Religious Liberty Issues.*

"Much as it might like to, the church can no longer evade questions about homosexuality and same-sex marriage, for society is, with increasing stridency, forcing Christians to confront them."
-From the Preface, by Nicholas Miller

Church Plant Coaching Certification 60-hour courses are being offered by the NAD Evangelism Institute, September 28-30 in Saskatoon, Sask., and November 9-10 in Berrien Springs, Mich. If you have church members or pastors interested in church planting, they should attend a certification course to become as effective as possible.

Humor? If you can't control your thoughts when you see someone attractive, perhaps you need modesty glasses!

General Conference International Field School of Evangelism

1. The full International Field School of Evangelism will be conducted from June 7-29, 2013, with visiting evangelists arriving on Wednesday, June 5 and an orientation meeting on Thursday, June 6. Visiting evangelists will begin their meetings on Friday evening June 7, or Saturday night June 8. International Field School classes will begin on Sunday, June 8 at 10:00am. They will be conducted three days a week, Sunday, Tuesday, and Thursday, from 10:00am to 1:00pm. On Mondays and Wednesdays each visiting evangelist will be free to meet with the pastors they are working with in their evangelistic series. All afternoons will be left free for personal preparation for the evening evangelistic meeting or visitation of interests.

2. The intensive International Field School of Evangelism will be conducted from June 23-29, 2013, for pastors, evangelists, and departmental directors who may not be able to spend the entire month in New York, but who desire to participate in an intensive evangelistic seminar. Classes will be conducted five hours a day for six days from Sunday to Friday for thirty hours of classes. Attendees should plan to arrive on Thursday, June 20, for an orientation on Friday 21 at 10:00am, and leave on Sunday, June 30. On Sabbaths and evenings during the week, attendees will be attending evangelistic meetings throughout the city.

3. There is NO FEE to register or to participate in the School of Evangelism.

All Field School Classes will be conducted at the Greater New York Conference Adventist Community Center complex, located at 41-26 58th Street, Woodside, NY 11377. 4.3 miles from LaGuardia International Airport (LGA); 11.5 miles from John F. Kennedy International Airport (JFK); and 18.8 miles from Newark Liberty International Airport (EWR). For more information, contact Robert Costa.

Previous resource links:
- Summary: mandatory abuse reporting by clergy by state
- eGracenotes mobile app
- New PlusLine at AdventSource
- NY13
- GODencounters, Arlington, TX, August 30
- Pastor’s convention, NAD Ministerial Department
- The NY13 Satellite Evangelism and Prayer Rally
- The Seven Campaign to stop child abuse
- Abuse Prevention Emphasis Day
- Short stories about The Great Hope
- Family Ministries Facebook page
- It is Written goes on radio, gets a new name.

Spam
Not spam
Forget previous vote
With many church’s budget planning ramping up in the fall, one of the realities of our current economy is downsizing. Whether you’re part of a large ministry or a small organization, staff salaries and overhead generally take a big piece of the pie. Letting someone go, especially when it’s unwarranted by behavior, is never easy. In a recent FINS informal survey, readers were asked what they would do in regards to firing someone if in return, they landed their dream job. 76% of readers said they’d take their dream job if their first task was to fire their direct report, and 72% said they’d take the job if they had to do all of the firing in the office. When the firing got personal, things changed. If the person had to fire their best friend, only 36% said they’d take the job.

The psychology behind this is simple: it’s more difficult to cause tension or create conflict to those with whom we’ve invested. As we get to know the people we work with, they become more human to us: we get to know their lives, their families, and sometimes their hopes and dreams.

What happens if you’re faced with letting a friend go? Here are some tips from FINS.

**Is It Necessary?:** Have you taken all the steps possible to help this person keep their position? If the problem is money, can you form a strategy to raise it? If the issue is performance, has the person had a chance to correct his or her missteps? Go the extra mile in your communication. If all else fails and the termination is inevitable, be as objective and unbiased as possible. This may lessen the personal damage.

**Act Quickly:** More than likely, if this is something that’s been weighing on your mind, your friend will know. If you have to let them go, set up a specific time – the sooner the better. If you can, ask your elder board or deacons (or whoever would already and confidentially know about the situation) to pray for you during this time. Most experts say letting someone go early in the day is best.

**Don’t Beat Around the Bush:** This is a time to keep it simple. It is easy to want to add disclaimers or personal encouragement to soften the blow, but in the end, delivering the news quickly and clearly will be important in order to keep rising emotions at bay.

**It’s Not Personal:** The phrase “It’s not personal, it’s business,” is overused and never accurate. Firing someone, especially a friend, is personal. It’s okay to admit it’s difficult, but at the same time, keep your mind focused on the task at hand. Recognize and take confidence in your role as a leader. You can wear both hats: friend and supervisor – but it’s tough to wear them at the same time.

**Can You Help?:** Before meeting with the person you’re firing, find as much help as possible. Can you offer a severance, extra insurance coverage, or assistance in finding other positions and networking? You want your friend to succeed, and by offering as much help as possible when you let them go, you’ll let them know you’re still wanting to invest and care for them.

**Give Some Space:** Don’t place any unnecessary expectations on your relationship. You’re not responsible for how this person reacts. He or she
5 Reasons Why You Need To Get Up Early

If you’ve ever listened to the motivational speaker Eric Thomas you’ll quickly discover that one of his secrets to success is getting up early… abnormally early. On average he gets up at 3:30 AM and on a good day 3:00 AM.

As a student of success myself, this naturally intrigued me. However after many failed attempts at getting up early, I settled for my traditional 7:30 AM rising. I reasoned that sleeping from 9PM to 3AM is no different than sleeping from 1AM to 7AM.

However I’ve recently been challenged by my co-blogger Myron Edmonds to renew my efforts in rising at 4:30AM. Initially I was skeptical, but I was soon persuaded by the following arguments:

1) The Early Morning Dew

While it may be true that one can get the same amount of work done by staying up late as they can by getting up early, what is absolute truth is that there is a peacefully calming presence that can only be found in the early morning. I like to call it “the Morning Dew” because one always comes away feeling refreshed. During this time the house is silent and the world is still. This silence gives way to deep contemplations on life, family, finances, and God. Contemplations that go unhindered from the onslaught of text messages, emails, and deadlines that accompany 7AM – 10PM activity. It provides a conscious break so life’s competing priorities can be placed in proper perspective.

2) Ready… Set… GO!

I’ve heard it said by T.D. Jakes, Oprah Winfrey, 50 Cent and the like that the most successful people in life are those who are awake by 4AM. Though rising early is no guarantee of success, the principle is that giving oneself a 3hr head start on the competition will nearly always equal a win. Imagine how much you could accomplish with an extra 2hrs. How many books could you have written by now? How many songs could you have recorded and albums could you have produced? Or how far along would your start up business be? Will Smith said it best, “the reason I’m successful is because when everyone else is sleep, I’m working. I won’t be outworked”

3) Jesus Got Up Early

I don’t doubt that the success Jesus experienced can partly be attributed to Him rising early. The biblical account records Him intentionally rising early to spend time with His Father. While everyone else was asleep, He was prioritizing His day.

Mark 1:35 – Very early in the morning, while it was still dark, Jesus got up, left the house and went off to a solitary place, where he prayed.

Now some may say, “well Jesus also wore sandals. Doesn’t mean I have to!” While this may be true, the principle is not to simply mimic Jesus’ actions, but rather to follow Jesus — implementing that which attributed directly to His success.

Further, one cannot negate what God Himself says through Solomon in Proverbs 8:17 (KJV) ...those that seek Me early shall find me.

The point: Jesus prioritized that which was most important – His relationship with the Father. And the best way to prioritize
something is to simply do it first.

4) **Private Audience With God**

Whether you’re a pastor, minister, leader, or simply a Christian **the most important thing you need to do every day is spend time with Jesus**.

I’ve recently been reminded of this and it has revived my relationship with God. Rising early provides undisturbed time for you to hear from and be heard by God.

As a Pastor there are times we can allow the urgent needs of the church to crowd out the important function of spending time with Jesus. Rearranging my schedule to fit God in normally only happens because I didn’t rise early to give Him the first and best of my time.

5 **When You Kneel Before God, You Can Stand Before Men**

Lastly, I’m convinced that spending undisturbed time with God early in the morning gives you the courage and confidence to stand before men.

There will be no conflict you cannot confront.

There will be no crowd you cannot captivate.

There will be no person that can intimidate.

There will be no problem you cannot solve.

There will be no situation you cannot overcome.

While I’m not making any bold resolutions that I’ll get up at 4:30AM every day for the rest of my life, what I am willing to do is make a daily commitment to prioritize the most important thing I need to do each day — spend time with Jesus.

What do you think?
For the last 10 years, a beloved tradition based on free burgers and Jesus has developed in the midst of the Friday night madness of Del Playa Drive in Isla Vista.

Every Friday night starting at 10 p.m., members of the I.V. Church (IVC) gather at “Jesus House” on the 6600 block of Del Playa to grill and serve up to 200 free burgers to college students partying and roaming the streets. Lead pastor Jason Lomelino and members of the IVC congregation have gathered their personal experiences with Jesus Burgers into a book with a collection of 25 testimonies about Jesus.

“We just love Jesus, and we just want to make him known. This has been a good beginning years ago to bless the city of Isla Vista, a city with a bad reputation, and we want those living outside I.V. to see that good things are happening here,” Lomelino said.

When Jesus Burgers first began in Anisq’Oyo’ Park, the reaction was mostly positive due to the large numbers of homeless people that it served. However, when the operation moved to its current location, it was poorly received by the revelers on Del Playa.

“When we first moved to D.P., people weren’t sure what we were trying to do. They would get angry and asked if the burgers were poisoned. They were convinced we were using the burgers to convert them,” Lomelino said, adding that some of it had to do with the fact that I.V. felt more unsafe at the time.

In recent years, however, many students and community members, including the Isla Vista Foot Patrol, have expressed appreciation for the presence of Jesus Burgers on Del Playa.
Also on XXXChurch

How Would Christ Handle a Porn Watcher?
nevarbird — Depends which Christ you like. The one who quietly forgave prostitutes, or the one who destroyed bus...

I dont know what to do but I keep trying!!
GuitarJeff — Praying for you brother. Cry out to the Lord if you want Him to take the idol out of your heart. D...

Forever Free
john1010 — Fight the good fight. Remember where you've been.

Some Days All I Want To Do Is......
Hey_Joe — I agree that they need to communicate, but normally women have to discover on their own when they ar...
Monday, September 24 Craig Gross at Houghton College
Wednesday, September 26 Craig Gross at Houghton College
Friday, September 28 Harmony Dust at Sole on the Ocean
Schedule an event More Dates
Recent Confessions
SLAVE TO SEXUAL SIN Submitted September 18 2012
God can change you... Submitted September 18 2012
I dont know what to do but I keep trying!! Submitted September 18 2012
Submit a confession
 Churches open doors to all

by Bob Smietana, The Tennessean

Updated 6d 4h ago

NASHVILLE -- Lena Hampton felt at home from the first time she walked into Rural Hill Church of Christ in Antioch, Tenn., in 1975.

She says it didn't matter that she was the only African American in a congregation of about 200. The people were friendly and loved God, and that was good enough for her.

"I've been to churches where they didn't even talk to you," she said.

Soon, Hampton joined the church and invited some friends and family to come with her. Then they invited some friends as well and on it went. Now, Rural Hill is one of the most diverse churches in the Nashville area. Its 600-member congregation is 40% African-American, 40% white and 20% Hispanic.

It is one of a small but growing number of churches in the country where Sunday service is no longer the most segregated hour of the week.

The number of multicultural churches -- those in which at least one in five people is from a different ethnic group -- is still relatively tiny. Even within diverse denominations such as the Assemblies of God, where about a third of the churches have minority congregations, only a small percentage meet that one-in-five criteria.

Mark DeYmaz, pastor of Mosaic Church, a diverse non-denominational church based in Little Rock, says he believes the number is going to grow. DeYmaz said his congregation of 600 is about 40% white, 33% African-American, 15% Hispanic, with the rest from a variety of backgrounds.

When Mosaic opened in 2001, DeYmaz said he knew of few diverse churches. Now he knows of several hundred.
"When we get to heaven, the kingdom of God isn't going to be segregated," he said. "So why should the local church be segregated?"

Efrem Smith, author of *The Post-Black and Post-White Church*, agrees.

Smith, who founded a multiracial church of 1,000 in Minneapolis called Sanctuary Covenant Church, said the election of President Obama and the success of such African Americans as Colin Powell, Condoleezza Rice and Oprah Winfrey are signs that America is ready for multiracial churches.

"You saw black people who weren't just leaders of other black people," he said. "They are leaders of all people."

Gary McIntosh, professor of Christian Ministry and Leadership at Biola University in La Mirada, Calif., doubts that multiethnic churches will ever become commonplace.

He said it's human nature for churches to attract people who share a common background or culture. That doesn't mean they are intentionally segregated, McIntosh said.

"Churches gather around to worship Jesus Christ -- but there are always secondary factors that draw people together," he said.

Smith said churches should be diverse because Jesus told his followers to spread his message to the whole world. And diverse churches also can be filled with unexpected graces, Smith said, where people of different backgrounds learn from one another.

That has been the case at Rural Hill.

When Hispanic members joined the church, the English-speaking members ran English classes for them. Now Hispanic members are organizing Spanish classes for people who speak English.

"It reinforces the idea that we are all one church and we need to learn from each other," said Ramiro Alvarez, Rural Hill's Hispanic minister.

The church also has a diverse set of leaders from different races. That's helped bind the congregation together despite their differences, said Rex Barker, an elder at Rural Hill.

"If one segment of the church says, 'We are going to tell all of you how it's going to be,' that's not healthy," Barker said.

That kind of shared leadership is crucial for multiracial churches to succeed, said Soong Chan Rah, professor of church growth and evangelism at North Park University in Chicago and author of *Many Colors: Cultural Intelligence for a Changing Church*.

Churches have to move from welcoming diverse newcomers to sharing life with them, Rah said.

"It's not just getting people sitting in the same room on Sundays," he said.

Smietana also reports for *The Tennessean* in Nashville.
Student's mouth stapled, jaw broken in alleged hate crime

A day-by-day look at the NHL lockout

5 reasons to skip iPhone 5 lines

How to Load Your Dishwasher (Video)

Jim Rogers: It's Going To Get Really "Bad After The Election"

Learn Why Her Husband's Death Convinced Linda to Retire Early.

The Truth Behind the Romney "Gaffe"

Social Security Benefits: The Taxman Cometh

USA TODAY is now using Facebook Comments on our stories and blog posts to provide an enhanced user experience. To post a comment, log into Facebook and then "Add" your comment. To report spam or abuse, click the "X" in the upper right corner of the comment box. To find out more, read the FAQ and Conversation Guidelines.
Terry Humphrey
This should be the norm. Everyone should be welcome.
Reply · 8 · Like · September 18 at 6:30am

Roger Metcalf · Top Commenter
I'm 54 years old. Since I was a boy every single church I've attended, without exception, has welcomed anyone and everyone regardless race, income, or any other factor.
Personally, I don't feel it's necessary that every activity in my life require a level of "diversity." It's enough that we don't exclude anyone and that people are made to feel welcome.
I take issue, however, with my elected officials grouping by race, excluding by race, and pushing race agendas. Ironically, it's the party of self proclaimed tolerance, "diversity", and self proclaim themselves post racial that exclusively segregate, exclude, and promote, implement, and proudly support race preference/discrimination.
Reply · 4 · Like · September 18 at 7:51am

Corey Hardin · Top Commenter · Attorney at Law at Law Offices of Corey L. Hardin
What is a race agenda??
Reply · 1 · Like · September 18 at 9:22am

Roger Metcalf · Top Commenter
The Congressional Black Caucus state non black are NOT WELCOME and that the CBC has racial policies to pursue and they are pursuing them.

http://en.wikipedia.org/wiki/Congressional_Black_Caucus

"In January 2007, Josephine Hearn reported in Politico that white members of Congress were NOT WELCOME to join the CBC. Freshman Representative Steve Cohen, D-TN., who is white, pledged to apply for membership during his election campaign to represent his constituency, which is 60% African American. Hearn further reported that although the bylaws of the caucus do not make race a prerequisite for membership, former and current members of the caucus agreed that the group should remain "exclusively black". Rep. William Lacy Clay, Jr., D-MO., the son of Rep. William Lacy Clay Sr., D-MO., a co-founder of the caucus, is quoted as saying, "Mr. Cohen asked for admission, and he got his answer. He's white and the caucus is black. It's time to move on. We have RACIAL POLICIES TO PURSUE and we are pursuing them."
Reply · 1 · Like · September 18 at 9:41am

Gray Roosevelt · Alabama Agricultural and Mechanical University
It is what Jesus prayed for in the Lord's Prayer, Matt. 5:9-15 and in His High Priestly Prayer, John 17. Why shouldn't His Church pray and work to include all ethincs.
Reply · 6 · Like · September 18 at 5:46am

Stephen J Minter · Norwich, Connecticut
This is something that I have been thinking about as I have looked at churches today. Honestly, I think in a fair number of these cases, maybe not all but a fair number, the reason for segregated worship has less to do with race and far more to do with worship styles. In most churches you go to wether they are all white, all african-american, hispanic, or a mix the people who attend tend to have the same idea about the order and style of the worship. I really feel that most of these segregations are found on denominational lines, not racial. We in america today seem stuck on this idea that all barriers or separations are somehow racial when in fact actually very few are, in my opinion. Christians seem to be afraid of being called ecumenical therefore we separate, and attack those who don't.
Reply · 3 · Like · September 18 at 6:03am

James D Morris · Top Commenter · Hell, Norway
There are some limits on being ecumenical. Many "christian" churches have thrown out the bible. Both of the Churches mentioned in this article hold the bible to be the Word of God and claim to preach the Gospel of Jesus Christ faithfully.
Reply · 2 · Like · September 18 at 7:36am

Stephen J Minter · Norwich, Connecticut
I completely agree!
Reply · Like · September 18 at 7:33am

Richard Linares · CEO & Founder at ELRichardo Communication Group
AMEN>>>>>>>

"When we get to heaven, the kingdom of God isn't going to be segregated," he said. "So why should the local church be segregated?"
Crowd funding
From Wikipedia, the free encyclopedia

Crowd funding or crowdfunding (alternately crowd financing, equity crowdfunding or hyper funding) describes the collective effort of individuals who network and pool their resources, usually via the Internet, to support efforts initiated by other people or organizations.[1] Crowd funding is used in support of a wide variety of activities, including disaster relief, citizen journalism, support of artists by fans, political campaigns, startup company funding,[2] movie[3] or free software development, and scientific research.[4]

Crowd funding can also refer to the funding of a company by selling small amounts of equity to many investors. This form of crowd funding has recently received attention from policymakers in the United States with direct mention in the JOBS Act; legislation that allows for a wider pool of small investors with fewer restrictions. The Act was signed into law by President Obama on April 5, 2012. The U.S. Securities and Exchange Commission has been given approximately 270 days to set forth specific rules and guidelines that enact this legislation, while also ensuring the protection of investors.[5]

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History

In 1997, fans underwrote an entire U.S. tour for the British rock group Marillion, raising $60,000 in donations by means of a fan-based Internet campaign.[6] The idea was conceived and managed by fans without any involvement by the band, although Marillion has since used this method with great success as a way to fund the recording and marketing of its albums[citation needed] Anoraknophobia,[7][8] Marbles,[9] and Happiness Is the Road.[10]


Electric Eel Shock, a Japanese rock band who have toured the world, became one of the first bands without a previous significant recording deal to fully embrace crowdfunding. In 2004 as an unsigned band they raised £10,000 from 100 fans (the Samurai 100) by offering them guestlist for life.[11] Two years later they became the fastest band to raise a 50,000 budget through SellaBand.[12] They licensed the album internationally including to Universal in their native Japan.

Crowd funding in the film industry was pioneered by french entrepreneurs and producers Benjamin Pommeraud and Guillaume Colboc in August 2004, when they launched a public internet donation campaign[13] to fund their film, Demain la Veille (Waiting for Yesterday).[14] Within 3 weeks, they managed to raise $50,000, allowing them to shoot their film.

Morton Valence are an early example of a relatively obscure band to independently enter into crowd funding without using a third party website such as Sellaband.[15]
Crowd funding's earliest known citation\[16\] was by Michael Sullivan in fundavlog on August 12, 2006.

In 2012, President Barack Obama signed the JOBS (Jumpstart Our Business Startups) Act; this piece of legislation effectively lifted a previous ban against public solicitation for private companies raising funds.\[17\] As of August 13, 2012, the Securities Exchange Commission has yet to set rules in place regarding equity crowdfunding campaigns involving unaccredited investors for private companies; however, rules are expected to be set by January 1, 2013. Currently, the JOBS Act allows accredited investors to invest in equity crowdfunding campaigns.

Related definitions

There are questions about the legality of taking money from "investors" without offering any of the security demanded by legitimate investment schemes. Sites such as ArtistShare, Pledgemusic, PleaseFundUs and Funding4Learning have a failsafe. They hold funds in an escrow account.\[citation needed\] If the nominated target isn't reached, all funds are returned to contributors. While sites such as Gorackup, Indiegogo, GoFundMe, RocketHub, Fondomat, Rock The Post, Peerbackers and Sponsume allow projects to keep all the funds raised.\[citation needed\]

Investors are given something for their money - so in a legal sense, they have paid for and received something.\[citation needed\] The Tunnel is selling frames of film for one dollar each. Pioneer One gives you the theme music or a special edition download.\[citation needed\]

Micropatronage is a system in which the public directly supports the work of others by making donations through the Internet. In use as early as 2001\[citation needed\] the term was popularized in 2005\[citation needed\] by blogger Jason Kottke when he quit his day job as a web designer and spent a year blogging full time, living off the voluntary donations of his readership. Micropatronage differs from traditional patronage systems by allowing many "patrons" to donate small amounts, rather than a small number of patrons making larger contributions.

Contemporary applications

Crowd funding is being experimented with as a funding mechanism for creative work such as blogging and journalism,\[18\] music, and independent film,\[19]\[20\] for funding a startup company,\[21]\[22]\[23\] and even for funding public projects.\[24\] Community music labels are usually for-profit organizations where "fans assume the traditional financier role of a record label for artists they believe in by funding the recording process".\[25\]

Since pioneering crowd funding in the film industry Spanner films have published a useful ‘how to’ guide.\[26\] Innovative new platforms, such as RocketHub, have emerged that combine traditional funding for creative work with branded crowdsourcing - helping artists and entrepreneurs unite with brands "without the need for a middle man."\[27\]

New peer-to-peer companies such as Prosper Marketplace, P2P Financial, Zopa and Lending Club seek to match lenders directly to borrowers. Crowd lending from non-banks is gaining momentum globally as banks have increased interest rates or pulled back from lending to consumers and small businesses; however, as of early 2012, the non-bank sector of crowd lending is yet to be considered a threat to the big consumer lending businesses of the largest global banks.\[28\]

Crowd funding philanthropy

A variety of crowd funding platforms has emerged to allow ordinary web users to support specific philanthropic projects without the need for large amounts of money. Global Giving allows individuals to browse through a selection of small projects proposed by nonprofit organizations worldwide, donating funds to projects of their choice. Microcredit crowd funding platforms such as Kiva (organization) and Wokai facilitate crowd funding of loans managed by microcredit organizations in developing countries. The US-based nonprofit Zidisha offers a new twist on these themes, applying a direct person-to-person lending model to microcredit lending for low-income small business owners in developing countries. Zidisha borrowers who pass a background check may post microlend applications directly on the Zidisha website, specifying proposed credit terms and interest rates. Individual web users in the US and Europe can lend as little as one US dollar, and Zidisha's crowd funding platform allows lenders and borrowers to engage in direct dialogue. Repaid principal and interest is returned to the lenders, who may withdraw the cash or use it to fund new loans.\[29\]

Intellectual property exposure

One of the challenges of posting new ideas on crowd funding sites is there may be little or no intellectual property (IP) protection provided by the sites themselves. Once an idea is posted, it can be copied. As Slava Rubin, founder of IndieGoGo said: “We get asked that all the time, ‘How do you protect me from someone stealing my idea?’ We’re not liable for any of that stuff.”\[30\] Inventor advocates, such as Simon Brown, founder of the UK-based United Innovation Association, counsel that ideas can be protected on crowd funding sites through
early filing of patent applications, use of copyright and trademark protection as well as a new form of idea protection supported by the World Intellectual Property Organization called Creative Barcode.[31]

**Patent disputes**

On September 30, 2011, the crowdfunding site Kickstarter filed a request for declaratory judgment against Fan Funded who owns U.S. patent US 7885887 (http://worldwide.espacenet.com/textdoc?DB=EP&DOC&IDX=US7885887), "Methods and apparatuses for financing and marketing a creative work". Brian Camelio, founder of ArtistShare, is the inventor on the patent. Kickstarter says it believes it is under threat of a patent infringement lawsuit. Kickstarter has asked that the patent be invalidated, or, at the very least, that the court find that Kickstarter is not liable for infringement.[32][33]

In February 2012, Fan Funded responded to Kickstarter's complaint notably claiming that patent infringement litigation was never threatened, that "ArtistShare merely approached Kickstarter about licensing their platform, including patent rights", and that "rather than responding to ArtistShare's request for a counter-proposal, Kickstarter filed this lawsuit."[34]

**Pros and cons**

Proponents of the crowd funding approach argue that it allows good ideas which do not fit the pattern required by conventional financiers to break through and attract cash through the wisdom of the crowd. If it does achieve "traction" in this way, not only can the enterprise secure seed funding to begin its project, but it may also secure evidence of backing from potential customers and benefit from word of mouth promotion.[citation needed]

While this does not usually apply to artists and charitable organizations, a disadvantage for business is the requirement to disclose the idea for which funding is sought in public when it is at a very early stage. This exposes the promoter of the idea to the risk of the idea being copied and developed ahead of them by better-financed competitors.[citation needed]. For crowdfunding of equity stock purchases, there is some research in social psychology that indicates that, like in all investments, people don't always do their due diligence to determine if it's a sound investment before investing, which leads to making investments decisions based on emotion rather than financial logic. [35]

Crowdfunding draws a crowd, investors and other interested observers who follow the progress, or lack of progress, of a project. Sometimes it proves easier to raise the money for a project than to make the project a success. Managing communications with a large number of possibly disappointed investors and supporters can be a substantial, and potentially diverting, task.[36]

**Legal restrictions**

Another significant disadvantage to crowd funding is the possibility of getting ensnared in various securities laws, since soliciting investments from the general public is most often illegal unless the opportunity has been filed with an appropriate securities regulatory authority, such as the Securities and Exchange Commission in the U.S., the Ontario Securities Commission in Ontario, Canada, the Autorité des marchés financiers in France and Quebec, Canada, or the Financial Services Authority in the U.K. These regulators can have different ways of determining what is and what is not a security but a general rule one can rely on (at least in the U.S.) is the Howey Test. The Howey Test says that a transaction constitutes an investment contract (therefore a security) if there is (1) an exchange of money (2) with an expectation of profits arising (3) from a common enterprise (4) which depends solely on the efforts of a promoter or third party. Clearly, under this standard, any crowd sourcing arrangement in which people are asked to contribute money in exchange for potential profits based on the work of others would be considered a security. As such, the applicable investment contract would have to be registered with a regulatory authority (such as the S.E.C.) unless it qualified for one of several rule-laden exemptions (e.g., Regulation A or Rule 506 of Regulation D of the Securities Act of 1933, or the California Limited Offering Exemption - Rule 1001 (also known as S.E.C. Rule 1001)). The penalties for a securities violation can vary greatly and depend in large part on the amount of profit obtained by the "promoter," the damage done to the investors, and whether a violation is a first time offense. However, a violation may result in both civil and criminal penalties, a return of any profit made and sometimes a lifetime ban from work in the securities industry. According to Section 5 of the Securities Act, it is illegal to sell any security unless such a sale is accompanied or preceded by a prospectus that meets the requirements of the Securities Act.[37][citation needed]

**Equity**

**United States**

In February 2011, Jason Best, Sherwood Neiss, and Zak Cassidy-Dorion Principals of Crowdfund Capital Advisors banded together and formed Startup Exemption with the goal to lobby Washington, D.C. to update the U.S. Federal Security Laws and make it legal for entrepreneurs to use crowdfunding to raise a limited amount of early-stage equity-based financing. With the assistance of the Small Business and Entrepreneurship Council (SBEC) they partook in two hearings on Capitol Hill. Their framework was the basis for the
Entrepreneur Access to Capital Act[^38] introduced by Rep. Patrick McHenry (R-NC) on September 14, 2011. It proposed to greatly reduce restrictions on equity crowdfunding of for-profit businesses then present in state and federal securities laws.[^citation needed]

The bill went through a number of amendments and on April 5, 2012 President Barack Obama signed the JOBS Act into law.[^39]

The SEC is now drafting regulations to implement the equity and debt crowdfunding provisions of the bill.[^40]

**Industry associations**

A number of US organizations have been founded to provide education and advocacy related to equity based crowdfunding as enabled by the JOBS Act. They include:

- National Crowdfunding Association[^41]
- Crowdfunding Professional Association[^42]
- CrowdFund Intermediary Regulatory Advocates[^43]

**United Kingdom**

On 6 July 2012, Seedrs Limited launched as the first equity crowdfunding platform to have received regulatory approval, from the Financial Services Authority (FSA).[^44]

**See also**

- Accredited crowd funding
- Angel investor
- Assurance contract
- Crowdsourcing
- JOBS Act
- Microcredit
- Microfinance
- Person-to-person lending
- Threshold pledge system
- Venture capital
- Comparison of crowd funding services

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Categories: Finance | Internet terminology | Payment systems | Technology in society | Words coined in the 2000s | Crowd funding

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Launch Impact Church

$5 launch campaign!! With your help we can get 10,000 people to donate $5 dollars to help launch Impact Church! Will you spread the word?

- Location: New Orleans, Louisiana, United States
- Category: Religion

New Orleans is a great city! Over 1 million people live and work in and around New Orleans. It’s home for people from all walks of society.

The Problem

New Orleans needs Jesus. Many people live in and around New Orleans and when compared to other parts of the country, the city is underserved by evangelical churches.

Less than 5% of the entire population of the New Orleans metroplex has any affiliation with any church.

Families are hurting. We want to help as much as we can!

The Solution

Impact Church exists so that people far from God will find new life in Christ and follow Him.

We Are:

- Relentless in our focus on the Gospel.
• Aggressive in our approach to reach people far from God.
• Radical in our generosity towards the city of New Orleans.

God has just blessed us with an amazing location to be our first permanent meeting place! In order to fully utilize the space for adults and children, we need to raise approximately $60,000 to get the resources, supplies, and equipment that we need to serve this city with excellence!

These funds will also allow us to better respond to needs from people around us in the aftermath of Hurricane Isaac.

We are currently having a monthly gathering while we prepare to begin meeting in our new location.

Our plan is to Launch weekly services in January! That's where you come in.

What you can do

You can help us realize our dream of making a Huge Impact in our city by doing the following for us:

• Donate what you can - every little bit helps. We welcome your charitable contributions for this adventure and will use every penny to make a difference in our community by serving and sharing the Gospel.
• Share our IndieGoGo fundraising link with your social networks. Use the links and empower your network to get involved with Impact Church - help us reach a city with the Gospel!
• Pray for us!!

To learn more about us, click the link to visit Impact Church.

Also Find This Campaign On:

• Facebook
• Twitter
• Website
• Twitter

Team on This Campaign:

• Lance Montalbano
• Tyler Toon
Help make it happen for the team! Contribute to Launch Impact Church

Contribute Now ▶

0.00885 Complete
$531
Raised of $60,000 Goal
22 days left

Flexible Funding campaign
This campaign will receive all of the funds contributed by Tue Oct 16 at 11:59PM PT.

Contribute Now ▶

Perks
for your contribution

• $5

5 Dollar High-five!
For your $5 donation, Impact Church will give you a huge high-five!!
Claim this Perk ▶
2 Claimed

• $25

Impact Church Magnet
Great reminder to pray for us!
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0 Claimed

• $100
**Impact Church tshirt**

This is our gift to you for supporting Impact Church as we Impact this city! To see a picture of the shirt click the link below. http://impactlife.tv/perks.html

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2 Claimed

- **$250**

**New Orleans Gift Basket**

The gift basket contains authentic New Orleans merchandise. Some of these include: Box of Cafe Du Monde Beignet Mix, Aunt Sally's Pralines, Impact Church tshirt and more!

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The Rise of the Corporate Chaplain

By Mark Oppenheimer on August 23, 2012
http://www.businessweek.com/articles/2012-08-23/the-rise-of-the-corporate-chaplain

Roger Burdick knows how to sell cars. Driver’s Village, his gigantic sales outlet in Syracuse, N.Y., is housed in a former shopping center, Penn-Can Mall, which went out of business in 1996. Four years later, Burdick bought the 80-acre property and in 2003 moved his dealerships to the building’s perimeter. As you circle the former mall you encounter one showroom after another, 360 degrees of cars. You can buy an Audi, BMW, Buick, Chevrolet, Chrysler, Dodge, Fiat, or Ford—and that’s just through the letter F. Inside the facility there are now about two dozen “shoppes,” including car rental agencies, a driving school, and law offices.

A portly, slow-talking, exceedingly polite Baptist, Burdick is the father of two children, whose mother he has married twice, once when he was still leading an un-Christian life—which led to their divorce—then again after he recommitted to the church. He subscribes to a literal reading of the Bible: He believes that God created the earth in six days, around 6,000 years ago, and that dinosaurs were wiped out by the Flood. Charles Darwin is “just a man that had a theory, and somehow the theory got into our textbooks as fact.” Burdick’s faith is integral to the way he runs his businesses. He closes his dealerships on Sundays. He says religious Christians gravitate toward his business, as customers and as employees, because they know of his beliefs. The most surprising evidence that Driver’s Village is a Christian business may be the eight part-time chaplains, six men and two women, who roam the dealerships offering employees friendship, advice, and—if asked—the good news of Jesus.

“We believe that God is real,” Burdick says, sitting behind his desk deep in the mall’s interior. “We believe that the Bible is His Word, and that because of man’s fallen nature, God sent his son Jesus Christ to die and pay for our sins. Our chaplains believe that, too. They don’t proselytize, but if employees want to know more, they’ll tell them.”
On her morning rounds, the Driver’s Village head chaplain, Elise Bissell, the 54-year-old wife of a Southern Baptist preacher, hands out her business card to employees who don’t know her yet, offers hugs to many who do, and listens intently as people whisper their troubles in her sympathetic ear. Bissell works for Marketplace Chaplains USA, an agency that provides chaplains to more American businesses than any other provider, but most of her time is spent at Driver’s Village, and her heart belongs to its workers. This is more than an assignment to her.

Workplace chaplains like Bissell can be found at more than 1,000 companies in the U.S. and Canada. These chaplains are a rising regiment of corporate America’s human-resources army, as employers have found that a pastoral touch is often more appealing to workers than an impersonal hotline of the sort included in many benefits packages. A 2008 study by the Families and Work Institute found that more than 97 percent of companies with payrolls larger than 5,000 offer employee assistance programs, with anonymous counseling and referrals available by phone. Yet employees are “dramatically” more likely to use workplace chaplains than standard mental-health benefits, according to preliminary results from an ongoing study by David Miller and Faith Ngunjiri of Princeton University’s Faith & Work Initiative. At least half of 1,000 employees surveyed have used the services of a workplace chaplain—far more than those who use standard assistance programs.

At many companies the chaplains are in-house, their salaries paid by the boss. R.J. Reynolds Tobacco (RAI) hired its first “pastoral counselor” in 1949 and kept the program through the 1990s. Tyson Foods (TSN), the Arkansas-based conglomerate, employs 120 chaplains. But the recent growth is driven by chaplaincy agencies.

Marketplace, founded in Dallas in 1984, supplies chaplains to businesses—including Roger Burdick’s car dealerships—on a contract basis. Marketplace employs 2,700 chaplains, up 50 percent since 2005. Its part-time chaplains, such as Rene Luevano and his wife Ada, serve 500 companies, including Pilgrim’s (PPC), the U.S. branch of the world’s second-largest chicken producer, and McDonald’s. Another Marketplace client, Austaco, which owns 77 Taco Bell restaurants, receives spiritual help from chaplain Beth
Howard, who has been counseling fast-food employees in West Texas since 2003. Corporate Chaplains of America, in Wake Forest, N.C., hires full-time chaplains to serve 760 businesses across the country. Its corps grew 20 percent last year alone. At these, the two largest nonprofit agencies, the chaplains are evangelical Christians.

Employees say they appreciate, or at least aren’t offended by, the chaplains, who are usually ordained ministers. (Female chaplains from denominations that do not ordain women may be Sunday-school teachers or other church workers.) And employers like the regular reports chaplains provide, which can reveal the level of employees’ concerns about everything from salaries and overtime to troubles at home. Because chaplains are proactive, doing outreach rather than waiting for complaints to filter up, they hear more, and sooner, than do typical human resources professionals. “When gas first went over $3, the financial stress was showing up in the chaplains’ reports,” says Daniel Jones, chief executive officer of Encore Wire (WIRE) in McKinney, Tex. So one day, as employees were leaving work, they got $25 gas cards. “It didn’t cost a lot,” Jones says, “but it meant a lot to them.”

Photograph by Nathanael Turner for Bloomberg Businessweek

At a Taco Bell in Waco, Tex., chaplain Beth Howard spreads the word

Chaplains haven’t replaced human resources departments; rather, it’s often HR leaders who invite chaplains to work alongside them. Miller says chaplaincy is a natural extension of HR. “In the old days, companies didn’t want to know about your personal baggage,” Miller says. “You were just supposed to show up and do your job. HR offices all say we are now treating people holistically. They want people to bring their whole self to work.” In a country where, according to Gallup, more than 90 percent of people say they believe in God, bringing one’s whole self to work means bringing religion, too.

Even so, corporate chaplaincy presents an ethical dilemma. Ministers are supposed to have only one boss: God. When their paychecks come from a company, even indirectly through a nonprofit agency, their loyalties are bound to be conflicted. The bosses hire chaplains to make employees feel better, but what if an employee is underpaid or overworked? What would Jesus do? Charles Campbell, a Presbyterian minister for 30 years and a Duke Divinity School professor, says, “It’s obvious the chaplain is working for the boss. Is a person being paid by management going to take a prophetic stance when they hear about horrible workplace conditions, when they hear about inadequate pay, when they hear about a group that wants to unionize?”

Of course, bosses don’t hire chaplains to act as employee advocates. If anything, chaplains are supposed to help companies avoid conflict and keep everyone happy. Take it from Ed Bonneau, a retired sunglasses
importer for Wal-Mart Stores (WMT) and other retailers, whose company first hired chaplains back in the 1980s. “Chaplaincy is one way I had of hugging the people,” Bonneau says. “It says, ‘I may not be able to pay you $20 an hour or more, but we care about you.’”

**Talk to Gil Stricklin, and he'll punch you in** the arm. Not in a mean way, but in a how-ya-doin’, power-of-positive-thinking, manly American way. Before founding Marketplace in 1984, Stricklin was a military chaplain, a Southern Baptist preacher, and a motivational speaker. For about seven years in the 1970s, he was the man the legendary Zig Ziglar sent on the road when he got too busy to accept yet another speaking invitation. Now 77, Stricklin still looks capable of kicking some ass.

“How ya doin’!” Stricklin says at the door to his conference room, throwing a signature arm punch. On the wall are portraits of Abraham Lincoln and Robert E. Lee praying with chaplains. For our meeting, Stricklin invited Bonneau, the sunglasses man, who was his first client and is now a board member, to join us. The pair trade lines like an old married couple.

“I met Gil when he was speaking at a Zig Ziglar conference,” Bonneau says. “I got him to come out to our company and do some things, and then he came out to our church to do some things. One day we were having lunch, and he said, ‘I have this dream.’”

Stricklin interrupts, “I’d like to point out that I said, ‘I’d like to buy you lunch,’ and he said, ‘Well, I’ve never had a minister buy me lunch!’ So, on the 17th of December, 1983, we had lunch.”

At that lunch, Stricklin, just retired from the Baptist General Convention of Texas, told Bonneau his idea for importing a model of military chaplaincy into the workplace. He had already met with 10 Southern Baptist business owners, all of whom rejected the idea as unworkable or possibly illegal. Still, Bonneau was impressed by Stricklin’s proposed ministry. “He’d come in and help if people had death, or divorce, or problems in the family,” as Bonneau recalls. “He had a passion for doing it in a company. And I had a company that had kinfolk in it, friends in it, and we’d gotten really big.” Bonneau, who worried his small company was losing its personal touch, was sold. “I butted in and said, ‘Gil, that is exactly what I have wanted to do, and I don’t care what it costs.’”
So Stricklin started coming by. For the first couple weeks, nothing much happened. He hung around a lot. Finally he said to Bonneau, “Why don’t you give me a job?” So Bonneau put him to work in the warehouse, packing sunglasses. “And that was magic,” Stricklin says. “It made the preacher real.” Another month went by, and a worker approached him. “You’re that preacher,” she said. “My mother had a stroke, and I can’t go see her until tonight. Can you go see her?” The employee’s mother died two weeks later, and Stricklin officiated at the funeral.

Death is straightforward work for a chaplain. Things get trickier when an employee wants to talk about addiction or an abusive spouse. While Marketplace says its chaplains observe a code of strict confidence, there are exceptions. They are legally mandated to report certain types of information, such as when an employee threatens to harm herself or others or reveals a case of child abuse.

Marketplace does not let women minister to men or vice versa. Separate chaplains are assigned for gents and for ladies. The company doesn’t do much training; it hires people who have gone to seminary or Bible college. They receive two half-days of online classes, followed by periodic continuing education. In May, I sat in on an orientation session conducted by a trainer named Dan Truitt. He was talking with seven of his chaplains, three by teleconference, about confidentiality. After discussing standard legal exceptions to the confidentiality policy, he offered the kicker, that final exception, which is “when harm to the client company or its well-being is about to occur.”

Put another way, if you confess to the chaplain that you’re stealing from the company, he’ll likely rat you out to management. While employees are encouraged to talk to corporate chaplains as the religious figures they are, the chaplains themselves are not bound by the rules of confidentiality that most clergy honor. “We had a case in another state of an architecture firm where an employee said he was going to take some secrets with him to another firm,” Truitt said. “Now that was an illegal act, but it was also harm to a client company, and it had to be reported.”

Later, Truitt clarified that particular case. He was the chaplain involved, he said, “12 or 15 years ago.” As he recalled, several men had left to start their own firm. Truitt did not learn about it until it was too late to act, he said. “But if we saw that coming—and that nearly destroyed the company—that may be something we would act on.”
Chaplains are rarely in such a bind. In fact, no other chaplain I spoke with remembered a case in which a breach of confidentiality was required. But it is not surprising that Marketplace would put the company’s welfare first; its Christianity fits comfortably with the needs of business. You won’t hear a lot from Stricklin’s people about fair pay, for example. Ed Bonneau says, “The way I’ve always looked at wages, the marketplace sets the wages.”

And the chaplains, professing “neutrality,” are careful not to get in the middle of worker/management conflict, which may be the primary source of stress in the workplace. When asked what she would do if an employee were being mistreated, Bissell, the Driver’s Village chaplain, said, “I’d probably go with them to the employer or encourage them to. Otherwise I wouldn’t get involved. It’s not my place.” Lillian Daniel, a Chicago-area minister active in workers’ rights, worries about whether chaplains like Bissell can balance their companies’ work and God’s. “This kind of chaplaincy treats religion as filling just another human need or lifestyle choice,” Daniel says. “Your workplace gave you a health club, it gave you a credit union, now it gives you a pastor. But that’s not how religious lives are truly lived. They are lived in community with other believers.”

**Back in Syracuse, Bissell is finishing her rounds.** These quick chats are not when the most important chaplain work takes place, Bissell says. They’re just preludes to the longer conversations on breaks or after hours. “I got a call last night from a woman who was let go,” Bissell says, as she strolls the mall’s interior. She said she would keep up with the ex-employee.

Circulating among some clerical workers in a Driver’s Village office, Bissell has a quiet conversation with a young woman excited to show off pictures of her children. The chat then takes a dark detour, as the woman confides in Bissell about her marriage. “We fight and then we get over it,” she tells the chaplain. “It takes a day or two. I have to cool off. And I want him to be in the right frame of mind, because he can be a little hot-headed.” Bissell nods sympathetically, then leaves the woman to her work.

The chaplains help productivity—that’s another reason company executives who have hired chaplains are
often ecstatic. Sometimes it’s the CEOs themselves who benefit from the chaplains. Several years after bringing in Marketplace, Daniel Jones, the Texas wire baron, found himself using their services. “My father died in 2003,” Jones says. His mother was distraught. “Her three sons, we’re racing to the hospital, we show up, she’s hysterical. I called the chaplain on my cell phone, and I said, ‘My dad just died—what do I do?’ He said, ‘You do these three things, and I’ll do the rest.’” And Gary Martin, a Dallas venture capitalist, says his chaplain from Marketplace helped persuade an employee’s husband not to commit suicide. “And he’s alive,” Martin says, “and they’re living happily ever after.”

What of the concern that chaplains may not stand up for employees? Not a problem, according to Corporate Chaplains founder Mark Cress. “We just don’t see cases where there is injustice in the employers we are dealing with,” Cress says. “Our view is that universally the companies that would bring us in after a good due-diligence search are pretty good companies. They are already treating their employees pretty well before we ever get there.”

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BRUNSWICK pastor goes door to door handing out condoms

BRUNSWICK, Ga. -- The number of new HIV/AIDS cases in Brunswick, Georgia has a local pastor there taking action. He is going door to door handing out condoms to adults and urging residents to come to his church later this month for what he is calling "Get Tested Sunday." The health department will be on hand offering free and confidential AIDS tests.

Reverend Kenneth Adkins said, "As a pastor I understand. I preach from the pulpit please wait until you are married to have sex but if you look at the alarming numbers of new HIV cases especially in the African-American community obviously no one is listening."

While residents in the McIntyre Court community were surprised to see a pastor handing out condoms most welcomed his visit.

Resident Bryan Hill said, "I think that's wonderful. We need more pastors like that."

Gwendolyn Kittles said, "Every day you are finding someone is dying from that so really they need protection."

While Adkins says he is not promoting pre-marital sex he can't ignore the fact it's happening.

"It's an AIDS epidemic. People don't want to talk about certain things and especially from the pulpit people don't want to talk about it but in Brunswick in particular they are number 2 in the state of Georgia in comparison to metro-Atlanta and those are crazy numbers in a small town like this. It's just crazy so we have to do what we have to do."

Reverend Adkins hopes to have the sanctuary at Greater Dimensions Christian Fellowship Church full on September 30th. The local health department will be on hand offering free HIV/AIDS tests from 10 a.m. until 5 p.m. that Sunday, and the pastor says he will lead by example. Right before he preaches he says he will take an AIDS tests before the congregation.
"Much as it might like to, the church can no longer evade questions about homosexuality and same-sex marriage, for society is, with increasing stridency, forcing Christians to confront them."

–From the Preface, by Nicholas Miller

Some religious thought leaders, taking their cue from popular culture and current politics, are trying to make a case for biblical support of the practice of homosexuality and same-sex marriage. Their efforts create serious confusion while challenging the church’s ability to sensitively address one of the most explosive spiritual and public policy issues of our time.

In this volume, Christian scholars offer a deep resource of material—biblical, clinical, and legal—to untangle the complex web of questions surrounding this contested topic. The authors first provide a frank and rigorous explication of the Bible’s clear teaching. Then they lay out the implications for counseling and for the religious liberty of the church and its members. And through it all, they make an impassioned call for love and care for those who are being misled into a walk down a dangerous path. The book includes moving testimonies from several Christians who have lived and struggled with homosexuality in their personal lives and can praise God for empowering them to live for Him.

In the threatening environment facing the church and society today, every Christian administrator, attorney, teacher, counselor, pastor, and congregational leader should read this book.

Click here to read a sample from this book.

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Educating, Equipping, and Empowering for Evangelistic Ministry

Book of the Month

Resource Center & Book Store
Men in the ultra-Orthodox religious community in Jerusalem object to women walking on the street in short skirts or sleeveless blouses, even attacking those who venture out in such unacceptable outfits. Very few women will dare to go out dressed that way in certain sections of this magnificent city. News of the Weird reports a solution that shifts the cost of enforcing the policy to the men: Members of “modesty patrols” are now selling ultra-Orthodox men glasses that blur distant images, thus preventing them from seeing “immodestly dressed” women. This is a neat application of the Coase Theorem, and it seems a fair one: With these glasses, the costs of enforcing the men’s religious beliefs will be borne by the men rather than by women who choose how they wish to dress.

TAGS: Coase theorem, Fashion, religion
News of the Weird

Eyeglass stickers: All in the name of modesty.

Article by: CHUCK SHEPHERD

Updated: August 31, 2012 - 3:30 PM

The ultra-Orthodox community's "modesty patrols" in Jerusalem are selling eyeglasses with "special blur-inducing stickers" that fuzz up distant images so that men will not inadvertently spot immodestly dressed women.

According to an Associated Press report on the phenomenon, the stickers apparently simulate nearsightedness, in that vision is clear in the near-field. The "modesty patrols" have long tried to shame women dressed in anything other than closed-neck, long-sleeved blouses and long skirts, but may be losing that fight. A columnist for the Tel Aviv daily Haaretz praised the eyeglasses for shifting the responsibility to men for their priggishness.

Eating adventures

Periodically, News of the Weird reports on foreigners' cuisines that most Americans find "undelictable." A June Wall Street Journal story featured a hardy, fun-loving group of New Yorkers called the "Innard Circle" who dine monthly at out-of-the-way ethnic restaurants in order to sample such dishes as camel's eyeball ("way different from a goat's eyeball," said one member).

Another member admitted "an element of showing off" to the exercise, and acknowledged that not all rookie members return for a second meal.

You forgot something

The way it usually happens is Mom and Dad start a road trip with their children, but after a rest stop, they fail to notice that one of the kids is not on board.

However, in June, the family member left behind at a Memphis, Tenn., rest stop was Dad, and for 100 miles, no one grasped that he was missing.

The family was traveling in a van, and everyone presumed Dad was in the back. He was still at the gas station, calling his own phone -- which was in the back of the van. Dad finally reached Mom in the van by posting to Facebook.

Jesus' resting place?

Attendance is still strong in tiny Shingo, Japan, where villagers are certain Jesus Christ is buried. About 500 tourists joined the celebration on June 3, in honor of Jesus' relocation there. According to legend, he lived out his life in Shingo uneventfully, and a festival with dancing girls marks the anniversary. The event was first held in 1964.
Fine wine, for cows

Some farmers treat their cows to special diets and more to improve the quality of their milk and their meat. In July, London's Daily Telegraph, in a dispatch from Paris, touted Jean-Charles Tastavy's experiment feeding three cows with a fine wine for four months. The wine was put in a mixture, along with their usual barley and hay.

The cows "loved" it and consumed it "with relish," said the farm's owner. The resulting meat, labeled "Vinbovin," is now a delicacy in Paris restaurants.

Stranded Stradivarius

The most recent musician to carry a rare, expensive instrument on public transportation but forget to take it with him was the person who in July left a borrowed Stradivarius violin on a train when he got off in Bern, Switzerland.

The violin was eventually turned in by a good Samaritan. (The last News of the Weird report of such a Stradivarius was the one left in a New York City taxicab in 2008. That instrument, reported as worth $4 million, was also returned.)

'Mole Man' house sold

William "The Hackney Mole Man" Lyttle, first mentioned in News of the Weird in 2001, died in 2010 after spending most of his last 40 years compulsively digging elaborate tunnels underneath his home in east London.

By the time authorities could stop him, the hollow shafts were endangering the street and adjacent homes. He was ordered to pay the equivalent of $560,000 so that the holes could be filled, and in July 2012 the refurbished home was placed at auction and drew a winning bid of the equivalent of about $1.5 million.

Fortuitous injury

Fortunately, 9-year-old Jacob Holdaway got hit in the head so hard during a game of kickball in Fairland, Ind., in July that he started vomiting and having severe headaches. When his parents took him to a hospital, doctors found a golfball-sized tumor that might not have been discovered until after it had become dangerously large. Doctors were able to remove most of the tumor and suspect it was benign.

Read News of the Weird daily at www.weirduniverse.net. Send items to weirdnews@earthlink.net.