



# MENTORING TRANSITIONAL Leadership

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Rev. Joseph Campbell  
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By Pastor Virgil Amundson, Shell Lake Full Gospel Church,  
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The I.M.A. General Conference in Duncan, Oklahoma was a tremendous relevant conference for all of our constituency in the I.M.A. Our conference speaker, Pastor Kemp Holden and those who taught the break-out sessions were all right on target!

Kemp Holden targeted our aging pastors and leaders in America and challenged us as to what we are doing with succession and planning. A statement he made that we have all heard was, ***“There is no success without a successor.”***

We as pastors and leaders are driven to be successful in ministry and we are all hopeful that the fruit of our ministry will remain long after we are gone. But the fact is, hope alone does not produce successors. We have to take time and action to raise up potential leaders. We must be willing to invest time in them and give them opportunities to work with us, not for us! Giving them freedom to express themselves with who they are. You are not looking for a clone to be your successor, you are looking for a servant leader. If our thinking is that there is no one who can run the ship like we did, we have decided to extinguish the future of our ministry.



Rev. Joseph Campbell, MC  
Rev. Don Crabtree, SC  
Rev. Willis Devine, NW  
Rev. Jim Gable, MS  
Rev. James Heard, NEng  
Rev. Nathan Miller, C  
Rev. Regan Myers, NC  
Rev. Stephen Schafer, MT  
Rev. Darlene Smith EC  
Rev. William Wilson, W

Pastor Kemp Holden is a highly respected mega-church pastor and current chairman of a ministerial association very similar to the I.M.A. Seven years ago he began to prepare his church for a change in leadership even while he was still only in his late fifties. For five years he mentored his successor as he led his congregation of 2500 people through the transition process. Two years ago the change was complete and he stepped completely aside from the pastorate of the church. Today the church is continuing to grow spiritually, numerically, and financially.

## CHANGE VERSES TRANSITION



There is a difference between change and transition. Change focuses on the destination. Transition focuses on the journey and how to get to the destination. Effective changes come with careful preparation and transitioning process. We cannot rush into change and be effective, but see changes as a goal to continually work towards until it is accomplished.

The I.M.A. must continue to make transitions toward maintaining relevance as an association to bring younger ministers on board. We are currently at almost 85% of our membership over the age of 50 years. Without a change in this percentage it is possible for the I.M.A. to face extinction within the next 10 years. I have been a member of the I.M.A. for 44 years and have no desire to see this great association come to an end.

Pastor Holden stated that many of our Pentecostal churches in America are only one generation from extinction. The reason is that they cannot make the changes necessary to implement the younger generation into active church life. We are failing at producing young leaders.

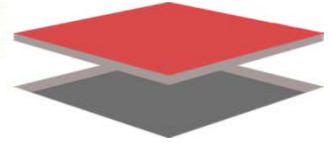
(See AMUNDSON Pg. 4)

**“Providing today’s ministers the freedom they want and the fellowship they need.”**



Dr. Tim Warner

# CHAIRMAN'S Corner

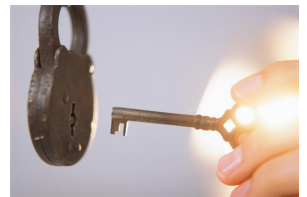


## Communication: Key to Unlocking Ministry Potential with the IMA

*That the communication of thy faith may become effectual by the acknowledging of every good thing which is in you in Christ Jesus. (Philemon 6 KJV)*

After researching dozens of ministerial organizations, I am convinced that the IMA is the best group available for ministers today! I say that, not because I am the present chairman, nor for the privilege of serving in the IMA for three decades, but because of how the IMA functions and for the ministerial relationships that are found in our association. This is not to say that we don't have weaknesses, room to grow, or challenges to overcome. It does mean, however, that God has raised us up to meet the ministerial needs in the twenty first century!

One area that I perceive that needs to be strengthened is that pastors, missionaries, and evangelists need to communicate their relationship with the IMA to their elders, trustees, or board of directors. I am finding that many of our ministers simply don't communicate the benefits and blessings of belonging to the IMA. They merely pay their dues, read the mailings, and perhaps attend a convention or two. It's time to change this mentality. It's time for membership in the Body of our fellowship to be willing, ready and active. Please allow me to share a personal testimony with you from an IMA member.



*I make it my practice to share my thoughts, feelings, and experiences of the IMA with leaders of the church that I pastor. For example, I felt the Lord directing our church to become an affiliate member, and to be under the covering of the IMA. This was after becoming an IMA member and the pastor of the church. First, I gave our board of trustees a copy of the constitution. They then read it, and we discussed this possibility at our regular meetings. We considered the matter together, and after answering many their questions, the resolution past unanimously.*

Philemon verse 6, above, tells us that our faith will become more effective when we communicate and acknowledge the good things that are given to us in Christ. I certainly believe that the IMA is one of the benefits of Christian ministry. There are many ways we can communicate with church leaders concerning our faith and relationship with the IMA. Here are some practical ways to involve core leaders and church members with the International Ministerial Association:

1. Place some IMA brochures and constitutions in your church foyer
2. Host an IMA District, National, or Youth Convention at your church
3. Write an article or excerpt about the IMA in your church bulletin or newsletter
4. Include your (or church's) relationship with the IMA in your church information or membership classes
5. Make the IMA a line item for discussion with elders, trustees, or other leadership
6. Challenge your missions board or deacons to allocate regular funds and yearly pledges to support IMA missionaries and other relief projects.
7. Involve your church's youth, staff, and assistants by participating in events sponsored by the



**Communication is the key to connect leaders** in your church or ministry **with the** rich heritage, abundant resources, and dynamic relationships found in the **IMA!** I have personally applied each of the preceding principles and they really work. Our church leaders love the IMA. Feel free to contact me or the Home Office for more information. We are here to serve you!

# The Overcomer

**By Associate Pastor Tom Couture  
Bethel Church, Eau Claire, Wisconsin**

*They overcame him by the blood of the Lamb and by the word of their testimony; they did not love their lives so much as to shrink from death. (Rev. 12:11)*

Don't you just love stories of people who overcame insurmountable odds and yet lived to tell about it? Take Aron Ralston, for example. Ralston was an American mountain climber who amputated his lower right arm with a dull pocket knife in order to free himself from a boulder that had fallen on him after an accident in 2003, and was immortalized in the Oscar-nominated movie, "127 Hours." Open your Bibles and you only have to read a few pages to see account after account of individuals who overcame obstacles and setbacks and came through on the other side better and stronger. Hebrews 11 offers an entire chapter of over-comers to draw inspiration from.



I don't need to remind anybody that life is full of struggles, hardships, and obstacles. There's rarely a day that goes by that this "truth" isn't keenly obvious for most of us. Financial pressures choke us. The diagnosis from the doctor appears grim. Your child turns their back on God and heads down a destructive path. Real life with real problems. What we DO in the midst of these, though, is the all important factor. More specifically, what we allow our mind to dwell on will be where the battle is often won or lost. There are then several options that present themselves: we can quit, turn back, throw in the towel, or take hold of the courage that God offers, and be an overcomer!

There was never a person more courageous than Jesus. He saw the picture in eternal, high def color. He would be rejected, ridiculed, brutally beaten, and face a horrific death, and then have the weight of the entire world's sin placed on His shoulders. Did He turn back? Did He quit? Did He Fail? No. He overcame! The Holy Spirit encourages us to follow

His example found in Heb. 12:3, "Consider him who endured such opposition from sinful men, so that you will not grow weary and lose heart." You may say, "Easier said than done!" True. But the alternatives will be far more difficult and eternally costly if we choose them. Can I encourage you? Don't allow the weariness of the battle to be the "knock out punch" that defeats you. You CAN and WILL make it through your hour of travail and testing by God's great grace.

What struggle is staring YOU in the face today? What's causing YOU to quake with fear and lose sleep? Where are YOU losing your courage to continue on? Don't give up! Don't quit! Never lose hope! Hang in there...help is on the way. Joseph languished in prison and setbacks for 13 years but the Bible never records one word of complaint or plans for revenge from him. God saw him through. Jesus will see you through anything that life throws at you, as well. Because He won and overcame, He knows how to make you an overcomer. "Never will I leave you; never will I forsake you." So we say with confidence, "The Lord is my helper; I will not be afraid. What can man do to me?" (Hebrews 13:5-6)

## Thanksgiving

The renowned author of *The Greatest Story Ever Told*, Fulton Oursler, learned the lesson of a grateful heart from an African-American woman who helped care for him when he was a boy. Every time she sat down to eat, she would bow her head and say, "Much obliged, Lord." Oursler asked her why she did this, because the food was there for her to enjoy whether she gave thanks or not. She replied, "Sure we get our vittles, but it makes everything taste better to be grateful. Looking for good things is a kind of game an old preacher taught me to play. Take this morning. I woke up and thought, *What's there to praise God for today?* You know what? I couldn't think of a thing! Then from the kitchen came the most delicious odor that ever tickled my nose, Coffee! Much Obligated, Lord, for the coffee, I said, and, much obliged, too, for the smell of it."

Many years later, Oursler stood at the bedside of that woman as she lay dying. Seeing her in much pain, he wondered if she could still find something to be grateful for. Just then she opened her eyes. As she saw him and the others gathered around, she folded her hands and said with a smile, "Much obliged, Lord, for such fine friends."

(AMUNDSON from Pg. 1) The church is losing relevancy in the 21<sup>st</sup> century because we are not producing leaders and successors who are relevant to the culture and who know how to relate to this generation. Some of us have difficulty with changing the style of how we do church. Style has changed but not the substance of our beliefs. Methods are continually changing but our message never changes. We must as leaders evaluate what we are doing and where we are going. Are you willing to accept that your successor may not do things the way you did or like the same things you like? Can you trust God and them to stand on your shoulders and take the work of God further than you have taken it?

I believe that God gives grace to transitioning for change that will produce successors who continue to make our ministry a success.

## **Gratitude for a Mission**

PASTOR DANIEL HERNANDEZ  
WATER OF LIFE MINISTRIES  
NATIONAL BOARD MEMBER

A searching test of the quality of a person's inward life is finding what they are thankful for. Some are thankful when they can escape responsibilities, dodge hardships, or get away with little sacrifice.

The Apostle Paul is a man who is grateful that he has been called to a hard dangerous mission in which with all his heart he believes. There are a number of strands in his thanksgiving. He is thankful that he has been given strength for his ministry. "I thank him who has given me strength for this, Christ Jesus our Lord." (1 Tim. 1:12).



If God has called you he will equip you. He will not just call you to just leave you. If we would accept by faith the challenges of being in the will of God, we would find a sufficient power. A man who has discovered a source of spiritual power in Christ Jesus has grounds for thanksgiving.

Paul is also thankful that he has been entrusted with his high calling in spite of his earlier activity in opposition to the Christian cause. "He judged me faithful by appointing me to his service, though I formerly blasphemed and persecuted and insulted him." (1 Tim. 1: 12, 13). His past mistakes had been due partly to ignorance. Ever man can look back on certain decisions in which, with the best of intentions, he was wrong, and on certain occasions when he did wrong to other people though that was the last thing he wanted to do.

THE RISK OF BEING WRONG is part of the price we must pay for any decisive action, for we must frequently act on incomplete knowledge when we cannot see all the implications of what we are doing. Theodore Roosevelt once said that the only man who never makes mistakes is the man who never does anything at all.

Here, in the text, is one man's testimony that the grace of God covers even the wrongs done in ignorance. Saul the blasphemer can by the grace of God become Paul the apostle.

What is impossible for man is possible for God!!! The challenge before us is great but our God is greater. "Howbeit for this cause I obtained mercy, that in me first (first example) Jesus Christ might show forth all long-suffering, for a pattern (if He could work with me He can work with anyone) to them which should hereafter believe on him to life everlasting." If God could do it for Paul surely He can do it for you.



## **THE HOME OFFICE**

**Dr. Paul W. Todd, Administrator**

### **READ YOUR EMAIL**

People who promptly answer their email are among my favorite people. They're right up there with people who return phone calls and people who keep the Home Office apprised of address changes, email changes, cell phone changes and new contact information.

Here at the Home Office among the first things I do when I come into the office is to get online and to answer the email promptly. Anybody will miss one now and then, but email is now probably the most common way of social contact. I'm not talking about those cute forwards or those items in the spam file.



I want to pass along a plea to IMA members. **Read and answer your email.** Since we don't do much correspondence from the Home Office by regular mail, we rely on email. We also don't like to play "phone tag" so we email.

Please, when the subject line of your email has any reference to the IMA Home Office answer your email.

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