

BUCKINGHAM REPORT

**AN IN-DEPTH CRITIQUE BY AMERICA'S FOREMOST
CHRISTIAN ANALYZER OF THE ISSUES, PEOPLE, &
EVENTS AFFECTING TODAY'S SPIRIT-LED LEADERS**

YOUR NEXT TEN YEARS

The Kiplinger Washington Letter has projected the changes which they expect over the next 10 years--changes which will radically affect your church.

In planning for staff and building needs you need to look at some hard facts concerning growth.

There will be more young children, but fewer 15- to 29-year-olds. The largest increases will occur in the middle-aged and over-65 groups. In fact, there will be 50 percent more people in their 40s in 1995 than there are today.

Look for smaller households, more divorced people, older folks, and young unmarrieds with an increasing demand for condos, apartments and "manufactured" homes. The average price of a house is now \$85,000. In 10 years...\$145,000.

California, Florida and Texas will have rapid growth.

The fastest-growing metro areas will be: Raleigh-Durham and Charlotte, Columbia, Orlando, Tampa-St. Petersburg, Ft. Myers-Cape Coral, Ft. Lauderdale, Boca Raton, Austin, Dallas, San Antonio, Phoenix, Denver, Riverside-San Bernardino, Bakersfield, San Diego, Oxnard-Ventura, Sacramento, Las Vegas, Seattle, Portland.

Kiplinger says that in 1995, 80 percent of all wives under 45 will likely be earning income.

Also, whatever you can buy for \$20 today will cost \$34 in another 10 years.

What about schooling? Look for a steady increase in elementary school-age children. High school-age children will drop in number, as will enrollment in colleges.

If you have a Christian school you should install computer terminals NOW. Within five years nearly all schools will be teaching ABC's on computers.

If you live along the Mexican border expect little change until 1994. At that time there will be an explosive number of Mexicans flooding into the Southwest. It will be a near-panic situation as the population in Mexico expands twice as fast as employment.

In 10 years fiber optics will be THE communications technology. If you're building, you should consider wiring your new building with fiber cable--ready to receive TV signals.

The wise planner doesn't wait until the rain falls to start his ark. The animals in the jungle are already restless.

CHRISTIANS UNDER ATTACK IN ISRAEL

Project Kibbutz is under severe attack, both in Israel and by fundamentalists here at home. The ministry was founded 13 years ago by Art Carlson. It is not an evangelistic mission, but is dedicated to enlisting and discipling young people from America and other nations who agree to give a year of their lives in Israel living on designated kibbutzim across the country.

In January, Harold A. Sevens, president of the American Board of Missions to the Jews (ABMJ), severely criticized Project Kibbutz in a lead article in his magazine, The Chosen People. The cover story, titled "Christian Zionism's Candy-Coated Gospel," called the ministry of Project Kibbutz "foolishness," saying the ministry was a "subtle attempt of Satan to confuse the hearts and minds" of both Christians and Jews. The accusations came because Project Kibbutz is not dedicated to converting Jews. Rather, the more than 150 Christian young people living on the kibbutzim are there to "serve" the Jewish people and to be discipled by mature leaders who oversee their spiritual activity. Unfortunately, Sevens does not understand the ministry of Project Kibbutz, which is to teach young people how to live their Christian witness in the midst of a hostile society. While it is not an evangelistic agency, there is the constant prayer that Jewish people will see the Messiah as reflected in their lives.

While Sevens and the ABMJ were attacking Project Kibbutz for not being evangelistic enough, there was mounting pressure inside Israel to force Project Kibbutz out of the nation because it is too evangelistic. In late December Israel's largest newspaper, Ma'ariv, published a front page article calling for Project Kibbutz to be thrown out of the nation. The Interior Ministry has recently denied visas or work permits which are necessary in order for Project Kibbutz to remain in Israel. The pressure, it seems, is coming from certain religious factions outside of Israel, religious extremists inside Israel, coupled with slanderous statements printed in the secular press.

In late January the government detained in the Tel Aviv airport two Project Kibbutz leaders--David and Jenifer Hinders--who were re-entering the country after visiting the United States. Despite the fact Jenifer is seven months pregnant they were held 48 hours under virtual arrest, then released but given a week to leave the country. Several Christian congressmen made direct appeals to the Interior Ministry. The matter is now being decided in the Israeli courts whether to let Project Kibbutz leaders remain.

The issue is ironic, since Project Kibbutz is one of the strongest Christian pro-Israel organizations in the world. It points out the extreme pressures being instigated by the right-wing orthodox Jews in Israel who are not only anti-Christian, but anti-American.

YOUR BROTHER'S WATCHER

Here's a good reason for staying home on Friday and Saturday nights. Parade magazine reports that one out of every 10 cars coming toward you on these two nights has a drunk driver behind the wheel. On other nights of the week, one out of every 50 drivers is drunk.

DU PLESSIS UPDATE

David du Plessis, who will be 80 this month, is moving to Pasadena, California, to work closely with Fuller Theological Seminary which has established a special institute to preserve the pioneer work David has done in "spirituality." The seminary will archive all the papers and books from the venerable apostle's file and provide a means for his ministry to continue after his death.

MINISTRY TO SINGLES MULTIPLIES

Harold Ivan Smith, executive director of Tear-Catchers, a ministry devoted primarily to single adults, says there are now 60 million single adults in the United States. These break down into the following groups.

Never married	31,860,000
Divorced	12,300,000
Separated	2,950,000
Widowed	12,980,000

Singles make up the largest special interest group in any church. If you don't believe this, poll your congregation some Sunday morning as I did. But when you do, be sure to ask the people to stand group by group in the above divisions. Otherwise, many widowers and widows will not count themselves single--nor will a large number of divorcees. Smith recommends the use of the term "single-again." It helps remove the natural prejudice against divorcees in particular.

Smith sees the stress points for single adults in this order: (1) identity, (2) discrimination, (3) loneliness, (4) goal orientation, (5) financial, (6) sexual, (7) health, (8) mystique of marriage.

Smith's pastor's resource book for premarital counseling--called More Than "I Do"--is an excellent study guide. It is published by Beacon Hill Press of Kansas City and is available through Christian bookstores for \$4.95. For churches with "re-entry" classes, that is, classes for those who are divorced or widowed, I recommend Smith's A Part of Me Is Missing (Harvest House, Eugene, OR 97402, \$3.95).

Smith recently conducted a three-day seminar at my church in Melbourne, Florida. His Sunday presentation was outstanding, stirring our people and motivating them to meet the acute needs of singles in our congregation. I recommend his ministry to any church interested in starting or expanding a ministry to singles. He's also authored: Warm Reflections, One-Parent Families, and his best-seller Jason Loves Jane (But They Got a Divorce). His address: Harold Ivan Smith, Box 24561, Kansas City, MO 64131. Phone: (816) 444-5301.

MAKING YOUR CREDIT CARD SERVE YOU

More and more items can be ordered through the mail--and paid for with cash, check, money order or credit card. ALWAYS: When paying for a mail-order purchase use a credit card rather than personal check, cash or money order. Here's the reason. You can't always trust mail-order houses. Nor can you trust the postal system or UPS. That means you often order stuff and it doesn't arrive, or it isn't what you expected. If you paid cash or check you might be stuck, or at best, it will take a long time for a refund. If you used your credit card you can simply refuse to pay the credit card company (under the Fair Credit Billing Act) until the matter is resolved.

NO FREE LUNCH

First government, now public utility companies are saying the days of special services to churches are coming to an end. More and more city and county tax assessors are demanding that churches pay taxes on property which is not used "exclusively" for religious functions--which most municipalities define as "worship services." Now the public utilities are getting in the picture also. In Texas, the Texas Power and Light Company, which for years has given churches a special rate, has said "no more." The company's longstanding "religious worship rider"--which put churches under the much cheaper residential rate--has now been eliminated. Churches are now being billed as "businesses," paying the full commercial rate. Unfortunately, it seems to be a harbinger of things to come.

In this issue I'm SPOTLIGHTING . . .

THE SERVANT BOSS

Pastors do well to study the management techniques of successful corporation managers. In a recent interview with USA Today, Robert Townsend, the former chairman and chief executive officer of Avis Rent-A-Car who is famous for revitalizing his company in the 1960s, talked about the difference between autocratic leadership and "servant" leadership. He compared his leadership at Avis to the Israeli army where the officers lead the troops into battle, rather than sit behind desks and send others into danger zones. The best measure of a leader's success, according to Townsend, is how much time he spends with his office people and with the customers.

Translated into the pastorate this means the successful pastor should spend at least 50 percent of his time with his flock.

Too many pastors of large churches seem to feel they should limit their personal pastoral time to staff and leadership meetings. That's ironic, when my surveys show that most successful pastors of churches with memberships over 1,000 leave the actual management of the church in the hands of their staff. The pastor spends his time with the people of the community. When he does sit behind his desk (which is less than 50 percent of the time), it is to pray, study the Word, and seek God's leadership for the direction of the church--remember, this is the identical pattern used by the early apostles in Acts 6:1-4.

In his book Farther Up the Organization Townsend says the good manager carries water on his shoulders for his people.

Following this plan the pastor sees himself in partnership with his staff. He challenges them to make their department (music, education, youth, missions, etc.) the best department in the church--and to build the local church exactly as God wants it built. He then becomes what Townsend calls "the garbage partner," going out into the community and dealing with people--including not only his flock but community leaders as well, obtaining the "tools" necessary for his staff to complete their job.

What Are These Tools?

PEOPLE --People won to the Lord through pastoral evangelism. . .

- People set free through the pastor's ministry of deliverance. . .
- People filled with power for ministry as the pastor leads them into the baptism in the Holy Spirit. . .
- People with healthy marriages who are now ready to lead in small groups, visitation, or other church activities.

MONEY

- People who have caught the challenge of ministry will begin to give--generously.

PUBLIC RELATIONS--This is the natural result of the pastor's contacts in the community and throughout the flock. Junior staff members and those in specialized ministry, i.e., music, youth, singles, etc., are also good public relations people, but no one can do the job as well as the senior minister. He does not have to enlist, canvass, beg for money or even convince--all he needs to do is be there, representing the Lord and the church. He then reports back to his staff members who do the job of the foot soldiers.

Nobody does this better than Bernie May, director of the U. S. Division of Wycliffe Bible Translators. May is, in essence, the manager/director/pastor of the world's largest missionary organization. His "flock" consists not only of the more than 5,000 actual members of WBT scattered into the most remote regions of the world in more than 40 nations, but also the more than 100,000 regular supporters of WBT, most of whom pray daily for the ministry and make regular monthly financial contributions.

Since May took the position of director of the U.S. Division, the organization has had its largest growth in its 50-year history in volunteers, finances, and finished products--Bibles being translated. Yet his style of management is that of a water carrier. He spends at least 50 percent of his time out with the people--either in the jungles visiting with the translators and the jungle pilots, meeting with his leaders, encouraging his fellow workers, visiting Wycliffe supporters across the nation, or doing public relations in the community and the nation's churches. Much of his time is spent encouraging people. He listens to their problems, then turns them over to staff members. He also spends a large amount of time writing letters and articles with a positive, pastoral flavor. He knows the value of carrying water.

The pastor who spends his time carrying water while letting his staff do the work is actually managing in the finest of styles. This was Jesus' style. But it takes a secure man--one who is not threatened by his associates--to wash feet.

Rate Yourself as a Pastor

Robert Townsend has a leadership scale for managers. I have adapted it for the pastor of a large church in working with his staff. Score each characteristic from 0 to 10--10 standing for best.

[] 1. Available. If a staff member has a problem he can't solve, you are always available to help. You are forceful in making him do his best.

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[] 2. Inclusive. You are quick to let your elders and staff in on information or people who might be useful to them or stimulating.

[] 3. Humorous. You need to have something of the clown in you--laughing when the joke is on you. The greatest compliment your staff can give you is to play jokes on you, knowing you'll get a kick out of it--rather than kicking them for doing it.

[] 4. Fair. You are concerned about each staff member and are constantly asking how he is doing.

[] 5. Decisive. You are determined to get at those little, unimportant decisions that can tie up organizations for days.

[] 6. Humble. You admit your mistakes openly, learn from them and expect your people to do the same.

[] 7. Objective. You are able to distinguish the important from the urgent, and do not let urgent matters keep you from that which is truly important.

[] 8. Tough. You won't let outsiders waste your time--and you are constantly reminding your staff of the same principle.

[] 9. Effective. You teach your staff members to bring you their mistakes, and then you show them what to do with them without condemning them or making them feel worthless.

[] 10. Patient. You are willing to bite the bullet until your staff member solves his own problems.

If your total rating is below 50, you need to get to work--fast--on your managerial skills.

TRY THIS SOMETIME

"Before we get started tonight I have an announcement. Would the owner of the 1985 Rolls Royce Silver Cloud with the telephone, TV set, and clergy parking sticker on the bumper please stand up. . . . No, you're lights aren't on, I just want to know how you do it."

