

United Church of God *an International Association*

Robert Dick
Chairman

Clyde Kilough
President

Letter from the President August 4, 2005

Dear Brethren,

Most of you are probably aware that the administration of the United Church of God is managed under three main areas of operations: Ministerial Services, Media and Communications, and Finance.

I am very excited and pleased to announce some personnel and strategic moves in the area of Ministerial Services that are going to build greatly on the foundation established over the last 10 years.

First, the Council of Elders last Thursday, July 28, approved my request to have Jim Franks succeed Richard Pinelli as operations manager for Ministerial Services. Mr. Pinelli has held this post for nearly a decade, a remarkable feat in the modern history of the Church considering the difficulty of his job. I first heard from him the phrase often used to describe the developmental stages of our short history in the United Church of God: “forming, storming, norming and performing.” He and his wife, Mary, have been pillars of stability as we traversed these stages, their example and words often shoring up and strengthening many members and ministers.

The situations that made their way to Mr. Pinelli’s desk were inevitably the most difficult, demanding the most in terms of judgment, but his track record of consistency through four presidential administrations speaks volumes for his performance. I share with many the highest appreciation for that service. However, his service is not ending, but shifting to a new and important arena as you will read momentarily.

Now moving from the Houston, Texas, North congregation, Jim and Sharron Franks bring similar attributes to the office. Having been part of the Council and Ministerial Services team for years, Mr. Franks knows well the U.S. ministry plus many of the international elders. In counseling with many others and poring over all of the written requirements plus the intangible qualities needed for this job, his name consistently emerged as the one that fit the bill. We will see a smooth transition as these administrations change, which will allow Mr. Franks to quickly focus on the new challenges we are tackling.

Before announcing how this move leads to other individuals taking on new responsibilities, let me first explain the rationale behind these moves.

Caring for the disciples God has called is a core aspect of the Church’s mission. Pastoring and teaching are two major pillars that support that mission. The Council of Elders saw from our beginning the critical need to implement effective education programs, and everyone can easily look down the road and see that as pastors retire, we need well-trained replacements.

Let’s start with pastoral development. For several years now Ministerial Services has diligently worked to put leadership training and mentoring programs in place. Programs must be coupled with practical experience, however. In Cincinnati we see a perfect church area for training individual elders and their wives to prepare them to assume pastorates. It’s a large

congregation, active with programs for all ages, the base for the home office, of course, and Ambassador Bible Center. For the last few years Mr. Pinelli also pastored the Cincinnati East congregation. Now we are bringing another seasoned minister here to pastor Cincinnati East, plus mentor ministerial assistants (one at a time) brought here for pastoral training. We have already seen this work well in one case, and we know it will offer a very good way for steadily developing new pastors. We have asked Lyle Welty, the pastor of Cleveland, Ohio, and his wife, Margie, to move to Cincinnati to assume that new duty. Mr. Welty will continue with his regional pastor duties as well.

Taking the Weltys' place will be Doug and Janel Johnson, who currently serve the Mansfield and Canton, Ohio, congregations. Chris and Angela Moen will be moving from Jacksonville, Florida, to replace the Johnsons.

Training one pastor at a time, though, is not enough. So, in addition, Mr. Pinelli is being asked to work on developing and implementing a program to train the trainers. That is, to help pastors in the field be better equipped to develop the leadership skills of members in the local congregations or regions. We know already of young men and women who are committed to God's way, who have a heart of service, but need focused training and opportunity to grow. We know already of elders and other spiritually mature members whose leadership potential could be accelerated by effective training. However, such mentoring is a skill, and Mr. Pinelli's focus will be on helping pastors develop this skill set, to help them be more effective in this realm. The material he puts together will undoubtedly be of great use in many of the international areas as well, where we face serious manpower shortages.

As Christ instructed in Matthew 9:38, we must "pray the Lord of the harvest to send out laborers into His harvest," but we must also do all we can to pass on the knowledge we have gained to help them bear greater fruit in a more timely manner. The harvest belongs to God, and being called to serve in that harvest is a great responsibility. Mr. Pinelli has mentored over 35 trainees in his career and is very enthused about this new job. His work in this area is going to bear good results for years to come.

Now, back to the other pillar of caring for the Church—continual education in the ways of God.

Seeing the crying need for recapturing the truth through effective teaching, in 1996 the Council of Elders established the framework for the education efforts we see today. In the beginning the Council outlined four areas of education (general, focused, youth and ministerial) and assigned the responsibility for organizing the various programs to Ministerial Services. Each module was under the direction of a senior minister who coordinated teams of men and women whose efforts bore a lot of good fruit. Larry Greider (Doug Horchak was the original chairman of this group) and his team developed a first-class summer camp program and youth education initiatives; Don Ward and others worked on ministerial education; Jim Franks and his team developed material for general education; and Dennis Luker and John Cafourek developed material for focused education. Due to an enthusiastic beginning, the sheer volume of material these groups has produced has grown from a stream to a flood, often expanding beyond what they originally envisioned.

Roy Holladay convened a conference on education in March 2004 to review and discuss the need for better coordination of all these efforts. The fact that 20 people were present

illustrates the scope of our work. We heard reports on 14 separate programs covering ministerial education, the ministerial candidate program, youth education, Sabbath schools, youth camps, teen Bible study guides, *Vertical Thought* magazine, United Youth Corps, young adult weekends, general education, focused education, Ambassador Bible Center, the Council's own education committee, the Godly Leadership Task Force, to say nothing of our various media projects including the Bible Reading Program, *The Good News*, booklets, *Bible Study Course*, *United News*, *World News and Prophecy*, *Ministerial Quarterly*, *Youth Camp Magazine*, *Anchor* and doctrinal study papers! And many of those areas contained subsets of educational programs.

Many zealous people around the world eagerly worked on developing these programs, all of which fill needs and knowledge gaps. However, in striving to provide this "cradle to grave" education, the breadth of our labors has mushroomed to where we face problems of overlap, duplication and difficulty in assessing effectiveness.

We need better synchronization and evaluation, and that requires a new, full-time position of education program coordinator to work within the structure of Ministerial Services. A couple that brings the necessary organizational, management and people skills to the table is Dave and Linda Register, who have accepted the request to move to the home office from Los Angeles, California. Mr. Register currently is the regional pastor for the Southwest Region, pastors the Eagle Rock, Bakersfield and Fresno, congregations, and has chaired the General Conference of Elders organizing committee for the past three years. In his new role he will now be one of the members of the Ministerial Services team under Mr. Franks (the others will be named later).

Taking the Registers' place will be Larry and Bonnie Greider, currently pastoring the Collinsville, Illinois, congregation, and regional pastor for the Central Region. Mr. Greider will also assume the responsibility of regional pastor for the Southwest Region. Vince and Carol Szymkowiak will add Collinsville to the St. Louis and Rolla, Missouri, circuit.

In another area that affects our education programs and Ministerial Services, Dave Johnson and his wife, Becky, will also be relocating to Cincinnati where he will assume dual duties of teaching the Epistles of Paul at ABC and working for MS. The Johnsons currently serve the Cape Girardeau and Poplar Bluff, Missouri, and Paducah, Kentucky, congregations. Mr. Johnson has been a guest instructor at ABC and has often made presentations at ministerial conferences. He brings excellent teaching and research skills into the classroom setting.

Rick and Angela Beam will transfer from the Gadsden and Huntsville, Alabama, congregations to replace the Johnsons. Bill and Carolyn Winner, who are now in the process of moving to Birmingham, Alabama, will add Gadsden and Huntsville to their new duties.

Most of these moves will not be put into motion immediately due to the heavy summer schedule most pastors have. Most of the pastoral moves will occur just before or after the Feast of Tabernacles, and some of the relocations to the home office will occur in November or early December. A few other moves to fill vacancies remain to be settled, so further announcements will come once they are confirmed.

I have greatly appreciated the team effort that has gone into developing these strategies. The exercise of defining the Church's needs, creating the plans to fill them, then finding the right people to carry them out and doing it all in an atmosphere of consensus, has been invigorating. Making plans on paper is one thing, and seeing them fall into place is another. Seeing how

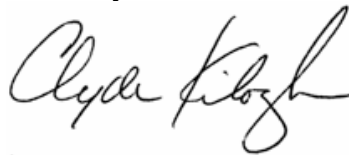
everyone involved has graciously and humbly accepted the new tasks asked of them has been inspiring. And seeing how many members in congregations have responded—in many cases expressing their disappointment at losing loved ministers and wives who have served them long and well, yet encouraging them to go where the needs are—has been heartening.

Much of the activity in Ministerial Services the past month has centered on these moves. By the time you read this letter, we will be well into another arena of important decision-making with Media and Communications Services regarding preaching the gospel to the world. Nine men have gathered here Wednesday and Thursday, August 3 and 4, for production planning for developing television programs and Internet material. It won't be long before the lighting, sound, video, set and editing equipment will be installed in the new media center. Those are only tools, though. The big challenge is to convey the most important message the world can receive, the good news of the coming Kingdom of God! These production meetings are very important, for we need to make some big decisions: the name of the program, presenters, program format, content categories and subjects to cover, the recording schedule for the next 12 months, selection of guests, doctrinal review process and how to measure effectiveness. It is a full agenda, and we really appreciate your prayers for God's guidance in our planning.

I am very enthused and confident that all of these new developments will produce fruits for years to come—for the Church in caring for the disciples, and for the world that so desperately needs answers, hope and the understanding of God's way of life. This message is so important that we need to figuratively "shout it from the housetops!" Christ told the disciples as He sent them out to preach, "Whatever I tell you in the dark, speak in the light; and what you hear in the ear, preach on the housetops" (Matthew 10:27). We have the technology now to "shout it from the desktops" into the farthest corners of the world, and we are going to work as hard as we can to walk effectively through the doors God opens.

We never take your support and prayers for granted. Simply put, but deeply felt—thank you!

Sincerely, in Christ's service,

A handwritten signature in cursive script that reads "Clyde Kilough". The signature is written in black ink and is positioned below the typed name.

Clyde Kilough