



From Sprint to Marathon: CBF-LA Disaster Response *Using Our Gifts*

Dr. John Goodwin recently praised his congregation at Broadmoor – Baton Rouge for the monumental efforts undertaken to minister to hurricane victims. Such sentiments should be soundly seconded for similar congregations throughout the state. (Alliteration is so tempting for Baptists.) Unprecedented destruction has yielded an unprecedented response.

Goodwin also reminded his fold, and now

the rest of us, that life (and ministry to evacuees) is not a sprint but a marathon. Much of the early ministry activities felt like a sprint. Now longer term efforts require thoughtful,

systematic work. Reid Doster, CBF-LA Disaster Response Coordinator, has put together a plan and is actively bringing it to fruition through the help of 134 volunteers so far, from 13 states (including "The Chain Saw Girls" of Kentucky) and Canada. Cash and other donations currently valued at \$76,090 and increasing have also been received.

In weighing our initial disaster response options, CBF-LA made a conscious decision to

cross racial, religious and economic lines to relieve human suffering among the most needy, neglected and forgotten in St. Tammany Parish. At that time, no one but emergency personnel was allowed to enter Orleans, St. Bernard or Jefferson Parishes. The targeted population became a cluster of thirty plus Creole families residing in a low lying, heavily wooded section of Lacombe, Louisiana.

This area suffered extensive damage from high winds, fallen trees and flooding, but

enough remained standing to provide a basis for rebuilding their sense of hope for a better future. With the homeowners' written permission, assessments were conducted to identify the extent of damage to their dwellings. Some conditions were appalling and clearly uninhabitable. We assessed only those homes that were uninsured or grossly underinsured.

As of November 4th, 32 homes have been assessed, cleared of debris, gutted and disin-

fected. As available, a few families have been given rebuilding materials, bedding, furniture and appliances. An additional 18 home sites have been cleared of trees and debris. In this journey a number of partnerships have developed with local African American congregations, other denominational groups, other state fellowships, private non-profit groups like Rotary and Habitat for Humanity and just ordinary folks.

A second phase has begun which includes church to family adoptions and church to church adoptions. These are long term covenant commitments to truly walk along side, giving significant assistance in helping families and churches in restoring buildings, lives and dreams.

Many uncertainties lie ahead, yet we serve a God who knows no compassion fatigue. Reid requests your prayers for discernment through this process. He can be reached at 985-674-0994 or 985-222-6900 and reid_doster@hotmail.com.



Reid Doster and two friends.



Don't get in the way of women at work.

CELEBRATING GIFTS

Holiday Issue Going Charismatic:

Gifted? Blush. Me? Yes you are. We give thanks this month for gifts and next month ponder God's gift of taking on human flesh to walk with us.

Look at the gifted folks around us, like those called out and used in response to disaster. We welcome a new coordinator and honor a coordinator now emeritus. A gifted theologian blessed us with insight at the Staggs-Tolbert Forum.

Two volunteers go every year to China where the Gospel is exploding and the church is rapidly growing, in a place where 40% of the Baptist Pastors are women. Should we be surprised? Page 8 has a picture of Shirley Crump with one so gifted--Pastor Wang. We also celebrate gifted Romany partners.

Equipping us to use our gifts is an essential task of the church. See how one church is doing it through teams. Retired missionary Norma Young shares her gift of drawing and wry humor to remind us of gifts not worth chasing. And we note the passing of John Claypool who taught us life is gift. Listen carefully for the Spirit, your gifts are being called out.

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John Daugherty
CBF-LA Coordinator

On a Whirlwind Month

What a month! We arrived in Pineville around noon on Sunday, October 2 and it has been a whirlwind of activity from that moment on. Let me summarize and that will also update you on what is happening in CBF-LA.

I've been to the hurricane response area four times. The first trip involved meeting all the leadership in the area at the time. **Reid Doster** has been providing the coordination efforts for the response for CBF-LA and has done a wonderful job of learning and mastering disaster response. **Paul Thibodeaux**, the CBF national advance team leader for Louisiana was there along with **Don Savoy** from Canada and **Ronnie Adams** from NY City. They have been working with Reid in coordinating our response and in helping to organize those efforts. On Tuesday, Oct. 25, my last visit to the area, we were able to add six more families in the **LaCombe** area to assist with clean up and to help arrange for church-to-family adoption. The clean up effort has gone faster and more efficient than anticipated, so we have been able to expand our work.

Another exciting development happened on that visit. Reid and I met with **Rev. Dr. Ducre**, pastor of **Starlight Missionary Baptist**

Church in Slidell. By our assisting Dr. Ducre we will be able to assist in church-to-church adoptions of **Starlight** along with up to another four African American churches in the area. God is blessing our efforts by helping to take down barriers of race and denomination and allowing us to be peacemakers in the rebuilding of families and houses of worship.

On Sunday, October 16 Phyllis and I had the great privilege of joining **St. Charles Avenue Baptist Church**, New Orleans for worship – their first since the storm devastated that city. It was a privilege to join that family of faith in their reunion, celebration, and worship of our gracious Lord. Forty to fifty were anticipated, over 95 were present! There were just a few of us who were not members there, so it was truly a time of reconnecting and sharing stories and healing and communion.

In addition to St. Charles Ave. Phyllis and I have visited **Emmanuel in Alexandria**, **First Baptist in Shreveport**, and **Pineville Park in Pineville**. Our goal is to visit all our supporting churches over the next several Sundays. In November we plan to worship with **Zachary Community Church in Zachary**, **First Baptist in Wimsboro**, and I will be preaching at **University Baptist in Baton Rouge** on the 20th.

We enjoyed our first **Stagg-Tolbert Forum** and the lecture by **Dr. Fisher Humphreys**. What a tremendous gift we have to offer our state by presenting recognized scholars in a forum setting with both lecture and discussion. It was a real pleasure to address our Fellowship for the first time officially at that meeting and to participate in the "thank you" and recognition

of the years of leadership given by **Lynn and Edith Hawkins**. They have left a good foundation from which to continue to build this great Fellowship.

I have been in **East Carroll and Tensas Parish** twice this month. Lynn introduced me to many of the important contacts we have in those areas of ministry. I am beginning to gain a sense of the needs and the dreams of the folks who live there and dreams are starting to form. **IMMEDIATE NEED:** the walking path at the hospital in Lake Providence has been completed and they are ready for us to follow up with our commitment to do some landscaping for the project. I will be working with the Missions Committee to move on with this project. So those of you who have green thumbs and who are good landscape planners be preparing your tools and your imaginations. We need to move on this quickly.

I could go on, but I am running out of space. The greatest privilege and experience we have had and are continuing to have is in the meeting and developing of relationships with our new family, the Fellowship of CBF-LA. We are nearly settled in our new home and are looking forward to having you come see us. Here is a prayer concern: the leadership of our Fellowship met November 12 to begin the process of restructuring our organization. Pray that God's presence will be strong and that together we can envision a greater and more efficient and effective CBF-LA. God bless you and the ministry wherein you find yourself. Phyllis and I covet your prayers as we continue to meet you and as we work along side you in the ministry and mission of CBF-LA.

Biblical Forum Hears Gifted Theologian ~ Fisher Humphreys Honors Lynn and Edith Hawkins For Years of Service



When merely showing up could have been declared a victory given the hurricane aftermath and folks stretched ministry thin, the hearty crowd attending the 2nd Annual Stagg-Tolbert Forum for Biblical Studies at Broadmoor in Baton Rouge, October 8, instead brought enthusiasm and thanksgiving.

Unique among state fellowships, the Forum is a lecture series honoring two



Gathered at Forum from left to right: **Lynn Hawkins**, Coordinator Emeritus, **Malcolm Tolbert**, Forum namesake, **Fisher Humphreys**, Forum speaker, and **John Daugherty**, CBF-LA Coordinator

Louisiana Bible scholars, Dr. Malcolm Tolbert and the late Dr. Frank Stagg. Making excellence in Biblical studies accessible to the lay person is the series goal.

Dr. Fisher Humphreys, theology professor at Samford's Beeson Divinity School spoke in the morning on *The Southern Baptist Theological Heritage* and in the afternoon lectured on *The Trinity*.

In his trademark style of utter clarity, Fisher laid out the different streams of our Baptist heritage giving context to changes of recent years, yet also taking the long view in terms of being ever open to new movements of the Spirit in our fellowship. He also led listeners through the historical Church's growing understanding of God as triune being and the richness of this doctrine for us today.

Much of Fisher's thought on these topics can be found in his books *Thinking About God* and *The Way We Were*. Audio recordings of the lectures will soon be at cbfla.org.

At the lunch break Vice Moderator Jay

Hogewood spoke for the entire CBF-LA family in expressing gratitude to Lynn and Edith: "For the way you have served as a pioneer in Louisiana and for your clear expression of God's grace in Christ, we are thankful...We benefit from your energy and commitment. And in years to come, we will remember that by your faithful service God has begun a good work and will see it through to completion."

Dear CBF-LA Friends,

I will never forget your love expressed in recognizing Edith and me for our ministry to CBF-LA. Jay Hogewood's words touched our hearts as well as the beautiful plaque and the gift certificate. (A gift that will help me in my hobby: carpentry.) May God bless each one of you. Our prayers are always with you. Please pray for me as I seek to love and rebuild a struggling congregation in Ruston.

Sincerely, **Lynn Hawkins**

NEW EMAIL ADDRESSES:

Lynn: lehawkins@cox.net

Edith: emhawkins@cox.net

Shirley and I have taught English in China for nine summers. This work is an outgrowth of an English class Shirley has taught at our church for about 20 years. The main qualification for teaching English is simply a good command of the English language. One doesn't need to speak Chinese. Teaching English not only serves the Chinese people by providing a service to the Chinese that they want and need, it is a marvelous opportunity for interacting with Chinese

ment officials who were in charge of our program.

Over the years we have been extremely blessed by the people we have met in China – some Christian, some not, many of whom we still keep up with.

We remember Tom, the student I chose in 1996 as the monitor in my class because he was the oldest at 27 years, who, four weeks later in front of 700 people, ran unabashedly down an auditorium aisle and onto the stage with tears streaming down his face to envelope both Shirley and me in bear hugs and declare us to be his "American mom and dad". Tom and his wife have since become Christians and migrated to Vancouver, where we have visited them on several occasions.

We remember Pastor Ma, who was Shirley's student, and whose church had a training center where we taught English to church leaders from all over China. We could never understand how she was able to perform her demanding duties with such aplomb and with such a radiant smile on her face.

We remember Pastor Gu, the senior pastor of a church in Hangzhou that has a new auditorium with a capacity of 7,000, and whose sermons are translated every Sunday into five languages. For six weeks in 2004 this humble man of God was a student in my English class, where he struggled with other pastors and seminary teachers to master English.

We remember Carl, our student in 2000, who, as a high school student, was one of the leaders in our school, if not the most well-behaved. Last month we received an email from Carl that said in part "I'd be so happy to tell you that I've joined in my school church! I LOVE IT!!! ... I've learned a lot about God!... Please give us your blessings!"

I remember the man who ran a small liquor store behind the church, who had spent years quietly studying English on his own, and who became my friend.

We remember my student, Pastor Li, who pastors an influential church near the seminary in Nanjing, and who, when asked by college students if he preached just to receive money, told them about his blind father who, during the Cultural Revolution, refused to renounce Christ when a policeman put a gun to his head, who refused on seven occasions to tell the Red Guards where he had hidden his Bible, and who sold his blood in order to provide for his family, just, according to Pastor Li, "like God showed his love by allowing his Son to give his blood for the world."

We remember my student, "Janie", from 1999, who was from a village from which where no girl had ever gone off to college, and who was allowed to be the first only after her grandmother spoke up for her. Last year I received an email from Janie that said in part "I

have been looking forward to hear from you for more than a year ... I have graduated from the university. I got two high prizes both from the province and school for being an excellent student. I have already been busy with my graduation thesis for Master's Degree." Her grandmother must be proud.

We remember Pastor Wang, and the Bible school in Xian where



Volunteer Gifts in China
by Dr. Kenny Crump

Kenny Crump serves as CBF-LA treasurer. A deacon at Temple Baptist in Ruston, Kenny has a PhD in math, was previously a professor at Louisiana Tech and is actively involved in cancer research.

and sharing the love of Christ.

Most Americans seem aware of the breathtaking changes that have taken place in China in the past 10 years. One only has to visit a local store to see the extent to which America is dependent upon imports from China. China is using their new wealth to invest heavily in things like infrastructure and education. It has even been said that this will be the "Chinese century".

Tragically, most Americans seem to believe there is systematic, widespread suppression of religion in China. Although we do not question the veracity of reports of religious repression in China, we know there is another side that most Americans are not aware of. When people hear we have been to China they often ask if we are smuggling Bibles. Our response is, "Why would we want to do that?", since Bibles are widely available in China – in all churches and, increasingly, in other public places. More Bibles are distributed in China each year (legally, I should add) than in any other country except the U.S. A friend now living in China reported recently that religious materials are now on sale in his city in a variety of places, including the airport (the Bible), the government bookstores (sayings from the Bible and stories of Jesus), and in a recently-opened Christian bookstore that sells Chinese versions of James Dobson books and Rick Warren's *The Purpose Driven Life*.

One of the greatest blessings we have in China is worshipping at a local church. Even though we can't understand the message, we can feel the Christian love. This past summer the local pastor used our presence as an opening to witness to our students and to the govern-

"Pastor Li...when asked by college students if he preached just to receive money, told them about his blind father who, during the Cultural Revolution, refused to renounce Christ when a policeman put a gun to his head, who refused on seven occasions to tell the Red Guards where he had hidden his Bible..."

A lady sits in sorrow. Her mother died during the storm. There was no service, only a quick cremation. This lady's world is in shambles. Katrina's flood and winds took everything. I ask: "What are you doing?" She responds: "Oh, just sitting here waiting for whomever, whatever, whenever."

The Cooperative Baptist Fellowship of Louisiana has completed assessments on twenty-nine homes in Lacombe, Louisiana, that need to be gutted, disinfected and repaired. Our mission is to reach out across racial, religious, socio-economic and cultural lines to help the most needy, neglected and forgotten. The homes selected either have no insurance or are grossly underinsured.

Lacombe is reputed to be the oldest colony in Louisiana, probably pre-dating modern Europe. The Creole people in Lacombe are a mixture of African, American Indian, Spanish and French blood. Property ownership became symbolic of their freedom from slavery and economic exploitation. Their land has been passed down through many generations. What follows is a brief introduction to four of these courageous souls, who are appreciative of any assistance we might offer.

Thelma Batiste lost her husband on July 21st of this year. Five weeks later, Hurricane Katrina mercilessly bore down on her world, rocking it even harder. Now, Thelma's house is in shambles. Her refrigerator barely cools and the microwave occasionally catches on fire. The other appliances, along with bedding and furniture, are heaped into a pile in Thelma's front yard. While trying to put her life back together, she faithfully tends to her daily job of baking bread and pastries at the local elementary school. She is residing with a daughter who has somehow managed to cram sixteen other evacuees into a small home. Thelma has received FEMA checks in the amount of \$64.73 for home repairs and \$604 for rental assistance. She walks around holding the FEMA letter in her right hand, looking bewildered and overwhelmed.

Ervin Batiste is an older gentleman with severe arthritis and diabetes, who manages to get around in his motorized wheelchair. The storm brought several feet of water into his home,

Mr. Ervin Batiste



Mrs. Thelma Batiste



Race

God knows our name,

everything wet, down to the studs and bare floors. In fact, much of his plywood sub-flooring will need to be replaced.

Allyson Ducre was a sad little girl, crouched beneath the remains of a kitchen counter, doors ripped off, paint peeling, countertop warped. Most of the mud had been hosed away, but the room was permeated with the smell of swamp water. I sat on the floor next to her. With dejected eyes, she explained: "My dolls are broken. One is missing her head, and legs came off two more." "May I help you?" I asked. She nodded. We reconnected

the head of one and leg of another. The second leg was a challenge and, when squinting forced me to pull out eyeglasses, Allyson laughed. I thought: "Lord, please help me fix this thing." It was all so metaphorical. Katrina's tidal surge had swamped Allyson's world. Everything felt broken. She was in pieces, dazed and confused.

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Allyson Ducre

leaving everything covered in mud. He and his wife escaped to their daughter's home, but when Ervin saw the overcrowded conditions there he slept in his truck for five nights, finally to be taken in by a niece. Toxic mold quickly overtook his home, but a group from The Cooperative Baptist Fellowship has removed

When the second leg was reattached, she smiled in amazement. I gently reassured her: "Allyson, we're going to do more than this. I'm not sure how, but we're going to do more." Since then, the Cooperative Baptist Fellowship has provided her family with all new bedding, some new furniture and help with new insulation and drywall. Allyson no longer sleeps on the floor, neither do her

Mrs. Bertha Casnave

Rev. Shovie Ducre



Lacombe cares about our story.

Disaster Response Coordinator dolls. A Roman Catholic friend gave a brand new doll house to a Presbyterian friend who passed it along to me for Allyson. A sad little girl now smiles again.

The **Reverend Shovie Ducre**, pastor of Starlight Missionary Baptist Church, Slidell, is a resident of this flooded Lacombe neighborhood. His was the first home Cooperative Baptists cleaned out. A kind and gentle soul, he carries a heavy burden for his people. He sits on the bed of his pickup, under a sprawling oak tree, cleaning off what tools he could salvage and forcing a smile as he looks over the rubble. He and his wife lost everything in their home. The house stands empty. The floors have been removed. His church was also damaged. The membership is scattered geographically, but united spiritually. They have set up a tent as a distribution center to those in need. He is a source of inspiration and encouragement.

Bertha Casnave, an elderly lady, agonizingly attempts to wash moldy laundry in a washing machine that does not work. A garden hose runs from her house to the broken washer that strangely stands alone in the yard. Bertha struggles up and down with a plunger to work the suds into her clothes, then hangs them onto a line to dry. She has lived in this home for forty years. The floors are rotten and unsafe. Her bathroom was full of mud from Katrina, but Bertha just hosed it out. Black mold is taking over. She has the door to her stove open, with hope it will dry out and become usable. All other appliances, furniture and bedding are gone. Her roof blew off, but has been temporarily patched by a group from the Cooperative Baptist Fellowship. She stated: "I come here early every morning and stay for hours, in case someone comes along to help. I hope I hear something before cold weather sets in." Cooperative

Baptists are buying Bertha a new washing machine, among other things.

As a Licensed Professional Counselor and Licensed Marriage and Family Therapist, I have witnessed emotional and spiritual pain as well as physical loss in my role as CBF-LA Disaster Response Coordinator. These people are experiencing the cumulative effects of extreme environmental destruction. They've lost their homes, valued possessions, neighborhood and community. Communication with extended family is difficult. Support systems are strained due to intense emotional demands. Sleep deprivation, extreme fatigue and health concerns are taking a toll. Many complain of physical aches and pains, insomnia, and feelings of helplessness. They exhibit symptoms of confusion, disorientation, reluctance to be alone, prolonged sadness, or overwhelming self-doubt. For some, disaster stress has revived memories of prior trauma, intensifying pre-existing social, economic, spiritual, psychological, or medical problems.

Thank you for any assistance you might offer these desperate people.

YOU CAN HELP NOW!

1. Pray daily for this ministry.
2. Give financially.

Send checks to: *CBF-LA Disaster Response*
8646 Ridgemont Dr., Pineville, LA 71360
or give online at: www.thefellowship.info

3. Go as a volunteer.

We welcome all short-term, rotating, volunteer crews, with the following understandings:

- * *Volunteers must be coordinated through the office of Timothy Wood, CBF Volunteer Coordinator, twood@thefellowship.info, (800) 782-2451;*
- * *Volunteers are required to obtain a Certificate of Insurance, purchased online at www.aaintl.com (\$.75 per day);*
- * *To plan for accommodations and meals, we need to know one week in advance the number of males and females in your crew;*
- * *We also need to know if anyone in your crew possesses specific skills, e.g. carpentry, plumbing, electrical, sheetrock, finishing;*
- * *Work is scheduled for Monday through Friday. It is helpful to know the approximate time of your arrival and departure.*
- * *All crews should make an effort to attend the Monday morning team meeting, held at our partner church:*

New Covenant Presbyterian Church
4375 Highway 22, Mandeville, LA 70471
Phone: (985) 626-4375.

Housing accommodations with breakfast and dinner (Monday-Thursday) are at New Covenant. Feel free to arrive on Sunday evening, although we do no clean-up work on Saturday or Sunday.

4. Church-to-Family Adoptions and

Church-to-Church Adoptions Contact Reid for info at 985-674-0994 or 985-222-6900

At University Baptist Church (UBC) in Baton Rouge, we are in the second year of implementing our various ministries using Ministry Areas and Ministry Teams. Our old structure of departments and standing committees has been completely replaced. This has been a learning experience for all, and our main regret is that we didn't make the change sooner. It has required a significant adjustment in the way we organize and manage ministry activity.

Basic Principles behind our Team-Based Ministry (TBM) are:

A. Trust the people. At the heart of TBM is trust that team members will use their gifts and talents for the common good to accomplish the mission of the church, and that people closest to a ministry know what is best for that

GIFTED TO SERVE: TEAM BASED MINISTRY

by Dr. Ron Perritt

of a ministry area can adjust spending among the line items in its budget within limits. Deacon approval is required for changes outside these limits.

Perhaps the greatest benefit of this Team-Based Ministry concept is the sense of empowerment felt by the congregation. Areas make their own decisions about what teams are needed and their goals, recruit members for these teams, prepare and administer area budgets, and plan activities. Areas that do discipleship training and Bible study have their own literature budget items. They decide what is most appropriate and can choose the supplier. Being able to take part in these decisions gives the participants a sense of ownership in the area. Our church accounting and reporting system reflects the church budget so each area gets monthly reports on its spending. Never have we had so many people watching the budget so carefully!

This type of bottom-up rather than top-down decision making has led to more people becoming involved in ministry because they feel that their voices can be heard and they can make a difference in how things are done. People are encouraged to get involved in a ministry about which they are passionate. This has resulted in the emergence of many people with talents, abilities, and leadership skills who had not been actively involved previously. In our old committee structure, people were usually asked to serve for three years. This discouraged some who didn't feel they could commit for that length of time. In TBM, a person serves as much as he or she can, with no set time commitment. A person may also serve in more than one area and on more than one team.

A good example of the flexibility of TBM is our recent participation in the Rural Poverty Initiative. When this program was announced, the pastor asked if anyone was interested in this type of project. For us, this was primarily community service. Several people expressed a desire to work on the project. They organized themselves into a team, communicated with the church family and put together more than 200 book bags filled with school supplies within a few weeks. Another example is the hurricane Katrina relief effort that began with a few people working out of our church without electricity. A team formed spontaneously and grew as the relief effort expanded. We collected supplies, sorted, and distributed them to individuals and shelters in the area. We now are housing volunteer Red Cross workers at the church. Team membership changed as needed and operates with minimal guidance from the deacons or church staff.

One of the interesting byproducts of our TBM is the effect on our church budget planning and presentation. The budget is now divided into two parts, ministry and church operations. The ministry part is subdivided into nine major sections, one for each ministry area, with the appropriate line items for each area. Minister compensation is included in each area as appropriate in order to show how much of our church resources are allocated to each area. When we presented this last year, several people commented that this was the first time since they had joined the church that they understood the church budget.

Education is an ongoing activity, especially for new members and those not actively involved in TBM. Some experts say it takes several years to get

"...founded on permission-giving rather than rigid hierarchical control...[TBM] encourages resourcefulness, creative thinking, initiative, risk taking and spontaneity."

ministry. Our TBM is founded on permission-giving rather than rigid hierarchical control. This encourages resourcefulness, creative thinking, initiative, risk taking and spontaneity.

B. Tie the ministry structure directly to the church's mission statement. Our mission statement addresses the need for worship, discipleship training, outreach, and community service. We have nine Ministry Areas, Worship, Preschool/Children, Youth, College, Adults, Community Service, Missions and Outreach, Church of the Nations (a mission church for international LSU students) and Support (which includes such functions as transportation, church-wide fellowships, and operation of the church library).

C. The Deacons are responsible for implementation of the church's mission statement. They serve as a "Steering Team" that works with the staff and lay leaders of the Ministry Areas to do strategic planning, resource allocation, budget planning, and overall coordination for all Ministry Areas. At least one Deacon serves on the leadership team for each area. The goal of the steering team is coordination, not control.

D. Ministry Areas are generally organized according to the target groups they serve and their goals should clearly reflect the primary focus of that service. For example, the Missions/Outreach area targets people outside the church family with a primary focus of evangelism and enlistment. The Community Service Area also targets people outside the church family, but the primary focus is not evangelism, but simply showing God's love to those in need. One activity of the Community Service Ministry Area is "adoption" of a local elementary school serving children from low-income families. We currently have well over 200 people involved in reading with the children each week, tutoring in math, encouraging the teachers, etc. If someone asks a question that provides an opportunity to witness, we can take advantage of it; however, the primary task is service, not evangelism. Each area has one or more Ministry Teams.

E. Ministry Team goals should be clearly defined and expectations of the members of the team should be clear. Teams are groups of people who have a shared vision and passion. Their effectiveness is largely dependent on personal relationships. Length of service on a team is not legislated. Teams may form spontaneously for a special purpose and then disband when the purpose is complete. Teams are a means to the end, not ends in themselves.

F. The minister is hired to equip and empower the lay members to do ministry and acts as advisor, facilitator, coordinator, and mentor to the lay leadership. When a minister works in a Ministry Area, he/she is not hired to do all the ministry for that area. Consensus building through open discussion is the preferred way to reach decisions.

G. Don't be too specific in the bylaws. Our church bylaws give very general guidelines for formation of a ministry area or ministry team, their functions, and structure. The nine areas listed above are not specifically. This gives the deacons flexibility to modify the structure as needed. The bylaws do specify the autonomy of a ministry area and under what conditions it needs approval from the Deacons to act. For example, the leadership



Ron Perritt is Chair of Deacons at UBC. He was formerly a professor at LSU and has a PhD in electrical engineering.

"A church that teaches all Christians have spiritual gifts should feel obliged to provide the maximum opportunity for its members to use those gifts."

this type of system working smoothly. While no system is perfect, we feel that TBM provides many more opportunities for the congregation to become personally involved in implementing our mission statement. We believe this is consistent with Jesus' desire that we all be active players and not merely spectators. A church that teaches all Christians have spiritual gifts should feel obliged to provide the maximum opportunity for its members to use those gifts.



Romany Mission

Keith Holmes & Mary van Rheenen
romani-bible.org

CBF's 2005 Global Mission Offering emphasis includes this story of Louisiana Romany Partners Keith and Mary written by Carla Wynn.

Keith Holmes and Mary Van Rheenen, as CBF personnel serving among the Romany (Gypsy) people, develop and coordinate resources for various ministries across Europe. These include the Scriptures in multiple media, as well as other materials to assist the Romany as their faith develops and congregations form.

Each holding a graduate degree in anthropology, Keith and Mary have adjusted well to the linguistic and cultural mosaic reflected in Europe as a whole and among the Romany in particular. Their children attend Dutch school, while they relate to an entirely different set of cultures among the Romany, who comprise at least 20 distinct groups.



Keith making Scripture recording



Romany mother with children

Some are identified by their language, others by their location and still others by their occupation or religion. Strict internal laws among some of the Romany dictate with whom they may have table fellowship and what makes one unclean. Others elsewhere on the continent have almost abandoned their language and old customs. Addressing the needs among such diversity remains one of

the biggest challenges.

"To date," says Mary, "Keith has been involved in recording projects in three different languages or dialects, but he anticipates involvement in many more."

Keith lives for those moments, such as he experienced among the Sinti people in Germany not long ago, when hearing the Scriptures in their own language touched hearts so deeply that it was clearly shown through people's faces.

Famished lands are receiving the bread of life.

FAMISHED LANDS
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NATIONAL GOAL:
\$6,320,000

"The Word of God so transformed Rudi, that, after he became a follower, his German landlord asked Rudi's wife whether she had gotten a different husband. And while he was helping record the 'Jesus' video in Sinti, that Word spoke to him deeply again. 'For the first time,' Rudi said, 'I knew Jesus spoke my language, too. He understands my heart.'"

— Keith Holmes



Partners in Prayer Calendar

Some missionary names are omitted due to sensitive nature and location of their work.

NOVEMBER

- 15 Grace Shaw, 2000, daughter, Martha & Rick Shaw, Macedonia
- 16 Anita Snell, Associate Coordinator for Mission Teams, Singapore
- 17 _____, son, unevangelized group, N. Africa
- 17 _____, son, unevangelized group, N. Africa
- 20 Steven Porter, Envoy, Miami, FL
- 21 Ana Marie Houser, urban work, S. Africa
- 21 _____, unevangelized group, Mid East
- 22 Lisa Orr, Envoy, Nairobi, Kenya
- 22 Becky Smith, Mission Teams, Germany
- 25 Lindsey McClintock, Global Service Corps, Berlin, Germany
- 27 Macarena Aldape, Banjara Gypsies, India
- 28 _____, unevangelized group, North Africa
- 30 John David Hopper, Emeritus
- 30 Lucas Pittman, 2003, son, Angel & Jason Pittman, Michigan

DECEMBER

- 3 Shane McNary, with Romany people, Slovakia
- 3 Gennady Podgaisky, urban work, Kiev, Ukraine
- 4 Elizabeth Richards, with Bedouin people, Jordan
- 5 _____, son, unevangelized people group, Asia
- 9 _____, unevangelized people group, North Africa
- 12 Diana Early, Envoy, China
- 13 Tom Cleary, Emeritus
- 16 Cayden Norman, 2000, daughter, Matt & Michelle Norman, Canada
- 16 Ina Winstead, Emeritus
- 17 Kathy Smith, work with Albanian/Balkan peoples, Macedonia
- 20 _____, unevangelized people group, SE Asia
- 21 Lynn Hutchinson, internationals, Paris, France
- 24 Bogdan Podgaisky, 1997, son, Gennady & Mina Podgaisky, Ukraine
- 25 Taylor McNary, 1993, son, Dianne & Shane McNary, Slovakia
- 28 Brandon Green, 1988, son, Butch&Nell, Belgium
- 30 Revonda Deal, Emeritus
- 31 Nathaniel Newell, 1998, son, Ben & Leonora Newell, Arkansas

JANUARY

- 1 Sam Bandela, unevang. groups N. India, Georgia
- 1 Dave Harding, 1991, son, David & Merrie, Florida
- 2 Gabriella Newell, 2002, daughter, Ben & Leonora Newell, Arkansas
- 2 Tammy Stocks, with Romany people, Hungary
- 2 Paul Thibodeaux, Urban Ministry, Georgia
- 3 Karen Barnes, Envoy, China
- 8 Ellen Burnette, with Palaung people, Thailand
- 9 Bill Cayard, representative to China
- 9 Jonathan Myrick, 1994, son, Lori & Tim Myrick, Jordan
- 10 Melody Harrell, urban work, Nairobi, Kenya
- 13 Dianne McNary, Romany people, Slovakia
- 14 Jacquelyn Franklin, Envoy, China
- 15 Christen Green, 1986, dau. Butch&Nell, Belgium
- 15 _____, 2003, daughter, unevangel. group, Asia

**CBF-LA
 'BRIEFS'**



Congratulations to Pam Williams, Minister of Education, on the 20th anniversary of sharing her gifts of ministry at Broadmoor, Baton Rouge.

New Church Start On track to begin January '06 in St. Tammany Parish, CBF-LA has raised \$49,000 of the

\$60,000 in pledges needed for the first year. Pray for the new Bridgewater congregation. **The fine print:** Tucked away in Reid Doster's Hurricane Disaster Response Update is the Vermin Report: 1 King Snake, 1 Rat Snake, and 3 Rats.

Recently Deceased Dr. John Claypool, pastor, author, once on staff at St. Charles Ave. Baptist. Best known for his work *Tracks of a Fellow Struggler*, written after the death of his 10 year old daughter, it continues to comfort folks around the world and affirms, even through tears, "life is gift--every last particle of it, and the way to handle a gift is to be grateful." Claypool had the knack for the pithy quote like this one for ministers who take themselves too seriously: "When we ministers take time off for Sabbath, God does not pace heaven wondering how to do without us." He drew many listeners for his sermons, but also to receive his benediction "the Claypool blessing" which was given in unison at his funeral: *Depart now in the fellowship of God the Father, and as you go, remember: in the Goodness of God you were born into this world; by the Grace of God you have been kept all the day long, even until this hour; and by the Love of God, fully revealed in the face of Jesus, you ... are being Redeemed. Amen* **Giving Good Gifts** You give twice when Christmas shopping is through fair trade catalogs. Low income artisans in developing countries share fairly in the profits. See WMU's "World Crafts" at wmustore.com/wc and ServInternational at agatergift.org

CHINA, cont'd from page 3

she teaches, and her village, named the "Gospel Village," that was founded more than 100 years ago by Chinese Christians, and where her parents presently serve as custodians of the village church.

We remember my student, Mr. Si, from this past summer, who told me that he was "looking for something to believe in," who attended church for the first time with us, and who, at our closing ceremony and as a surprise to me, lead my class in a presentation centered around love for people all over the world. For these and many other encounters we give thanks to God.

In addition to part-time teachers like ourselves, CBF has a number of envoys serving fulltime as the "Presence of Christ" in China. If you would like to have information on opportunities to serve or to make a financial contribution to the work of CBF in China, you can contact us at KennyCrump@email.com, ShirleyCrump@email.com or Brenda Lisenby, a CBF envoy in China, at blisenby@thefellowship.info.

CBF-LA Receipts	Sept/Oct	Fiscal Year
Undesignated	\$11,533.50	\$40,184.22
Partners in Hope	\$3,558.34	\$19,553.45
Stagg-Tolbert Forum	\$25.00	\$25.00
New Church Start	\$75.00	\$2,071.55
Disaster Relief	\$47,775.00	\$47,775.00
Misc. Designated Funds	\$0	\$500.00
Credits	\$0	\$1,598.17
TOTAL	\$63,249.23	\$112,484.16

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World AIDS Day
 December 1

The overwhelming need in our world requires new collaboration and cooperation like never before. In returning from Sub-Sahara Africa, I was overwhelmed with the HIV/AIDS pandemic that is destroying a continent. There are now at least 40 million people worldwide living with this virus. Every day, 14,000 people are infected. Of those infected with this disease, 20 to 25 million live in Sub-Sahara Africa, where 2 to 2.5 million people per year are dying from AIDS-related causes. In Zimbabwe alone, 25 percent of the population is infected. There are at least 3,800 funerals per month. This kind of need requires unprecedented cooperation.

-- Daniel Vestal



Source: Baptist Peace Fellowship of North America