

# THE VOICE

*The Official Newsletter of the Church of God in Ontario*



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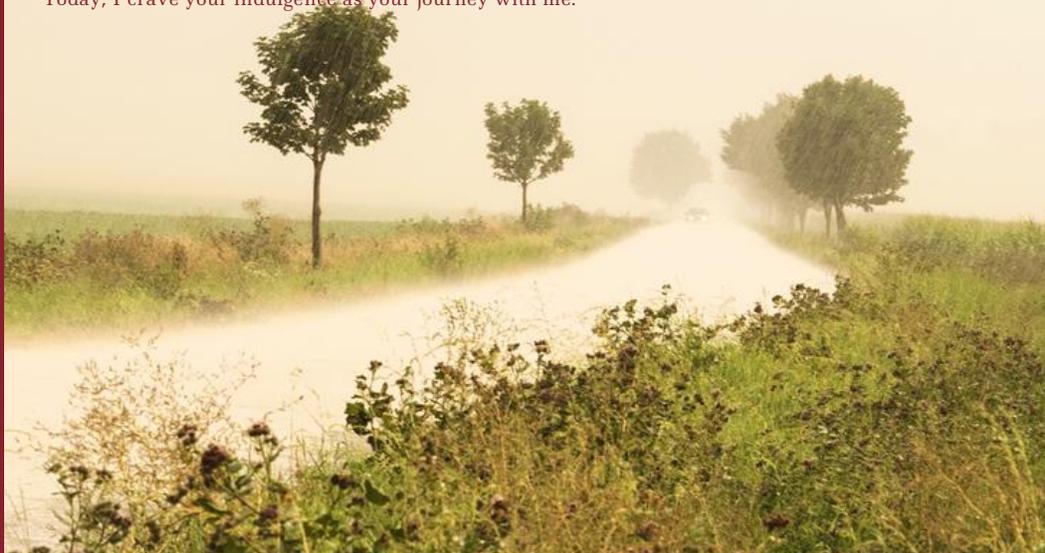
## A WORD OF LOVE

Written by Bishop Lennox Walker

This is a short note to remind the ministers and laity of this great region, called the Church of God in Ontario, that you are loved beyond measure. I appreciate everyone of you for the work you do, particularly at this time. Your sacrifices have not gone unnoticed nor underappreciated.

In the next series of articles I will be spending some time writing to you on the LEADS domain in ministry that focuses (1) Self Awareness (2) How we Manage Self (3) How We Develop Ourselves and (4) How We Demonstrate Character. I often feel misunderstood. Therefore, putting my thoughts in writing will let you hear my heart more clearly and to give you the reassurance that my heart is in the right place and how much I love and care for everyone of you and this Region. If and when I may have hurt anyone through my words, please listen to me, my intentions are pure and I am deeply sorry for any misunderstanding, hurt or pain I may have caused.

Today, I crave your indulgence as your journey with me.





*Bishop Lennox D. Walker*  
Administrative Bishop

For the purpose of our discourse, LEADS in a caring ministry environment will focus on four leadership principles (1) self aware (2) manages self (3) develops self and demonstrates character. These principles have equipped me with some leadership nuggets and definable skill set that I intentionally would like to share with you.

Our emotional intelligence is the main idea that surrounds all of the four principles that every pastor and ministry must know and practice in leading Self. The term describes our internal and external aspects of our intelligence. It includes having the right attitude, being self motivated, operating with trustworthiness, having influence, being able to develop effective and strong interpersonal communication, or just having the ability to exercise self-control or ability to problem solve simple and challenging situations.

#### **SELF-AWARE**

Being self-aware refers to our ability to be aware of our emotional triggers, weaknesses, our emotional strengths and limitations. As ministry leaders we must be self aware of our emotions, assumptions and environments, never losing sight of our values and principles.

#### **EMOTIONAL SELF-AWARENESS**

Our emotional self-awareness speaks to our ability to recognize our emotions and look at the impact our emotions have on others. To be able to do so, we must do a honest and accurate assessment of our emotional triggers, weaknesses and emotional strengths. When we are highly aware of our emotions, we have a greater sense of our self-worth and capabilities.

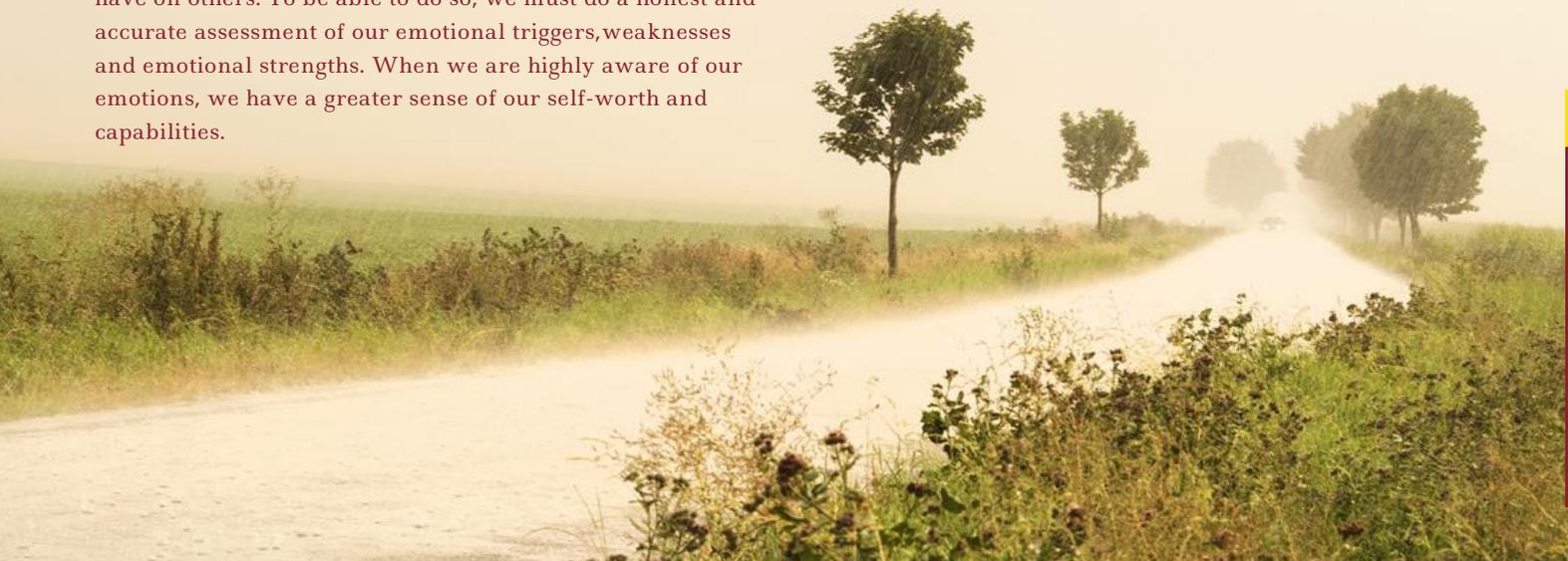
# WHAT EVERY MINISTRY LEADER SHOULD KNOW ABOUT LEADS

*Lennox D. Walker*



It is said that people who are be highly aware of their emotions have a greater sense of our self-worth and capabilities.

Our emotional self-awareness speaks to our ability to recognize our emotions and look at the impact our emotions have on others. To do a honest assessment, we must be honest with ourselves. Our honesty with ourselves will enable us to accurately assess our emotional triggers, our weaknesses and emotional strength. We should make the time to do a quite introspection instead of being impulsive. Our planned approach to self-assessment enable us to leverage positive feelings that drive our motivation to accomplish our ministry goals and plan effectively.





## PERCEPTION AND ASSUMPTIONS

Being aware of our perceptions and assumptions are key to understanding ourselves. Understanding the impact of our perceptions gives us a sense of our reality. Our individual perceptions are most often than not distortions of reality because individually, we have our own unique personalities, have gone through different experiences, exposed to different information, subjected to our own biases instead of being objective and whether we want to admit it or not, we sometimes discriminate against each other because of our perceived differences, which is wrong in the face of man and in face of God. These are some of the issues of weakness that we face as individuals in ministry. We are called to preach the unadulterated Word of God in seasons and out of seasons, yet in everyone us we are a work in progress. As we mature in the Word and in our Faith, we pray daily that we rid ourselves of the nuances that so easily beset us, as the Apostle Paul writes in Romans 7:15, "I do not understand what I do. For what I want to do I do not do, but what I hate I do." [NIV] .

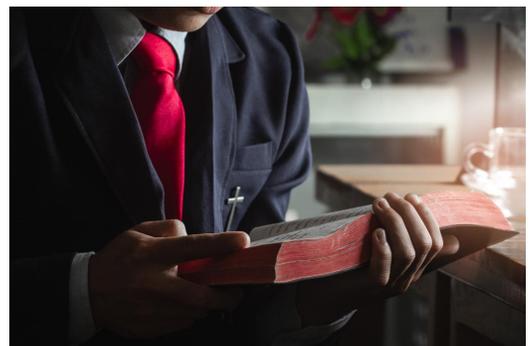
In truth, our biases and weakness cause us to create frameworks and perceptions about others that shape

PERCEPTIONS AND ASSUMPTIONS cont'd

the way we perceive each other, influences how we process information and how we view events. As mature spiritual leaders we should discern situations and seek guidance from the Holy Spirit to compensate for our distorted perceptions. We must continue to look at ourselves based on what God expects of us and from us, which leads us to examine the next our values and principles.

## VALUES AND PRINCIPLES

As Bible teachers and followers of Jesus Christ, our principles and choices are driven by our belief in the Word of God. The tenets of our Faith we hold dearly, we consider it relevant and important in our daily walk. We use these values and biblical principles to guide our behaviors. We often develop vision and mission statements for our churches and secular organizations, excluding one for our personal lives. When was the last time you look at your own vision and mission statement. How not doing so, is helping you to accomplish God's purpose for your life. Managing Self is the next principle that is necessary to make you more self-aware of the need to create your personal mission and vision statement for effective alignment to what you do for the work of the Kingdom.





managing self.....

Appropriate emotional expression is also important for us as leaders since it is rousing and motivating disciples.

**PERSONAL MASTERY** is about how we create what we want in life or ministry. If you have not already done so, with direction from the Holy Spirit, we must create our vision for ministry and our personal vision by writing it down.

Habakkuk 2:2 tells us clearly, "Write the vision And make it plain on tablets, That he may run who reads it." [KJV]

## LIFE BALANCE

Life Balance is linked to our emotional intelligence. Our high resiliency defines our ability to successfully change, adapt, overcome and cope with unexpected setbacks and general life challenges, such as the current pandemic situation with which we are currently experiencing.

As resilient leaders, we must continue to train our minds to develop certain mindsets of being less sensitive, being able to resist blaming others or dwelling on unhappy feelings or circumstances. To deal with these challenges, we must continually challenge the negative self-talk, maintaining control over our personal feelings and behaviors and draw closer to God. God in His wisdom will see us through and we have to trust Him and take Him at His word.



## MANAGING SELF

As ministry leaders we must take responsibility for how we carry out the work of the ministry. Taking responsibility for our own choices, we have a greater freedom to be obedient to the Word of God and to honor those that have been set to lead us.

When we talk about managing self, we include managing our emotions, mastery of our personal goals and providing ministry/work-life balance. Too many of us fail in these areas. We are unable to regulate both the expression and experience of emotions. This may include our struggles to develop and maintain the Fruit of the Spirit, particularly we lack exercising emotional self control. Many leaders have lost their focus and not driven by optimism and their faith in God. They get sidelined by the challenges in ministry and get discouraged. Today, I want to encourage you to press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus. [Phil 3:14 - NIV]. When challenges come, we must learn to be transparent and share our concerns with others, only so will we be able to get the support and help we desire; we must develop the stamina to be adaptable and regulate our emotions. You may ask, how can we engage in emotional regulation? I say through, emotional reappraisal and through emotional suppression



## DEVELOPS SELF

As leaders, in developing ourselves, we must actively seek opportunities and challenges for personal learning, character building, and growth.

For those of us, who have been successful or working towards developing ourselves and have learned and grow from the experience will tell others coming after us, that developing one self does not occur overnight. It is hard work - a life long and continuous process, where developing the right attitude is as important in ministry as developing the right gifts, talents and skills.

Many leaders are in ministry for a long time, yet still display number of "rough-edges" and don't own their soft skills and have given up on learning - or studying the Word. The Call of God requires us to expand our horizons by daily reading for in depth understanding the scriptures.

As leaders developing our soft skills include getting motivated again. Some leaders have lost the zeal for the Call of God on their lives; some have not developed their communication skills and are sometime so hard to work with - they have not developed any people management skills; some leaders remain shy and lack the confidence, versatility and others have become so unreliable.

Yet there are other leaders who exemplify and demonstrates all the soft skills - they are "real" - authentic in how they communicate - we know what they mean and they mean what they say. They are emphatic and very compassionate, people-centered to others in their weaknesses and with their limitations.

## DEMONSTRATES CHARACTER

God expects that as His servant, His ambassador to the world, we should model quality of honesty, integrity, resilience and confidence. We must do what is right most if not all of the times, abiding by ethical principles and values based on the Word of God.

As leaders we are called to operate with **PERSONAL INTEGRITY**, being consistent in our words and actions, consistent in adversity, being true to oneself, displaying moral and ethical behavior. We must operate with a sense of morality and ethics, honesty and trustworthiness. Do you know that many persons find it difficult to confide in Christians because of the lack of trust.

Great leaders show respect, and are impartial; they are humble, empathetic and compassionate - they show genuine love and care for others. I encourage every minister, to value the 5 E's of Character Development - education, environment, experience and evaluation.

It is these 5 E's that equips us with **EMOTIONAL RESILIENCY**, our ability to bounce back from setbacks and overcome adversity, to cope well with high levels of ongoing change and constant pressure and to change and adjust from old ineffectual habits that may be a dysfunction. In closing, I encourage you at this time to develop emotional resiliency, and continue to put your faith and trust in God and He will see you through as you encourage others to do the same. Be Blessed.

# GREAT COMMISSION IMPACT June, 2020

OFFICE OF THE  
ADMINISTRATIVE BISHOP

Sermons -320  
Converted - 79  
Restored - 10  
Sanctified - 0  
Baptized with the Holy Spirit - 16  
Baptized in Water - 12  
Homes Visited - 756  
Revivals conducted - 10  
Number of Ministers Reporting - 88

## FINANCIAL DATA FROM REPORTS June, 2020

INCLUDE TITHES & ARREARS  
RECEIVED IN THE MONTH OF JUNE

Tithes	\$29,892.62
Missions	\$ 9,963.48

THANK YOU  
COGIO

Continue reading at next page >



*Bishop Dr. David "Ron" Binda  
Youth & Discipleship Director &  
Lady Marie Binda  
Girls & Women's Ministry Coordinator*

## CONFLICT MANAGEMENT

*Bishop Dr. Ron Binda  
Youth & Discipleship Director*

"Competition over limited resources, such as time or finances, is a frequent source of disputes in families, churches and businesses (Gen. 13:1-12). Many conflicts are caused or aggravated by sinful attitudes and habits that lead to sinful words and actions." (James 4:1-2).

To resolve conflicts the **Four G's** below can be applied and provide believers the basic road map to peacemaking.

- (1) **Glorify God.**
- (2) **Get the log out of your own eye.**
- (3) **Gently restore.**
- (4) **Go and be reconciled**

Firstly, we need to keep the right perspective. Conflicts tend to focus on "me" and "us", instead of the Lord and what He wants. The focus should be on His perspective rather than mans.

## A SUGGESTION

Secondly, Pastors and Leaders need to have the spirit of discernment. We need to see through the smoke screen and focus on the root of the problem, by looking at things in the light of eternity and God's word. (This is just a suggestion).

Thirdly, Godly leadership is needed if conflicts are going to be resolved. Leadership is a crucial component in determining the outcome. We need to address conflict as an opportunity to be Godly stewards and as a means of glorifying God. (This is good however I am not sure it reflects what your third point is. Connect more clearly to the idea of restoration).

Is this a part of your third point? If not you should put Fourthly. We must be motivated and diligent in responding to conflict, constructively, be informed and use the word of God for instruction. We must realize that we need to rely on God's strength, depend on God and spiritually mature Christians and leaders and be faithful for the results are not in our control.

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## MEDIATION

Many conflicts can be resolved in one or more of the following ways. Overlook the offence (Prov. 19:11, 12:16, 17:14, Col. 3:13, 1 Pet 4:8).

Reconciliation through confession - Loving correction and forgiveness (Matt 5:23-24, Prov. 29:13). Negotiation (Phil. 2:4,) Mediation (Matt. 18:16) Arbitration (1 Cor. 6:4) and Accountability (Matt. 18:17).

Godly principles must be applied in resolving the conflict. In Matthew 18:15-17 Jesus said, "If your brother sins against you go and show him his fault, just between the two of you. If he listens to you, you have won a brother.

But if he will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses. If he refuses to listen to them tell it to the church, and if he refuses to listen, even to the church, treat him as you would a pagan or a tax collector".

## SPIRITUAL PRECEDENCE FOR DISCIPLINE

The scriptural precedence for discipline as discussed by D. Bubna states the following:

- The reproof should be in private. The person who feels offended may have misunderstood. This is the time to gather information and learn. It is not the time to gossip, an act which brings injury to the church family. In a healthy church, this first step of private reproof is common practice. When a fellow member of the body of Christ approaches us about a matter, Matthew states that we have the responsibility to listen. This is the level where 90% of the discipline should take place.
- If the first step does not bring the needed response, it is time to move into the small group process. This is level two where 9% of the cases can be settled. The new people are not there to substantiate our prejudices, but to bring new objectivity as God gives them spiritual insights. The third step involves telling the church and is meant to bring restoration. The final step has more serious ramifications that will affect the individual and the church. He will be treated as a non-believer and loved as such. (Maybe clarify the meaning of this).



In summary, the author Ken Sande in the book the Peacemaker states

“Churches all around the world are changing the way they respond to conflict. By God’s grace, they are deliberately training their congregations to be peacemakers. As a result their churches are cultivating a culture of peace. In the process, they are discovering the wonderful blessings promised in James 3:18 “Peacemakers who sow in peace, raise a harvest of righteousness”.

When a local church teaches it’s people to live out the gospel and how to live out the conflicts of daily life, people are more willing to admit their shortcomings and ask for help before a crisis occurs.

# CHURCH OF GOD IN ONTARIO



**First Lady**  
**Rev. Dorett Walker**  
Women's Ministries Director



**Lady Marie Binda**  
Girl's & Women's Ministries  
Coordinator

**Pastor's Wives**

**Monthly  
Collaboration**

**JOIN US ON ZOOM**  
**Check Emails for Details**

**NEXT MEETING**  
**SEPT 14 - 7:30PM**

Continue reading at next page >

# THE SUMMIT

## MINISTRY HIGHLIGHTS

“It takes a village to raise a child” is an ancient African proverb that perfectly describes the beginning of my personal journey. The most precious gift that my parents could have given me was to ensure that I was raised in a strong and loving Christian community which groomed me for a life of ministry and leadership.

The West Toronto Church of God (29 Halton Street) was my birthing ground and the Church of God in Ontario became my extended Christian family unit. I can remember my childhood years of Sunday School, Children’s Church, Junior/Teen Talent, Youth Camp, and Winterfest that extended over to Regional Conventions and General Assemblies which felt like great big family reunions. I developed quickly from being a participant to passionately serving in any area required because the mantra was “whatever your hand finds to do, do it with your might;” (Eccl. 9:10)



Rev. Howard being interviewed  
Bishop Woodroe Thompson, Huntley Street

Rev. Caleen Howard  
District Overseer (Actg)  
North York District

The Pastoral leadership of the late Pastor Clifford MacDonald (who Christened and baptized me), Bishop Dr. George Peart (who trained my husband and I for ministry), and Bishop Dr. Huel Wilson (who invested in my spiritual and ministerial growth and development) all played significant roles in my life.

Bishop Dr. Daniel Vassell and Bishop Andrew Binda both served as my Youth Directors and subsequently my Administrative Bishops. Their genuine compassion and desire over the spiritual lives of young people and ministers still impacts me to this day.

# DEVOTIONAL REFLECTION

Carry each others burdens and  
 in this way you will fulfill the law of Christ

MONTH OF  
**AUGUST**

GALATIANS 6:2

## Reflect

Adversity & Trials

God has placed you exactly where you are in this right moment. The people in your circle (including your friends, co-workers, neighbours), the family you have, and the circumstances you find yourself in are all part of God's place for our life.

Who are the people in your life whom you rely on to help you carry your burdens? Who relies on you? In what way? How have you experienced God's grace through sharing your burdens and supporting others in their times of struggle?

**From the Reflection**  
**Make a list of :**

**1**

The Things on your Heart!

**2**

What you want the Lord to Teach You?

**3**

What You want the Lord Guide You?

**4**

What You Thank Lord For?

**5**

What is Your Prayer Request

# THE NEW BUZZ

## First Female District Overseer (Actg)

### Honor to Serve

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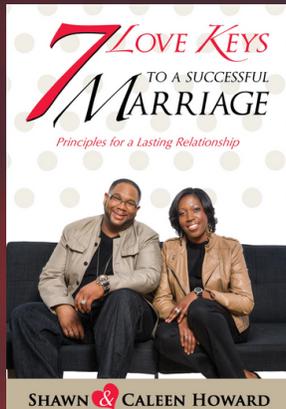
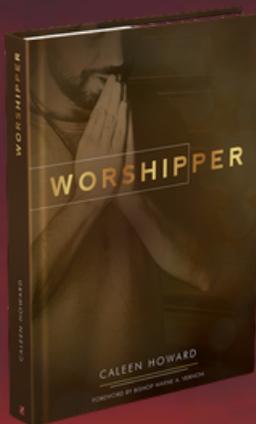


**Rev. Howard Ministering the Word**

As my passion and involvement in the work of ministry grew, I wrestled with where I would “fit in” as a female Ordained Minister. I didn’t fit the stereo-typical “First Lady” role, but I was committed to serve in any capacity the Lord required. Some of the female ministers who have impacted me are: Rev. (Mother) Rhoda Larmond, Dr. Maxine Johnson, Dr. Jackie Smith, Evangelist Joycelyn Barnett, and Dr. Arlene Hall along with many others. My ministry journey includes serving as Choir Director, Youth Ministry Leader, Church Administrator, Regional Music Director, Regional Women’s Board Member, and Executive Pastor of Life Changers Church which I pioneered with my husband Bishop Dr. Shawn Howard.



**Rev. Howard conducting seminar**



## BOOKS

Over the years, Rev. Howard authored 2 books (“7 LoveKeys to a Successful Marriage – Principles for a Lasting Relationship” and “Worshipper”), recorded and released a Praise & Worship Album (“I Am Free”) and a Single (“Without You”), launched “True Worship” a Training program for music teams and churches, and “SHINE Teen Girls Association” a mentorship Program for Teen Girls.

As an Itinerant Speaker, I have ministered at Conferences, Seminars, and Conventions within the United States, Jamaica, Belgium, London England, and various churches within Canada.



**Rev. Howard Ministering in Praise & Worship**

Continue reading at next page >

# THE NEW BUZZ

## HONOR TO SERVE

While I have ministered extensively in many areas, my family remains my first ministry. I am blessed to be the wife of Bishop Shawn Howard for 21 years, and the mother of 3 beautiful children: Malachi (18), Caleb (17) and Jordynn-Reneé (14).

Bishop Dr. Lennox Walker & First Lady Rev. Dorrett Walker have shared a great vision to see the Next Generation of Young and Female Ministers rise to their highest potential in ministry, and it speaks to their genuine desire for Kingdom Advancement.

I applaud the great work that they are doing along with Bishop Ron & Lady Marie Binda, Sis. Laurel Service, and Bishop Newland.

I would like to thank Bishop Walker for my recent appointment to serve as the First Female Interim District Overseer for the North York District of Churches. To be given this opportunity to serve our Region and the Body of Christ is indeed a great honor and a privilege. Not only did this great "Village" raise me, it has developed me into the minister I am today; and I am truly grateful.

"Therefore, my dear brothers and sisters, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labour in the Lord is not in vain." 1 Corinthians 15:58 (NIV)

Rev. Caleen Howard



Rev. Howard & Family



# MINISTRY HIGHLIGHTS

## FROM THE HISPANIC DISTRICT

### IGLESIA DE DIOS ALPHA Y OMEGA

**Rev. Manuel Viera**  
Pastor, Iglesia de Dios Alpha Y Omega

A vibrant church called Church of God Alpha y Omega is nestled in a key area for the Hispanic community in Toronto. Pastor Manuel Vierra, has been faithfully an anchor of hope for those who come from Central and South America. His ministry is built on more than 22 years of serving God arduously. According to Pastor Vierra, it is by the grace of God and the help of the Holy Spirit that the church is moving forward. "Pastoring is a ministry that fills me with an abundance of joy.

However, there are also those moments of sadness and disappointments to which most pastors can agree. It is during these trials that one has to be fully dependent on the Holy Spirit and on his relationship with God. It is Him who intercedes for us, and who gives us the victory."

Joshua 1:8 has become a pillar of the ministry of Pastor Vierra. "This Book of the Law shall not depart from your mouth, but you shall meditate in it day and night, that you may observe to do according to all that is written in it. For then you will make your way prosperous, and then you will have good success." (NKJV)



# IGLESIA DE DIOS ALPHA Y OMEGA

FELLOWSHIPING IN THE BEAUTY OF HOLINESS



**CHANGING LIVES  
THROUGH FELLOWSHIP  
IN JESUS CHRIST**

**Hebrews 10:25**

Not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near.

During this pandemic, the church has been struggling like all other churches. It has been an adventurous journey on how to share God's word in new ways. Has the pandemic affected the church? Yes! Pastor Vierra knew that during the time of quarantine, the church would see who are truly faithful disciples of Christ.

Those who were not fully committed to begin with, have not returned to the church. They found a "nice excuse" to be absent, an easy way out. However, Pastor Vierra sees this post-COVID-19 as a positive result, because those who returned (90%) are truly seeking Christ. He says "I prefer to have a flock that is willing to work together in the ministry, then "serve" with people, or "believers" who are never satisfied and who are looking for a hair in the soup as an excuse to walk away for God. Now, I have a wonderful flock and with an abundance of joy they are serving the Lord." Also, his church has not lacked financial support during the pandemic. God has been a faithful month after month and blessed the church abundantly.



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# CANDIDATES FOR BAPTISM

## PASTOR MANUEL VIERRA FULFILLING THE GREAT COMMISSION MATTHEW 28:19-20

19 Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." - Matthew 28:19-20[NIV]



# Iglesia de Dios Alpha Y Omega

WORSHIP IS WHAT WE DO



**Iglesia de Dios  
Alpha Y Omega**

## **Our Location**

1 Elrose Avenue  
Toronto, Ontario

## **OTHER NEWS**

### **Iglesia De Dios Bethesda**

It is encouraging to find out that Iglesia De Dios Bethesda from London is still part of the Church of God in Ontario. Pastor Jose Callejas was very motivated to be contacted by the District Overseer. He is expressing an interest to be part of the Hispanic work. They recently bought a new building and are having powerful services. Despite the Pandemic the saints have not stopped praising and seeking the Lord.

**Continue reading at next page >**



# Canadian

SCHOOL of MINISTRY

## PROGRAM SCHEDULE



### FALL 2020

**DATE:** October 12-December 11

**COURSE CODE: 2140**  
**SUBJECT:** Equipping People for Ministry **CREDIT 1**  
**TUTOR:** Nestor Duque

**COURSE CODE: 2170**  
**SUBJECT:** Planting & Growing Churches **CREDIT 2**  
**TUTORS:** Blayne Waltrip, Sean O'Neal and Michael Knight

**TOTAL CREDITS 3**



### SPRING 2021

#### SESSION 1

**DATE:** January 18-March 21

**COURSE CODE: 2110**  
**SUBJECT:** Knowing Your Church **CREDIT: 1**  
**TUTOR:** To be determined

**COURSE CODE: 2030**  
**SUBJECT:** Living the Faith **CREDIT 2**  
**TUTOR:** Angela Caleb

**TOTAL CREDITS 3**



### SPRING 2021

#### SESSION 2

**DATE:** January 18-March 21

**COURSE CODE: 2050**  
**SUBJECT:** Walking in the Truth **CREDIT 2**  
**TUTORS:** Nestor Duque  
 Donata Duque

**COURSE CODE: 2050**  
**SUBJECT:** Learning the Practices of Ministry **CREDIT 2**  
**TUTOR:** Paul Leslie

**TOTAL CREDITS 4**

## REGISTRATION:



Contact for more information:  
 National Office: 905.499.2970  
 Professor Blayne Waltrip:  
 blaynewal@hotmail.com

# NATIONAL NEWS

## Enhanced Criminal Record Checks



**The Enhanced Criminal Record Check is a comprehensive search of the National Repository of Criminal Records as well as Local Police Information, based on the candidate's name and date of birth.**

The data-banks search include Canadian Police Information Centre (CPIC), Investigative, Identification and Ancillary banks and Local Police Records which includes the Police Information Portal (PIP).

The Enhanced Criminal Record Check will discover any Canadian Criminal Convictions that have not been pardoned or discharged as well as flag identifiers that additional information may be present related to the candidate including:

- Release Conditions      - Peace Bonds
- Charges                      - Prohibition Orders
- Warrants                     - Summary Convictions

The results provided are returned as Negative or Additional Check recommended.

### **Benefits:**

- Secure within the Plan to Protect Screening Canada web application
- Live Chat functionality for immediate client and candidate support
- Local knowledge and Canadian expertise
- Integrated with Accredited Police Agencies
- Both client and candidate to access completed results
- Reduce your business exposure to risk
- Industry-leading security protocols, encryption, and integration methodologies

### **Price**

- Members of Plan to Protect - \$29,00 per Enhanced Criminal Record Check
- Non-members of Plan to Protect - \$33 per Enhanced Criminal Record Check

**For more information, please contact:**

[ScreeningCanada@plantoprotect.com](mailto:ScreeningCanada@plantoprotect.com)

# NATIONAL NEWS

## GET YOUR MINISTRY WORKERS REGISTERED



### **Administrator/Leader (Level 1 and 2)**

Learn how to administer, implement and maintain a strong abuse prevention program. This course covers Plan to Protect<sup>®</sup> 101, Reporting and Response, Recruitment and Screening, Documentation Management, and Customizing Policies. Participants will receive downloadable resources, a policy template, feedback and support. Level 2 also available. (\$325pp)

### **Train the Trainer (Level 1 and 2)**

Learn how to train others within your abuse prevention program. This course covers a demo training, how to train adults and youth, creative methods for teaching, classroom management techniques and tips for trainers. Participants will receive downloadable resources, PowerPoints, Teaching Notes, Student Notes, creative methods, feedback and support. Level 2 also available. (\$325pp)

### **Crisis Response and Management**

Senior leadership and board members learn how to prepare for, respond to and manage a crisis. The course covers crisis response and management prior to the crisis, hearing about the crisis - the first 24 hours, when the media calls, and after the storm dies down. Participants will receive downloadable resources, a crisis response plan, feedback and support. (\$395 pp - Group Pricing Available Upon Request)

[www.plantopprotectschool.com](http://www.plantopprotectschool.com)  
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# INTERNATIONAL NEWS

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## LET'S TALK ABOUT IT

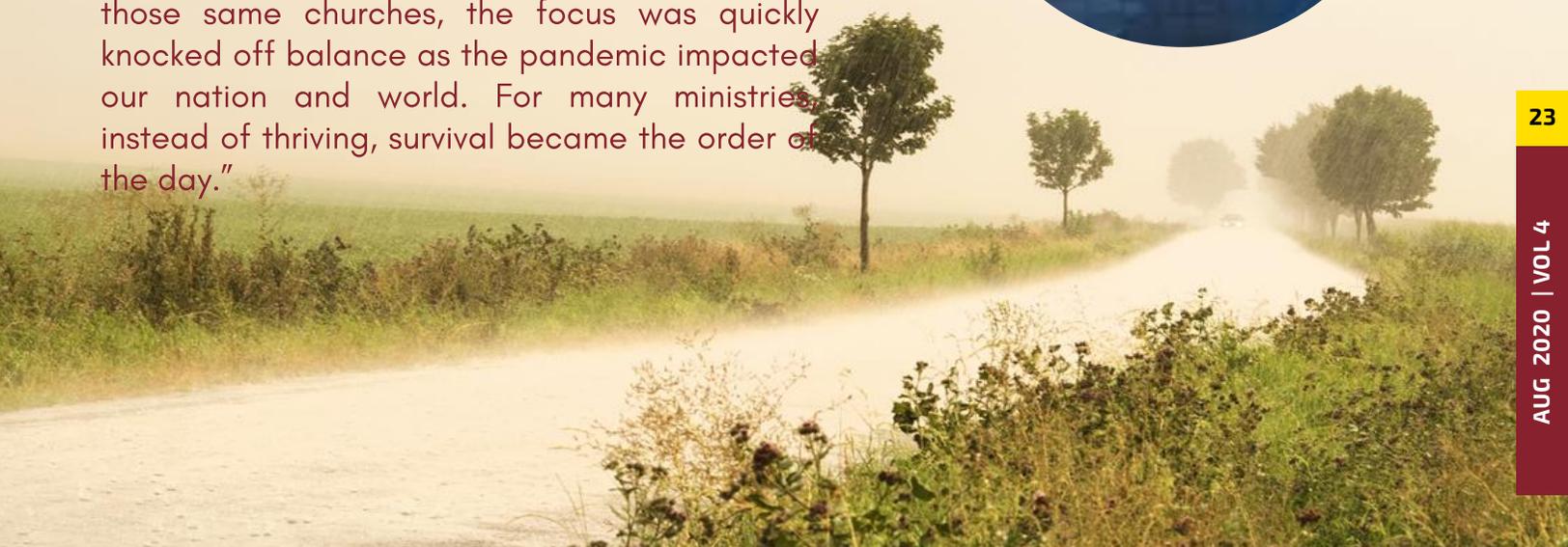
*Dr. Timothy Hill, General Overseer,  
Church of God*



In the on-going series, "Let's Talk About It," Church of God General Overseer Timothy M. Hill has released his latest topic, "Leading in Crisis."

In the article, posted on August 13 on Hill's Facebook page, the general overseer discusses reflections gathered from a previous interview he took part in which was hosted by Dr. Fred Garmon, Founder and Executive Director of Leader Labs."

In my lifetime, there has probably been nothing that has challenged the church more than the COVID-19 (corona virus) pandemic," Hill states. "While the year 2020 was perfectly set up to be a year of focus and many of our churches had developed themes around that idea, for many of those same churches, the focus was quickly knocked off balance as the pandemic impacted our nation and world. For many ministries, instead of thriving, survival became the order of the day."



# INTERNATIONAL NEWS



## LET'S TALK ABOUT IT

*continued*

In the post he addresses several topics, including “Agility and Humility,” “Transparent Communication,” “Countering Misinformation,” “Keeping Things Running,” and “Staying Focused on the Big Picture.” He ends the feature with five lessons learned from the man who carried the cross for Jesus.

Hill began the “Let’s Talk About It” series in late 2017 with the purpose of offering “insights and observations shared to inspire conversation,” and as a venue to share his heart about topics which seem to frequently arise in the Church of God. He has now penned more than two dozen, discussing a wide variety of topics including tithing, church planting, women in leadership, financial transparency, and ministerial calling. Some of his creative titles include, “No More Kicking Cans...We’ve Run Out of Road,” “Half-Baked Cakes,” “What Was I Thinking,” and “Your Preaching Ain’t My Cup of Tea, But It’s a Fine Cup of Coffee.”

As your General Overseer,” Hill said, “my hope is that everyone who reads these documents will do so with an open mind and heart toward reconciling some issues which have at times in the past sparked debate. The topics are an attempt to clarify our denominational position and/or cast a vision for the future.”

The full document, “Leading in Crisis” as well as the complete “Let’s Talk About It” series is available online by visiting [letstalkaboutitbytimhill.com](http://letstalkaboutitbytimhill.com). Also, the Church of God website has previous releases available for download in PDF format at [www.churchofgod.org/lets-talk-about-it](http://www.churchofgod.org/lets-talk-about-it).

Pathway Press is maintaining a supply of past titles for those who wish to order hard copies for distribution. **Please contact David Ray at [dray@pathwaypress.org](mailto:dray@pathwaypress.org) to order.**



WE PRAY

THE CHURCH OF GOD UNITED

## MONTH | AUGUST

### 1 Timothy 2:3

I exhort therefore, that, first of all, supplications, prayers, intercessions, and giving of thanks, be made for all men; For kings, and for all that are in authority; that we may lead a quiet and peaceable life in all godliness and honesty. For this is good and acceptable in the sight of God our Savior.

### Prayer

Almighty God, we can do nothing apart from You. We acknowledge that our leaders both secular and, in the church, absolutely need Your divine guidance and wisdom that they may rule well. We know it is pleasing to You that we intercede for our leaders. We thank You for them and fervently ask that You help them and that Your Holy Spirit will always be the true divine administrator of Your bride—the Church.



## Ministerial Internship Program



**Begins September 2020**

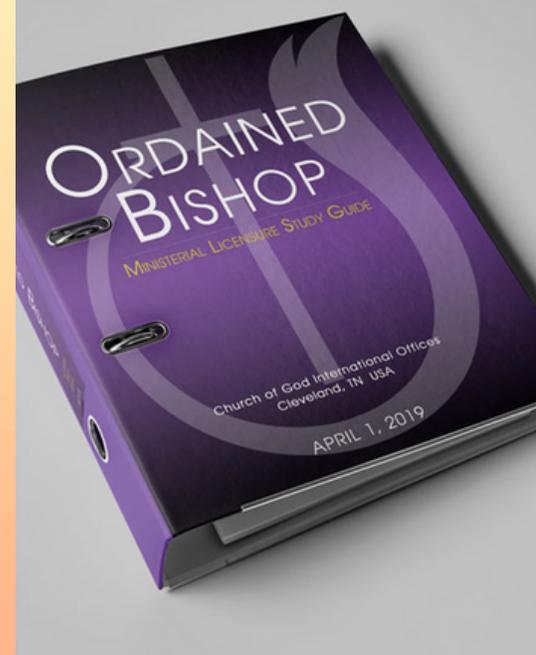
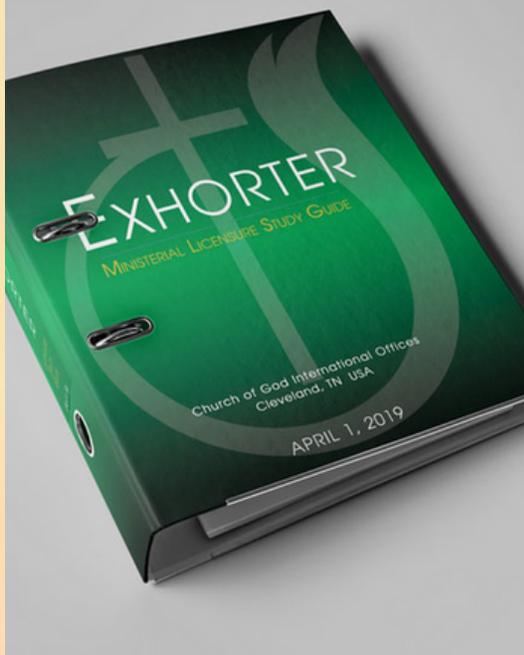
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# HELP PEOPLE DISCOVER AND DEVELOP THEIR UNIQUE GIFTS AND TALENTS

You often ask yourselves why people in your church don't contribute to the work of your church. It may be because you or your leaders believe they don't have anything to contribute or those members are reluctant.

It is true that a number of Christians grow up thinking and believing that only pastors and leaders can do the work of the church. Many members may see their talents - the ones they use on their jobs and hobbies as entirely secular, with little spiritual benefit. That is so far from the truth. Some of the most compelling ministries came from Christians discovering how to use their abilities from secular pursuits for the Kingdom.

Helping your members willing to serve develop their gifts and talents is biblical. Ephesians 4:14 tells us that the job of the pastor is to "equip the saints for the work of the ministry." This is not only for church leaders. It is the basis on which we are all Called to Ministry. It should be equally important to pastors and leaders to help members identify their gifts so they can better serve and feel engaged in Ministry.

When was the last time you do a gifts inventory of your congregation? If you haven't, no use complaining about 20% doing majority of the work, while the other 80% remain idle. How organized and equipped is your ministry? No one wants to get involved where persons are tripping over each other or wants to be led by persons who don't seem to have a clue about Ministry.

You should never stop at helping your congregation to help discover their gift

Warren Bird and Scott Thumma, in preparation to write a book the 80 percent of church goers who stay on the sideline rather than engage with the church's mission. What did they find when they studied engage and disengaged members? Warren and Scott found out that there were no correlation with identifying gifts/ with higher levels of engagement. Alternatively, they found out there is a strong correlation between church leaders helping members to find their gifts and talents and higher engagement. Against that background, Warren and Scott suggested that higher engagement occurs when churches engage members with trying to identify their gifts and talents.

## TIPS TO HELP PEOPLE DISCOVER THEIR GIFTS AND TALENTS

### DEVELOP A PROCESS/CLASS

1. Develop a process/class to help members discover their gifts and develop them. There are plenty of options/tools available; some are free, others come at a cost.
2. Go beyond handing out assessments. Urge members to review the documents

### REVIEW ASSESSMENT, TRAIN AND COACH

1. Review the Assessment with members - develop a process to help members develop their gifts.
2. Train, Coach, Mentor your members - Take time away with your leaders and talk through the process together.

Continue reading at next page

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VOORHIES PLUMMER RODRIGUEZ KENCY GATHRIGHT STEVE

# MEASURE OF FAITH

SECRETS CAN BE KEPT FROM FRIENDS, BUT NOT FROM GOD!



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# TIPS TO HELP PEOPLE DISCOVER THEIR GIFTS AND TALENTS

## PRE-MINISTRY SELECTION

1. Let volunteers try out their gift and talent through ministry efforts of your church. Spiritual gift assessment will never give 100 percent accuracy. Most persons will tell you that their ideal ministry came by trial and error. Give volunteers permission to transition of roles if they are not the right fit.

## EXPRESS GRATITUDE

1. Develop creative ways to thank everyone who serves, (Not selective few). People like to be thanked and feel appreciated. When churches develop a culture of gratitude towards those who use their gifts, your congregation will be willing to serve more. It also sends an excellent message to other potential volunteers about what you value ministry workers and show how you see the work of the ministry.

## RESOURCE

Creating Community: Five Keys to Building a Small Group Culture,  
Free on Audio \$11.37 on Kindle

Connect: How to Double Your Number of Volunteers

### NOTICE TO OUR MEMBERS:

This will be your monthly publication.

We value your feedback. Please do not hesitate to send your concerns or comments, articles and ministry updates to [churchofgodinontario@gmail.com](mailto:churchofgodinontario@gmail.com)

THANK YOU

**Project Manager, Laurel Service, PMP**  
**Editors: Marie Binda & Rev. Dorett Walker**

## EASY ENTRY POINTS

1. Develop "easy" entry points for ministry and mission projects.
2. Make sure you have easy entry points where people can start volunteering quickly and easily.

## TRAINING BEFORE EXECUTION

1. Some ministry will require specialized training. But not every volunteer responsibility requires the same amount of training. It is important that everyone gets the training to equip them to serve with excellence. same training You should assign small group leaders, lay counselors and volunteers to feel equipped to serve. Never take it for granted, irrespective of the professional background. You have a fiduciary responsibility to ensure volunteers are in the know. Training gives volunteers greater confidence to execute the work of the ministry.