



## THE CENTRAL CONNECTION

### From the Regional Director

#### "Managing Conflict and Empowering People"



When I began three years ago as the CBNC Regional Director, people would ask, "Have you seen this before?" "Are there any particular church growth trends that I should be aware of?" "As you have dealt with conflicts in the church, are there any good lessons you can teach our leadership team?" Such questions were endless.

After being "baptized by fire" and watching how the church operates, I have different responses now. There are many positive factors that enable the church to move forward in the mission of making disciples of Jesus Christ. In a few months I will highlight some of those healthy characteristics. Conversely, I see numerous barriers that hinder healthy growth within our churches. This is my reality. What I mean to say is that if some issue subtly creeps into the church and it is not dealt with correctly, it can become an impassable stronghold. Healthy growth is stifled.

I want to identify one of those strongholds that is going unaddressed or ignored in the church. Managing conflict. No I am not an expert, but I do have context. I have learned some invaluable lessons that have helped me to manage conflict, so maybe you will appreciate them. I will share some principles now and then the rest next month.

**Don't agree with conflict, if you don't.** This one hurts. I am seeing pastors and church leaders become so agreeable with a conflict that they compromise their integrity in the process. For the sake of peace and unity they give in to the conflict and become silent in their real convictions. I remember in the midst of conflict in one of my churches, an older experienced leader advised me to take the "high road" and avoid confrontation, so peace could be obtained. Didn't do it! Funny, I cannot remember that Moses, Jesus, or even Paul were agreeable. They never played it safe or chose to pursue peace at any price. Do we let people walk over us for the sake of unity? I say no!

**Disagreement can be healthy.** We know that the Bible warns about the dangers of bitter disputes. It also gives us many reasons to cultivate the skill of gracious disagreement. Solomon taught that safety is found in the company of many counselors, not complainers (Proverbs 11:4). He said that the wounds of a friend can be trusted (Proverbs 27:6), the lies of flattering mouths are dangerous (Proverbs 26:28), and that real friends sharpen one another like iron. Disagreement in the church is not only healthy, it is needed to build Christ-like character. We just need to be ready to manage our responses when it comes. Do you agree?

**Conflict is unavoidable and not necessarily bad.** All too often I see leaders feel guilty because the church is involved in conflict. I say conflict will come. I say trouble is unavoidable. It comes to the best of churches, spiritual leaders, church boards, and friendships. In Mark 10:35-45 conflict came to the inner circle of Jesus' disciples. Paul and Barnabas had conflict with each other in Acts 15:36-40. Do you need more examples? Let us not pray that the Lord would keep us from conflict, but that when it comes, He would enable us to manage our responses to it. Paul challenged us about conflict in Romans 12:18 when he said, *"If possible, so far as it depends on you, be at peace with all men."*

**The problem is not the problem.** I can't even begin to give you enough examples in my leadership experiences about how the surface problem of conflict is not the real problem. I have learned that disagreement is not what causes people to react in anger, but in why and how we disagree. When I began as Director, I was blessed with the opportunity to take some Peacemakers training. One of the first things they taught us in mediating conflict was, "Look for idols of the heart." These unresolved issues of the heart wrapped in ungodly desires, can be found at the root of all conflicts. We can't begin to look at healthy solutions until we dig below the unseen motives or underlying beliefs that form the problem. This requires patience, a cool head and discerning wisdom. Remember what Solomon said in Proverbs 12:18, *"There is one who*

*speaks rashly like the thrusts of a sword, but the tongue of the wise brings healing."*

Church conflict in my early years of ministry threatened and intimidated me. I am being honest. I was afraid that the disagreement would be traced back to my leadership inabilities. I was so wrong! I still don't like conflict, but I have graciously learned to embrace it loosely. Now I can turn conflict into an opportunity to glorify God, point people to Jesus, share the Truth of God's Word, strengthen relationships and breathe grace into the lives of others. I want to become a true peacemaker. How about you?

Next time I will share the remaining principles on managing conflict in His church.

*Pat Phinney, Regional Director*

## **MOODY PASTORS' CONFERENCE DETAILS**

**Hurry, Register Before April 1st for Discounted Prices!**

Theme: "re/**FOCUS**" - Moody Bible Institute has a burden and passion for pastors. Each year the campus is host to one of the premiere conference events for pastors from a variety of denominations and from all over the globe. Through some of the most gifted communicators of God's Word, powerful worship, skilled breakout session leaders and fellowship with over 1,000 fellow pastors, this conference is a week that can transform your entire life!

For more information on registration, schedule, cost and more [click here](#).

**HENRY SPICER SCHOLARSHIP for High School Seniors**



The Henry Spicer Scholarship is awarded each year to high school seniors planning to attend college in the fall. To qualify, an applicant must be a committed Christian and a regular attendee of a CBNC affiliated church. The amount and number of scholarships varies from year to year. For more information and an application go to our [website](#) or contact our office at 763-205-9330 or by [email](#). Applications must be postmarked no later than APRIL 1st.

## Pastor's Wives . . . *Just for You*

### "Praise God from Whom All Blessings Flow"



*It's March and Spring is in the air ..... finally! We are all ready for green grass, warmer temperatures and outdoor activities. We had a reminder this week that winter is still hanging on (at least here in MN). I was going to make a pot of coffee early one morning and noticed that our water pressure*

*wasn't very good .... then there was no water at all. After checking with the city office to see if they had the water turned off in our neighborhood, we realized that we had frozen pipes. Thankfully the pipes that were frozen were outside of our house which meant it was the city's responsibility. I spent a lot of time that day melting snow on the stove to have water to flush the toilets. Let me tell you - it takes a lot of snow to get much water. The good news was there was no chance we were going to run out of snow to melt. After 12 hours the water was once again flowing. It is amazing to me how easy it is to just assume that when we turn on the faucet water will come out. We certainly do take things like that for granted. I couldn't help but think of how often I take God's blessings for granted and how much trouble I would be in if He suddenly decided to withhold them from me. For the rest of that day my*

thoughts kept going back to the hymn "Praise God from Whom All Blessings Flow".

Living with praise in our hearts and on our lips is the best way to live. It's how we all want to live each day, but sometimes life seems to get in our way. This month let's focus our prayers for our husbands (and ourselves) on remembering to live this way. As we look ahead to celebrating Easter next month this seems like the perfect time to focus on praise. Here are a few verses to help us get started .....

I pray that You, Lord, are my husband's strength and song, and that You have become his salvation; that You are his God, and that he will praise You.

Exodus 15:2

I pray that my husband will bless You, Lord, at all times and that Your praise shall continually be in his mouth.

Psalms 34:1

I pray, God, that You have put a new song in my husband's mouth - praise to his God.

Psalms 40:3

I pray that my husband will continually offer the sacrifice of praise to You, God, that is, the fruit of his lips, giving thanks to your name.

Hebrews 13:15

As I think ahead to Easter dinner I wanted to share a quick and easy recipe that I have used over the years that has become a favorite in our family. I'm sure you all have some of those traditions as well. It just seems wrong to have a holiday meal without that certain dish.

Most of us probably have ham for Easter dinner. This is the glaze recipe that I use. We enjoy using it more as a dipping sauce rather than actually putting it on the ham as it is cooking.

**Pineapple Glaze**

Mix 1 cup brown sugar (packed), 1 tablespoon cornstarch and ¼ teaspoon salt in a small saucepan. Stir in 1 (8 ½ oz.) can crushed pineapple (with syrup), 2 tablespoons lemon juice and 1 tablespoon prepared mustard. Cook over medium heat, stirring constantly, until mixture thickens and boils. Boil and stir for 1 minute. I have found that it works great to make this a day or two ahead and just reheat it on the day you want to use it. [Click Here for a Printable Copy](#)

We are still trying to get more email addresses for the pastors' wives in our region. If you can help us out with this, we would greatly appreciate it. You may send them to Wendy in the office [wendyj@cbnorthcentral.org](mailto:wendyj@cbnorthcentral.org) or to me [kjphinney@gmail.com](mailto:kjphinney@gmail.com)

Karen Phinney, Wife of Regional Director

## Thoughts From A Cluster Leader

### Small Groups - for Evangelism?!?



Our church has done a lot of talking over the years about what helps the mandate of our Lord to bring new folks *to Him* and help those who have already trusted Him to grow more *like Him*. . . . ONE ministry keeps coming back to the top as one that will *really make a difference* in people's lives for Jesus, and that is small groups. [Read More](#)

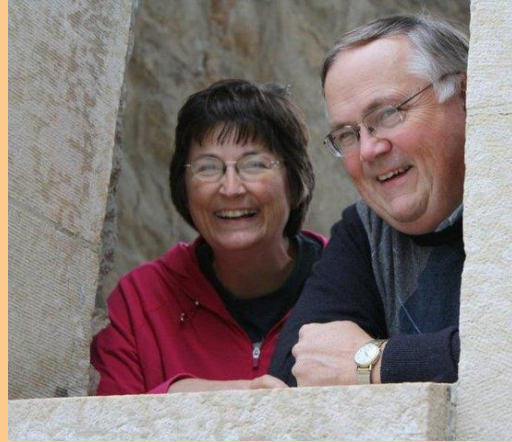
Pastor Mark Friday  
First Baptist Church, Pekin, IL

**#SPOTLIGHT . . .**



*Recently (mid-Sept thru mid-Dec) I was on medical leave. During that time the church actually grew, both spiritually and numerically. We're now planning a large (at least for us) baptismal*

*service for a least 6 people, mostly adults. Several are from mainline backgrounds. Our church is made up of approximately 20% Baptists-from childhood and 80% something else. Many are former Catholics. We are now recording and making my sermons available online, which is new to us and a neat addition. Plus, I even have a new part-time secretary, which is a big step for a church that has never had one before. Our mortgage from a \$550,000 building expansion 2 years ago will be paid off by mid-year! Praise God! We're not perfect and we still need prayer, but God has really blessed us here.*



*Pastor Steve Daggett & his wife Sue*

*Pastor Steve Daggett  
Cavalier Baptist Church, Cavalier, ND*

### **"How Has CBNC Helped Your Church Ministry in 2013?"**

At Westside we have the vision of developing a ministry in the midst of our current ministry. We realize passing the baton is something that needs to happen on purpose with intentional actions in the ever changing culture of the world and the Church.



*Pastor Dallas Smith*

(Natural Church Development) We are creating a ministry that specifically targets millennials, those currently attending and reaching the unchurched and de-churched in our community. The plan is to hire an age appropriate outreach Pastor for this ministry, then make the transition over the next few years of easing me out (I am 59) and him into the Lead Pastor Position. In that vision I contacted CBNC for resources and input. Pat Phinney has met with us and we have entered the NCD process of evaluation and assessment.

Implementing that information and creating a ministry to the millennials, we will move intentionally into the future as this ministry develops and transitions.

This vision could have many land mines, so help from CBNC as the outsider looking in, will be a valuable shield of protection for me personally, the Church, the ministry, the discovery of the Pastor of God's choice and the launch of the vision.

*Pastor Dallas Smith, Westside Church, Aitkin, MN*



Prayer and sympathy go out to Pastor Mike Kleeberger, Squaw Creek Baptist church, Marion, IA and his family, whose mother recently passed away.

"A human life is a story told by God." ~ Hans Christian Andersen

## Church Law & Tax

### ***Church Management:***

Five trends, tips, ideas, and stats to help church leaders manage well.

*-Matt Branaugh*

[Read More](#)



## ***Who Owns a Pastor's Sermons?***

Most clergy would be shocked to learn that their sermons are works made for hire that are owned by their employing church, and that their sermons cannot be used in any other churches with which they are later employed without the permission of the church with which they were employed when the sermons were created. This can become a contentious issue in the case of clergy whose sermons are recorded and sold publicly by the church. *-Richard R. Hammar*

[Read More](#)

## **CB North Central Pastoral Cluster Groups**

### **North Dakota/Northern Minnesota**

Thursday, March 20, 10am - 12pm

Skype

Steve Daggett, Cavalier Baptist, Cavalier, ND 701-265-8989



### **Central Minnesota**

Monday, April 14 10am - 12pm

Steve Schoenwald, River of Life Church, Hastings, MN 651-437-3965

### **Southern Minnesota**

To Be Determined

Doug Noonkester, First Baptist Church, Sibley, IA 712-754-3310

### **Wisconsin**

Attend the CBNC Annual Mtg/2014 Moody Conference May 19-22

Cluster Groups are on break.

Planning Mtg will be in August with Group Mtgs up and running in September.

Calvary Baptist, Eau Claire, WI

Wade Duroe, Crossroads Church, Chippewa Falls, WI 715-723-1054

### **Iowa**

To Be Determined

Jay Jentink, Calvary Baptist Church, Cedar Rapids, IA 319-396-3233

### **Illinois**

Tuesday, April 29th 10:30am - 1:30pm

Meeting in the Peoria area (TBD)

Mark Friday, First Baptist Church, Pekin, IL 309-347-5965

### **Michigan**

Monday, April 28th 10am at First Baptist Church, Spring Lake, MI

Mike Wetzig, Ravenna Baptist Church, Ravenna, MI 231-853-6021

For a Pastor Cluster Leader in your area, [click here](#)

## **Please Pray for the Following Churches in Transition:**

### SENIOR PASTOR

- Mason Township Baptist Church - Cassopolis, MI
- First Baptist Church - Plainwell, MI
- First Baptist Church - Bradford, IL
- First Baptist Church - Streator, IL
- Delavan Baptist Church - Delavan, IL
- First Baptist Church - Elmhurst, IL
- First Baptist Church - Whitehall, WI
- First Baptist Church - Long Prairie, MN

### STAFF POSITIONS

- Bethel Baptist Church - Jackson, MI DIRECTOR of FAMILY MINISTRIES
- First Baptist Church - Spring Lake, MI ASSOCIATE PASTOR
- Oak Grove Church - Golden Valley, MN ASSOCIATE PASTOR

## **CB North Central**

CB North Central Office: [wendyj@cbnorthcentral.org](mailto:wendyj@cbnorthcentral.org)

Wendy Jonasen, Administrative Assistant

Office Hours: Tuesday thru Friday 8am - 1pm

Pat Phinney, Regional Director: [patp@cbnorthcentral.org](mailto:patp@cbnorthcentral.org)

Pat's Home Office: 952-322-7173

Pat's Cell: 952-500-3743



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Stay Connected

website: [www.cbnorthcentral.org](http://www.cbnorthcentral.org)

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