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[www.pswdcob.org](http://www.pswdcob.org)

Editor: Joe Vecchio  
 Administrative Assistant  
[FrontDesk@pswdcob.org](mailto:FrontDesk@pswdcob.org)  
 Publisher: Don Booz  
 District Executive Minister  
[DE@pswdcob.org](mailto:DE@pswdcob.org)

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Address changes to:  
 Pacific Southwest District  
 Church of the Brethren  
 P.O. Box 219  
 La Verne CA 91750-0219  
 FAX (909) 392-4056  
 Voice (909) 392-4049  
[FrontDesk@pswdcob.org](mailto:FrontDesk@pswdcob.org)

## Thermostat Control

A message from your District Executive Minister

We finally had to turn on our air conditioning after trying to suffer through some hot nights when the sheets stick to your body every time you turn over in bed.

I tend to want to set the thermostat at a lower temperature than my wife. Although we both agree that the house needs to be cooler, we sometimes don't agree on where to set the thermostat. I think the same thing could be said about our congregations and pastoral leadership.

I believe that the church leaders of any church are the emotional thermostat of the congregation. If the church leaders are anxious, the congregation is most likely to be anxious. If the church leaders are upset about a situation or event that took place in the congregation, district or denomination, it is likely that many others are upset about the same situation or event. If the church leaders are irascible and grumpy with each other, it is safe to assume that several others in the congregation are a little edgy

and grumpy with each other. And if the church leaders relate to each other in a cynical and sarcastic manner, it is likely that many others are treated the same way.

I also believe that the same analogy applies to our pastors and their leadership. It doesn't take a rocket scientist to figure out that our pastors are the theological and spiritual thermostat of the congregation. Some people even believe that a congregation rises or falls to the emotional, spiritual and theological maturity of the pastor.

In my visits to congregations and with pastors, I have found a variety of thermostat settings. I sometimes wonder how high or how low do we set the emotional, spiritual and theological thermostat of our congregations? But perhaps the bigger question is, "How do we know what is the right 'setting' that allows us to continue the work of Jesus. Peacefully. Simply. Together?"

*Don Booz*



Pastor / Spouse Retreat

Photo by Don Booz

# THE PARISH PAPER

## IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

Co-editors: Herb Miller, Lyle E. Schaller, Cynthia Woolever – [www.TheParishPaper.com](http://www.TheParishPaper.com)

January 2012 - Volume 20, Number 1

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### How to Perfect Your Leadership Triangle

The most effective pastors, staff, committee chairs, and ministry-team coordinators possess three skills in equal proportions: relational, organizational, and spiritual.

#### Relational Leadership

Yes, church leaders need more than relational skill. But without relational skill, other skills become irrelevant.

Relational skill includes twenty qualities:

**1. Joyful Attitude**—spiritual institutions whose leaders need a joy transfusion attract few participants.

**2. Sense of Humor**—counteracts the tendency to develop an overly serious demeanor that is the personality equivalent of a turpentine bottle.

**3. Enthusiasm**—displayed in facial expressions, body language, and words.

**4. Optimism**—which the Bible calls *hope*. People who dispense this quality in their conversations tend to attract rather than repel allegiance to themselves and their goals.

**5. Caring Spirit**—genuine interest in people and a concern for their individual needs.

**6. Indiscriminate Affirmation**—praise-filled conversations, despite bushels of reasons to go in the opposite direction.

**7. Sensitivity**—the ability to understand people and their reaction patterns.

**8. Objectivity**—the ability to accurately assess and respond to reality, which protects people from seeing issues through a window of bias and emotional distortion.

**9. Forgiving Spirit**—a poor memory of wrongs done by others, which counterbalances the wrongs observed via objectivity.

**10. Nonjudgmental Nature**—the habit of communicating grace to people who do not share identical moral, ethical, or religious standards.

**11. Receptive Listener**—able to gather information and insights from conversations with people who express a wide variety of concerns and opinions.

**12. Openness to Considering New Ideas**—the inclination to express a “Why not?” attitude when listening to a proposal, instead of blocking new ideas by immediately citing several reasons why they won’t work.

**13. Forthrightness**—the courage to sensitively share concerns with others, even at the risk of alienation.

**14. Communication Skill**—the ability to clearly express ideas and goals.

**15. Effective Conflict Manager**—with regard to both personal criticism and organizational-conflict issues.

**16. Cooperative Spirit**—a team player who can mesh personal goals with those of other church leaders, in contrast to coming across as defensive, paranoid, or argumentative.

**17. Honesty and Integrity**—consistently (a) keeping promises, (b) functioning responsibly, even when tasks are not especially enjoyable, (c) leading a disciplined moral life, and (d) communicating identical information to various groups and individuals, rather than shading reality to tell people what they want to hear.

**18. Humility**—serving without a demand for public recognition.

**19. High Energy Level**—the stamina to maintain a fast pace and juggle several demands simultaneously, without complaining of overwork.

**20. Positive Appearance**—clean, neat, and appropriate apparel, shined shoes, and well-kept hair.

Can you think of people serving in church roles who lack one or several of these relational qualities? Does that deficiency damage their leadership influence?



Equalizing one's skill sets makes for more effective leadership.

## Organizational Leadership

Not all church leaders with high relational skills possess strong organizational abilities. An executive coach who works with both churches and corporations lists five prescriptions for successful leaders of organizations:

**1. Get clear regarding goals and standards.** Understand what you are trying to accomplish and how you plan to measure the results.

**2. Communicate goals and standards.** Make sure that everyone is clear about expectations and feels accountable for results.

**3. Set direction for and coordinate the work of others.** Develop a disposition toward delegation—the inclination to coach the team rather than try to play all of the positions.

**4. Address problems sooner rather than later.** Instead of running from potential conflict, approach it as an opportunity to care about people and increase their satisfaction with a job well done.

**5. Provide feedback to team members.** Frequently applaud actions that support the organization's goals. When things do not go well, explain why a change in approach is beneficial. [Scott Eblin, "Pastors and Managers," *Congregations*, September/October 2001, The Albin Institute, pp. 22-24]

Can you think of people serving in church roles who lack one or more of these organizational qualities? Does that deficiency damage their leadership influence?

## Spiritual Leadership

Effective church leaders possess more than relational and organizational skills. They give the overall impression that encouraging people to strengthen their spiritual connection with God is one of their primary goals.

The five behaviors listed below are not the only means by which people achieve spiritual growth. However, people in a national survey said that these five are the most powerful means by which they moved closer to God and grew in Christian discipleship. [Herb Miller, *Connecting With God* (Nashville: Abingdon Press, 1994)]

**1. Worship:** This helps us to focus on God and to sense God's presence. Be deciding to worship, we say that we are not sufficient by ourselves. We need another God besides our own ego.

**2. Prayer:** This lets God into our lives in four primary ways. Through prayer, God (a) changes our reality, (b) speaks to us, (c) redecorates our interiors, and (d) moves us toward our life goals. Until we are ready to put ourselves second instead of first, we do not pray.

**3. Fellowship:** This is one of God's ways of reinforcing our inclination to spiritually connect with, and stay connected with, God's goals for our life. Fellowship with other Christians increases our self-esteem in ways that make us more open to (a) listening to God's guidance and (b) making positive changes in our lives.

**4. Bible Study:** This is another tool that helps us hear God speaking to us and moves us closer to God in our thinking and behavior. Participation in a regularly meeting

group that focuses on Bible study helps us stick to our values and ideals.

**5. Financial Stewardship:** Why do the four Gospels report Jesus talking more about money than about love or repentance? Then, as now, people are tempted to put the god of their money ahead of the real God; and thus, break the first commandment—"You shall have no other gods before me" (Exodus 20:3). Giving financially to God keeps money idolatry from replacing God and destroying our ability to grow spiritually.

Can you think of people serving in church roles who lack one or more of these spiritual qualities? Does that deficiency damage their leadership influence?

## Equalizing Your Triangle

The three sides of an equilateral triangle are the same length. Shortening one side changes the triangle's character. Most people serving in church roles are stronger in one of their triangle's three sides than in the other two. They rationalize that imbalance by thinking, "If I excel in my gifted side, the other two sides will take care of themselves." That assumption is inaccurate.

Productive self-evaluation requires feedback from others. Pick six people whom you trust. Ask them to meet with you as a group for two hours. Open the meeting by asking everyone to keep the discussion confidential.

Hand each person a copy of this *Parish Paper* issue. Without discussion, ask each person to rank you on each item, using a scale of one to ten, with ten being the highest. Ask people not to sign their names.

Collect the sheets. During a break, ask someone to tabulate the answers and calculate the average score for each item. Distribute another copy of this *Parish Paper* issue. As you read the averages aloud, ask group members to write the average beside each of the items.

On the five items with the highest scores, go around the room, asking everyone to say one sentence regarding why she or he thinks that score is high.

On the five items with the lowest scores, go around the room, asking everyone to say one sentence regarding how you might strengthen that quality.

Articulate to the group any points at which you need their help or the help of other church leaders in strengthening these traits.

Close with one-sentence prayers, asking each person in the group to pray.

## The Bottom Line

In which side of the leadership triangle are you most gifted. How can you lengthen the other two sides?

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## Passports to Peace

La Verne Church of the Brethren  
A church designed one week experience



Campers will interview “ambassadors” from Nigeria, China, Puerto Rico and Iraq who are excited to teach us about life in those countries/regions! During our week together campers will learn how to be citizens of the world and will create passports in order to “travel” throughout the Global Village to experience:

- “Olympic Stadium”
- “United Nations Hospitality Tent”
- Make crafts inspired from around the globe!

A full week of evenings from 5:30 – 8:00 p.m. As always we begin our time together in the sanctuary with a short presentation and then we move into rotations from:

- Silk screening and tie-dyeing t-shirts
- Cooking
- Drumming
- Service

The final hour of the evening is our Global Village featuring up to 15 different crafts or activities of the camper’s choice.

We hold registrations to the first 80 kids (Ages: Kindergarten to 6th grade students) Cost for the week, including snacks and craft materials is \$25 per person. Campers are divided into 4 groups. Each group has one or two adults and a junior counselor. (Past campers who have aged out but still want to participate in Peace Camp)

The goal for Peace Camp, 2012 is for campers to meet with an “ambassador” who will teach them some basics about being a resident from a particular country/region, e.g., typical activities of kids, food, school, weather, clothing, liberties, etc. The campers will then become citizens and it will be their opportunity to share goodwill among the other citizens at Peace Camp. They will make passports and share good will tokens with each other when they share or learn a new fact about another country/region.

Our “ambassadors” are all volunteers from the community at large and not necessarily from the countries they are representing but they do all have personal connections, family or life experiences that make them passionate about the country they are representing.

Check the church website [www.lavernecob.org](http://www.lavernecob.org) for details or contact the church at 909-593-1364 or [Dawna@LaVerneCOB.org](mailto:Dawna@LaVerneCOB.org)

Then some people brought little children  
to Jesus to have him bless them



## PSWD Youth Retreat

April 2012

Nineteen Youth and five Advisors from all around the District gathered at Camp La Verne for a spiritual retreat planned and led by the outgoing 2011/2012 Youth Cabinet. This fun and meaningful weekend included a campfire, a lakeside walk with God, outdoor worship, and Camp La Verne’s first Disco!!

The Scriptural theme was Colossians 3:12-14 “Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity.”

As we explored this theme through activities and personal sharing, it was obvious that these Brethren Youth love fellowship and are excited about all the different ways we embody “the church” together.



## San Diego Anniversary

Unbroken Circle of Love – 100 Years of Ministry

Kickoff is the Fairmount Neighborhood Block Party on August 11. Worship Sunday August 12 will celebrate the Unbroken Circle of Love with Susan Boyer. Historic videos from the 100 years of Ministry will be shown each Sunday before worship. The videos will be collected onto a DVD for the celebration conclusion. Watch the church website for details as they unfold. [www.sdbrethrenchurch.org](http://www.sdbrethrenchurch.org)

### Anniversary Program

Saturday night, November 17

Sunday morning, November 18



Historic Potluck 2002

# Children's Peace Camp

Modesto Church of the Brethren

*Live simply. Live peacefully. Live together*

This year, Kid's Peace Week will explore ideas about living simply and leaving a smaller footprint on the earth. Each day we will focus how to be better caretakers of resources by not having too much stuff and recycling and reusing the things we have. Prepare to learn about garbage, pollution, and how thoughtful people can make a difference to preserve the beauty and health of our planet.

Who can participate? Kids' Peace Week is open to children entering kindergarten to those who have completed 6th grade. A full week of mornings from 9am-Noon. Cost is \$15 per person. The fee includes a t-shirt, all snacks and a Friday field trip from 9am-4pm to Calveras Big Trees (lunch included on the trip).

Check the church website [www.modcob.org](http://www.modcob.org) for details contact the church at 209-523-1438 or [info@modcob.org](mailto:info@modcob.org)

**Live Simply**  
*Live peacefully*  
**Live Together**



**Kid's Peace Week**

## Phone Apps for Ministry

Don Booz found and tried the **iphone** versions of these app categories. See how they can extend your ministry.

Our web version has live links. [www.pswdcob.org/publications](http://www.pswdcob.org/publications)



**AutoMileage** - This app is great for keeping track of mileage and IRS obligations. It connects with a spreadsheet that gives data about mileage, purpose and accrued mileage reimbursement. There is also an electronic logbook that produces a google map just in case there is a return trip needed.

← [iphone – Automilez](#)

[android – TripLog](#) →



**Zite** - This app provides an electronic newspaper about “healthy” and informational news, instead of what we see on T.V. I have found Zite to be an excellent resource for sermon material.

← [iphone – Zite](#)

[android – Zite](#) →



**Pedometer** - This is a great app to keep track of the many miles we walk here and there from parking lots to hospitals to meetings to home. Most of us will be shocked to see how far we walk in a normal week that goes unnoticed.

← [iphone – Pedometer FREE](#)

[android – All-in Pedometer](#) →



**Mindfulness** - For those of us who need to slow down and meditate in silence. This is a great app to keep track of our silent time(s). The great thing about this app is that it allows us to take even a 3 minute silent meditation. And for those who like to keep track, there is a statistic log that keeps track of the number of meditation sessions and the total meditation time.

← [iphone – Mindfulness App II](#)

[android – Potential Project: Mindfulness](#) →



## PSWD Youth . . .

Dawna Welch, PSWD Youth Advisor  
[Youth@pswdcob.org](mailto:Youth@pswdcob.org)



### 2011 / 2012 Youth Cabinet Accomplished Great Things



Our Youth Cabinet did a great job bringing youth together and planning activities for District Conference and planning the Spring Retreat!

### 2012 / 2013 Youth Cabinet Ready to Embrace the Future

Youth from our district churches have turned in their applications for the cabinet that begins work at Summer's close. These youth will enjoy the opportunity to grow in Christian leadership, have fun making new friends, and represent your congregation on the District Youth Cabinet!

Churches and youth obtained the applications from my email campaign and website. The new cabinet will be announced on the web in July.

### Looking forward . . .

July 2012 ~

- 2012/2013 Youth Cabinet will be announced

August 2012 ~

- First meeting of the new Youth Cabinet to begin planning District Conference activities for Youth.

November 9-11, 2012 ~

- District Conference Youth Activities

Questions? Call or email Dawna Welch

909-267-5477 [youth@pswdcob.org](mailto:youth@pswdcob.org)

Find details on district Youth activities at:

[www.pswdcob.org/youth](http://www.pswdcob.org/youth)

Find details on camps for all ages at:

[www.pswdcob.org/youth/camps](http://www.pswdcob.org/youth/camps)

### PSWD in Newsline [www.brethren.org/news](http://www.brethren.org/news)

During the Pacific Southwest District Youth Retreat at Camp La Verne in April, the entire cast and crew of the "Grey's Anatomy" television show was onsite filming the season finale. "It involves a plane crash," reported Dawna Welch. "The filming was fascinating." The episode is viewable on the ABC Grey's Anatomy website.

## Annual Conference Webcasts

July 7-11, 2012

[www.brethren.org/webcasts/ac2012.html](http://www.brethren.org/webcasts/ac2012.html)

**Newsline:** Live worship services and business sessions will be broadcast during Annual Conference, July 7-11. For news about Annual Conference 2012, go to the main Annual Conference 2012 coverage page. For the latest Brethren news go to the main Newsline page.

Join the gathered Brethren for Sunday worship in St. Louis – from your own sanctuary! For a second year, the Annual Conference officers are inviting congregations to join in Sunday morning worship with the church gathered in St. Louis, Mo., for Annual Conference.



©Church of the Brethren / Glenn Riegel

Photo by Glenn Riegel

The webcasting of worship services and business sessions from Annual Conference is made possible by a group of dedicated people including Enten Eller (shown here, working at webcasting from the 2011 Conference in Grand Rapids, Mich.), David Sollenberger and a team of videographers, and Church of the Brethren communications staff who are responsible for the denominational website at [www.brethren.org](http://www.brethren.org).

### PSWD in Newsline [www.brethren.org/news](http://www.brethren.org/news)

Harvey E. Good, professor of Biology emeritus at the University of La Verne, Calif. & member of Pomona Fellowship CoB, has been instrumental in providing a shipment of 20 boxes of scientific instruments and laboratory supplies to Pyongyang University of Science and Technology (PUST) in North Korea. The donated materials support the teaching effort of Robert and Linda Shank, Church of the Brethren members who serve on the PUST faculty with support from the church's Global Mission and Service office. Robert Shank is dean of Agriculture and Life Sciences at PUST and reported that his students were "ecstatic" about the new opportunities they will receive through the donated supplies. Harvey Good wrote to the Shanks: "We sincerely hope that the donation of this equipment will in some small way will help to alleviate the famine and lack of nutrition in North Korea."



## District Conference

### November 9-11, 2012

## at Hillcrest in La Verne

www.pswdcob.org/distconf  
Details on the web

Reserve your motel early ! *The fairgrounds have an event the same weekend.*

Ask for a reservation under: PSWD Church of the Brethren, 2705 Mountain View Dr. 91750

Motels with special PSWD rate	Miles	Rate (taxes will be added)	Amenities
Extended Stay America. . . . (909) 394-1022 601 W Bonita Ave San Dimas CA	3	Rate increases October 26 \$95.99 (2) Full beds \$75.99 (1) King	Grab-N-Go Breakfast
Red Roof Inn. . . . . (909) 599-2362 204 Village Ct San Dimas CA	3.5	Rate increases November 1 \$79.99 (2) Queens \$69.99 (1) King	Coffee & Tea
Double Tree. . . . . (909) 626-2411 555 W Foothill Blvd Claremont CA	4	Rate increases October 26 \$109.00 (2) Queens	On-Site Restaurant Pool Spa
Shilo Inn Hotel. . . . . (909) 598-0073 3200 Temple Ave Pomona CA	6.4	Rate increases October 26 \$85.00 (2) Queens \$79.00 (1) King \$100.00 deposit	Continental Breakfast
Best Western. . . . . (626) 335-2817 625 E Route 66 Glendora CA	10	Rate increases October 9 \$118.99 (2) Queens \$110.49 (1) King	Hot Breakfast

Theme: “People Serving With Devotion.”  
Matthew 25:35-40

Moderator Jack Storne of Live Oak is currently visiting our district congregations and sharing from his theme, [storne260@comcast.net](mailto:storne260@comcast.net) or 530-846-6717

## Preaching & Public Speaking

Dr. Richard F. Ward

Professor of Preaching and Worship at Phillips Theological Seminary in Tulsa, OK

Friday, November 9, 2012

[www.ptstulsa.edu/faculty?ID=119](http://www.ptstulsa.edu/faculty?ID=119)

Free with your District Conference registration

10:00am – Lunch Break – 5:00pm

0.5 CEU for ordained ministers in area 4: Preaching & Worship



On-Line Registration Goes Live: Monday, September 17, 2012, two months before conference.

# New Life

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## Find a Summer Camp

[www.pswdcob.org/youth/camps](http://www.pswdcob.org/youth/camps)

Details on the web

### Camp La Verne 909-524-8438

- July 15-21, 2012 – Sr High Camp
- July 22-28, 2012 – Jr High Camp
- July 29-Aug. 4, 2012 – Junior Camp

### Camp Peaceful Pines 209-521-1525

- July 5-8, 2012 – Women’s Retreat Camp
- July 15-20, 2012 – (to run concurrently)  
Junior Camp – Jr High Camp – Youth Camp
- July 20-27, 2012 – Family Camp
- July 27-Aug 3, 2012 – Discovery Camp
- August 11-12, 2012 – Beginner’s Camp (*new camp*)
- August 17-19, 2012 – Men’s Retreat Camp
- August 24-26, 2012 – Married Couples Weekend

Photo by D.Messamer



## District Conference

[www.pswdcob.org/distconf](http://www.pswdcob.org/distconf)

Details on the web



Preaching Workshop. . . . . Page 7

Youth Events . . . . . On the web

Meal Events . . . . . On the web

Worship Speakers. . . . . On the web

Registration . . . . . On the web  
Opens Monday, September 17

Business Book . . . . . On the web  
Mailed to delegates in early October

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