

THE AUSTRALIAN

Christian

NATIONAL JOURNAL OF CHURCHES OF CHRIST IN AUSTRALIA

Vol. 102 No. 18, 20 October 1999

PRINT POST APPROVED PP34316/00412

LEADERSHIP LEADERSHIP LEADERSHIP

"Empowering leaders are
dependent on being
themselves
empowered"



Editorial

Pioneers

DON SMITH

Local churches and our state and national structures need the most able and visionary leadership from men and women our Movement can provide. The western Church faces a crisis of identity and purpose in a world moving from older agricultural and industrial structures to a new knowledge-based economy, as Keith Suter describes in his article ("AC" 6.10.99). He says Christianity has an obvious response to a technology-dominated world, but suggests there is no guarantee people will flock back to church. He says some



churches are responding to the crisis but most are not. * At this crucial time, leadership is paramount. I recently heard a comment about pioneers and settlers. Without pioneers we never cross new frontiers. It is then we need settlers. A "settler" church will gladly embrace pastors and teachers. Right now, we need pioneers to stimulate and challenge our "settler"

the story of levels of imagination, vision and spiritual power. Pioneer leadership will tell will not be palatable. The story must frankly address our needs and troubles. The message As settlers, we prefer quiet. Pioneers disturb! * Pioneer leaders will help us find answers to our questions and needs. They will not always be right or flawless. There will be no best style of leadership. Pioneer leaders will be unswerving about their values. * Mark Tredinnick, who teaches leadership at the University of Sydney, recently commented in *The Australian* that such leaders will need resilience, wisdom, presence, imagination, the gifts of story telling and teaching ... the power to feel for humanity and transcend self-interest. * It must be our prayer and aim that such leadership will rise among us. Then we must affirm and empower it and create opportunities for development, and encourage even more new leadership. * From 563-597 Columba began the evangelisation of Scotland and northern England, from Iona off Scotland's west coast. His influence even reached deep into Europe. Biographer Ian Bradley says that were he to return today he might be put down by colleagues jealous of his birth and talent, hounded by tabloid journalists searching for his flaws, and squashed by committees anxious to maintain the status quo and preserve a quiet life. Settlers and pioneers need each other! *

Editor: Don Smith, Production Manager/Sub Editor: Nigel Pegram Issue 10 November Deadline 28 October Issue 24 November Deadline 11 November; Issue 8 December Deadline 25 November. Address for all correspondence: PO Box 101, Essendon North Vic 3041. Telephone (03) 9379 1219, Fax (03) 9379 0015, E-mail: <editor.ac@churchesofchrist.org.au>. World Wide Web <www.ozemail.com.au/~aceditor>. Member public the Australasian Religious Press Association. Published by the Board of Management of The Australian C Department of Churches of Christ in Australia. Keith Aird, Chairman (SA); Lindsay Mott, Treasurer (Vic); Batchler (Tas); Tom Glynn (NSW); Bev Grenfell (Qld); Allen Smyth (WA). Printed by New Litho Pty Ltd, 8 Hills Vic. Responsibility for electoral material is accepted by Don Smith, 2 Larkspur Ave, Doncaster 3101 publication is indexed in the Australasian Religion Index. ISSN 0004-8852. Advertising Rates: Display per column centimetre, Classifieds: \$15.00 for the first 25 words and 25c for each additional word.



Leadership

Few would argue that the Church needs good leadership, our writers comment on some of the issues.

<i>Leadership in the Growing Church</i>	12
<i>Empowerment</i>	13
<i>Women in Leadership</i>	14
<i>Lonely Leaders Need Friends Too</i>	15
<i>It's Time!</i>	16

News

<i>Church Applauded</i>	5
<i>National Web Site</i>	5
<i>Hurricane Floyd</i>	6
<i>NSW Youth Vision</i>	7
<i>CCTC Board Chair</i>	7
<i>Making a Difference</i>	8
<i>Christianity in Action</i>	9
<i>Vietnam Visit</i>	9
<i>External Studies Opportunities</i>	10

Playing the Numbers Game 18

Should numbers be part of the way we look at churches?

Regulars

<i>Coffee Break</i>	20
<i>Snippets from History</i>	24
<i>Spring Matters</i>	17

The Australian Christian welcomes letters from its readers. Short letters up to 175 words stand the best chance of publication. All letters may be edited. We reserve the right to omit letters altogether.

The New Must Replace the Old

To the Editor,
There certainly seems to be a radical disjuncture between the God of judgment reflected in the pages of the Old Testament (OT) and the God of love we experience in Christ. However, before following David Allison's advice and rejecting the "killer" God of the old covenant, one thing strikes me as important.

Jesus was a Jew. Jesus read the Jewish Scriptures (our OT), and saw his identity and mission in terms of fulfilling those Scriptures (eg: Luke 4:16-31). When Jesus spoke of God as Father, he meant YHWH of the Old Testament. The God of Moses is the God of Jesus—how else are we to understand the transfiguration in Matthew 17? When he spoke of the love of God, or when he shared his kingdom vision, Jesus was operating entirely within a Jewish understanding of God. That is why we call him *Messiah*.

Therefore, let us not forget that although the OT throws up some very challenging texts that seemingly depict God as a tyrant, a rejection of the OT means a radical anti-Jewish understanding of Jesus. Besides its obvious historical difficulties, such an understanding has led to many horrors in our own century against Jewish people.

The tragic irony is that this is obviously the opposite outcome to that desired by David Allison

when he advises us to see Moses as a Hitler-type figure. While we often don't have the bravery to ask the sort of questions that David asks, I believe his conclusions are ill-advised and there are other directions we must look.

The real challenge lies not in rejecting the OT, but in allowing the difficulties of the OT to actually deepen our understanding of God. For example, two themes that seem central to God's character and purpose throughout the Biblical story are a) God's radical sensitivity to suffering, and b) God's overarching creative and inclusive intentions. Perhaps those texts that present God as otherwise can be understood in terms of these more primary qualities. Two books that have helped me understand this are *The Truth Is Stranger Than It Used To Be* by Richard Middleton and Brian Walsh, and *The Prophetic Imagination* by Walter Brueggemann.

Let us grow together by learning to read afresh the canon of Scripture that YHWH has delivered to us—Old Testament as well as New.

—John Rees
(Petersham, NSW)

Church Planting

To the Editor,

In reply to Max Collyer's letter ("AC" 6.10.99), church planting has had a major role throughout Churches of Christ history. It is vital for reaching unchurched people and for the growth of the church, whether by existing congregations planting daughter congregations or new initiatives connecting with diverse people groups.

Church planting is affirmed by National Church Life Survey research, which is currently researching into the area of new churches. The Disciples of Christ in the USA, through its Board of

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Letters to the Editor

Church Extension, recently announced a renewed emphasis on establishing new congregations. The overall Victorian and Tasmanian memberships show a 17% increase between 1989 and 1998. At the May 1999 Annual Conference, when five new churches affiliated, there was a spirit of acceptance and celebration.

Another recognised priority is the revitalisation of existing churches. More Conference resources are deployed in working with existing churches than are devoted to church planting. The Vic-Tas Conference Board is endeavouring to be equally proactive in helping get new churches started and in advocating the strengthening of existing churches.

The Conference Board plans to hold a Church Planting Forum shortly at which the rationale for church planting will be presented, stories of church planters heard and issues raised.

The best stories are those told by people whose lives have been transformed by the love of Christ through their contact with new and established churches.

—Lynette Leach
(Vic-Tas Conference
Executive Officer)

Proposed Logo

To the Editor,

Is it a bat, crab claw, can opener or the horns of a cow (or heaven forbid, the devil) devouring the globe? No it's the map of Australia according to the designer of the new Churches of Christ logo with God's head at the top and the east and west coasts as his arms holding the world in his hands! As the famous Rorschach ink blot tests proved, we interpret things differently if they are not obvious.

A logo has to communicate quickly what it is. We don't have the luxury of the designer's inter-

pretation appearing in type under the logo. Apart from the confusing main element, my other concerns are practical.

Loss of clarity. When reduced in size imagine what it will look like on a business card or in the telephone book.

Poor use of space. The main elements overpower the typeface and the almost square shape doesn't use the space well.

A logo is more important than ever before today because of the many messages we receive. Normally logos are designed by professionally trained full-time artists, to a tight brief reflecting the organisation's mission statement, which is then tested in research using focus groups.

While as someone involved in advertising, marketing and design related issues in business I applaud the efforts to create a new logo for the millennium, I believe this particular design also fails to communicate effectively the new mission emphasis within Churches of Christ.

—Tom Glynn
(Roseville, NSW)

Calendars

To the Editor,

Calendar 2000 for Churches of Christ has been delivered to me. They are a great credit to the National Literature Department. I make sure everyone in the congregation gets one. The calendar

is so much better than many others on the market. I post some to friends who do not get one in other churches and to Christian friends who have left our fellowship for other places. We are also

able to reach contacts with the calendar. I shall probably be ordering more as time passes. Well done Calendar 2000.

—Keith Jones
(Burradoo, NSW)

Update

Dear Readers,

In our last issue we invited churches with good experiences of Alpha Courses to be in contact. This invitation still stands. A brief note is all we need at this time. An issue on this theme is being considered for 2000. Readers are also invited to offer suggestions for appropriate themes for 2000.

Mailings are in the process of being sent to churches regarding new subscribers and support for the work of the paper. Your assistance with these matters will be greatly appreciated. Between this issue and issue number 19 in November there will be a three-week interval. During any one year the paper operates with three of these intervals. This interval will be the last for 1999.

In the last issue, reference was made to the forthcoming Tassie Trek 2000 on page 5. Unfortunately the reference to the advertisement on page 10 was

omitted. Hopefully interested readers will have found the advertisement. Readers will also have noted the presentation of the proposed logo for Churches of Christ. Readers are invited to make their comments to the National Coordinator, Bob Smith, PO Box 55, Helensburgh NSW 2508; phone (02) 4294 1913, Fax: (02) 4294 1914, e-mail <bobsmit@ozemail.com.au>.

We have been encouraged by the support from advertisers. Churches are invited to use the paper for coming events, appointments or other purposes. We are also keen to receive advertising from members which relates to business and services available. Nigel Pegram is always open to discuss your needs.

Sam Smith

Pontius' Puddle



Church Applauded National Web Site

Albanian church's work praised by newspaper

Artan Samara of Albanian Churches of Christ reports that the newspaper *Albania* ran a large and very complimentary article about the church with the heading "The Church of Christ, the Last One Who Helps".

The article tells of the church's involvement since the beginning of the crisis and the commitment to be involved until there is no more need in the area.

Artan reports that since the article many more refugees have sought out the church for help. Some 277 families are currently registered and receiving aid from the church. It is estimated that with nine members in each fam-

ily group, the number of people being helped approximates 2,500. Copies of the New Testament in Albanian are given to all refugees. Children receive illustrated Bibles.

A refugee named Gentiana stated that 54 family members were killed, including her husband. She is now left alone with a ten-month-old child and no means of support.

Members of the Tirana church have formed a group to visit Kosovars in their homeland. They report that locating people is very difficult. The Tirana church is looking for church-planting opportunities in Kosovo.

Churches of Christ in Australia's web site on-line



At its recent meeting, National Council approved the uploading of a web site designed to be a point of contact and to present general information about Churches of Christ in Australia. The site may be viewed at <www.churchesofchrist.org.au>.

The site was made possible by contributions from Adstract Art and Sanctum Internet. Both of

these companies have links with Churches of Christ. In the near future, state Conferences and national and state departments will be contacted concerning linking with the national site. Any comments or inquiries concerning the site should be addressed to Nigel Pegram <webmaster@churchesofchrist.org.au>.

—Nigel Pegram

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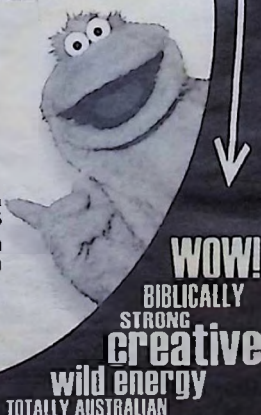
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Hurricane Floyd

Churches and members devastated by flooding

The US-based Disciples of Christ News Service reports that thousands of North Carolina families have been dislocated from their homes, farms have been ruined, businesses destroyed, and water, sanitation, highway and other infrastructure systems damaged following the recent hurricane Floyd.

The large Disciples community in

eastern North Carolina has been profoundly affected by the storm system. Johnny Wray, director of Week of Compassion for the Christian Church (Disciples of Christ), says "The region is facing a major humanitarian, economic and ecological disaster." The homes of hundreds of Disciples families are underwater, many of them without flood insur-

ance. St Luke's Christian Church in Princeville is submerged. The community of Princeville also is inundated. In addition, an undetermined number of St. Luke's families, likely more than 100,

were flooded out. Five other church facilities in the region were also damaged by wind and flood waters.



Ivanhoe Church of Christ 82nd Anniversary

31 October 1999, 10.30 am
Guest Speaker: Alan Niven

Our Last Service

Ivanhoe will join the Northern Community Church of Christ.

Past members and friends welcome.
Light luncheon will be served.
Contact Roy L'Green (03) 9848 2969.

Burwood Church of Christ (NSW)

is seeking an enthusiastic, contemporary minister with gifts of preaching, teaching, training and pastoral care to head up the church in an effective mission.

Burwood is part of the inner west of Sydney. The congregation is currently around 50 people, most of whom are young adults. The minister will be accountable to a supportive and active eldership. Applications should be sent to the Chairman of Elders, Mr John Skinner, PO Box 448, Burwood NSW 1805.

Both part-time and full-time proposals will be considered. Ministry is to commence in February 2000. Contact from interested parties will be needed by the first week of November.

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NSW Youth Vision CCTC Board Chair

New Youth Vision leader in NSW

Lisa Gaddes has been appointed as the Youth Vision Ministry Team Leader for NSW. She commences in 2000.

Lisa brings extensive experience in youth ministry over sixteen years at state and local church levels, both as a volunteer and minister.

She has worked in small, medium and large churches. In the last six years Lisa has been the youth minister at the York Street, Ballarat, Vic, church. Lisa trained at the Wollongong Institute for Contemporary Church Leadership. Prior to ministry training, Lisa was a secondary school teacher in NSW. She came into



Lisa Gaddes

Churches of Christ at the Beverley Hills, NSW, church.

David Brooker appointed

The Churches of Christ Theological College (CCTC) is pleased to announce the appointment of Mr David Brooker as the new Chair of the College Board of Management. The previous Chair, Dr Don Mansell, has retired after thirty years continuous service as a member of the Board, the last three years as Chair.

David Brooker graduated from CCTC (then the College of the Bible) in 1981 and has ministered in the Brunswick-Coburg-Pascoe Vale Regional Church, as well as the Cheltenham and Surrey Hills Churches of Christ in Victoria. In 1994 David was appointed as State Minister of the Churches of Christ in South Australia. In this position he has provided outstanding leadership to the South Australian churches and has also made a significant contribution at a national level.

David's appointment to this important role is unique in several ways.

This is the first time an ordained minister has been Chair of the



David Brooker, new CCTC Chair

College Board, and it is also the first time the College has appointed a Chair who resides outside Victoria.

David's special blend of character, experience and ability has already been demonstrated as he has led the Board in its consideration of the appointment of a new Principal following the resignation of Dr Greg Elsdon.

"I consider this appointment to be both a privilege and a great challenge," says David.

"The College has a vital part to play in the future of our movement."

Lecturer in Youth Ministry



CCTC is seeking a suitable person to fill the newly-created part-time position of Lecturer in Youth Ministry (equivalent of one day per week), commencing at the beginning of 2000.

The successful candidate will have:

- ☆ An accredited degree or diploma in Theology (qualifications in Youth Work or Youth Studies would also be an advantage)
- ☆ Significant experience in the practice of Youth Ministry
- ☆ A sound knowledge of the theological and social contexts of Youth Ministry
- ☆ The ability to teach creatively as part of a larger team

Although accountable in the first instance to the Principal and Dean of Studies of CCTC, the Lecturer in Youth Ministry will work in close consultation with the Director of Youth Vision (Vic-Tas).

If you are interested in applying for this position please contact Dr Greg Elsdon for a full position description and for details of terms and conditions and the application process.

Dr Greg Elsdon
CCTC
PO Box 629
MULGRAVE NORTH VIC 3170

Phone: (03) 9790 1000
Fax: (03) 9795 1688
E-mail: <gelsdon@cctc.com.au>

Applications close Friday 19 November 1999.

Property Officer

Due to the imminent opening of our new 700+ seat auditorium, Swanston St Church of Christ, Melbourne, is looking for an experienced Property Officer. This position will look after all the Church's property, including the new auditorium worship space. The officer will have the overall responsibility to provide and maintain a worship complex which will glorify God and extend his Kingdom.

Major duties will include:

- 1 Maintaining an appropriate spiritual atmosphere;
- 2 Looking after all physical and technical services;
- 3 Maintaining appropriate quality standards;
- 4 Marketing, booking, opening and maintaining of all properties; and
- 5 Responsibility for cost control and cost recovery of all budgets relating to property.

This position will be an important part of the ministry of Swanston St Church of Christ, and therefore spiritual integrity and beliefs consistent with the church's values and objectives would be expected.

The officer will be self-motivated, be able to motivate others toward the Swanston St vision and market the facilities for broader usage. The position will be full-time. However a part-time start-up leading to full-time can be organised.

For further information and a detailed position description, please contact one of the pastoral team or the church office on (03) 9663 388/5.

Making a Difference

Lily Oakes—available to God



Lily (left) is pictured receiving flowers from Denise Bailey (Marana Gardens staff member who nominated her for the award) along with Kathy Martin Sullivan MP.

It's wonderful to see "giving" people recognised for their quiet work in the community. People like Lily Oakes, resident at Churches of Christ Care's Marana Gardens on the Gold Coast. Lily, a sprightly 85 years of age, has been selected to represent Australians living in the electorate of Moncrieff for the national award of Commonwealth Government "Senior Australian of the Year". Lily is delighted and so are all the staff and residents at Marana Gardens who shared her excitement when the Hon. Kathy Martin Sullivan MP visited recently to announce Lily's selection. Lily is now looking forward to an evening with the Prime Minister later in the year, when the major award will be announced.

From a very early age, Lily helped her mother collect discarded woollen clothing which they unravelled, washed and knitted again into blankets for needy people. Her mother's influence was strong, and Lily has continued to help others all her life. She gets involved in fundraising activities like making cakes and jams, craft work and of course, her sewing. Over the years, Lily has sewn hundreds of garments which she has sent off to help aboriginal children. And all because she loves her Lord and recognises the need to give of her time and her resources to others. Lily is a battler, a pensioner with little of the world's goods, but what a difference she's made over the years.

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Interim Gains

Interim ministry at Ormond, Vic

At the conclusion of Alf Thistlethwaite's ministry in June, the Ormond, Vic, church approached Allan Avery to conduct an interim ministry.

Allan has conducted previous successful interim ministries and was formerly senior minister of the Frankston church for 19 years. He also served in a number of chaplaincy roles.

Already the offerings have exceeded budget for several weeks, attendances have risen and there has been one re-dedication and reaffirmation of faith. Local newspapers have given publicity to Allan's arrival, which has enhanced the church's profile in the



community. A letter box drop has been done using the church paper. The possibility of ministries such as youth, music, and pastoral care are being considered. The church hopes to have the ministry arrangements settled before the end of the year.

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Christianity in Action

Olive Goodwin receives the Volunteer of the Year award

For almost two decades, 80-year-old Olive Goodwin has organised day care programs for handicapped and frail people twice a week at the Boronia, Vic, church. Referrals come from local doctors, nursing homes and hospitals. Guests also include intellectually-handicapped adults. These programs accommodate fifty to sixty people each week and in some cases their carers receive valuable respite. Guests enjoy a day of social interaction, fun and entertainment. Rugs knitted by guests are donated to hospitals and knitted garments to needy children. Over \$25,000 has been raised for causes such as the Berry Street Foundling Home, Camp Quality, World Vision and the Christmas Bowl.

Olive, herself a volunteer, organises volunteers such as kitchen helpers, drivers and entertainers. She plans meals and does the grocery shopping, which is no small feat for an 80-year-old.

Olive liaises with the wheel chair dancing program held bi-weekly in the church hall, and collects



City of Knox Mayor, Karin Orpen with Olive Goodwin

food and distributes food parcels. She is also a ready and sympathetic listener. The Boronia Church of Christ facilities have been harnessed to meet community need.

This year Olive received the Volunteer of the Year Award from the City of Knox. Olive Goodwin has demonstrated vision, dedication and hard work in her care for the frail, aged and handicapped and has again proved that age is no barrier when serving the community.

Vietnam Visit

Leadership training for Vietnamese leaders



Nathan Nhan



Jeff Weston

Jeff Weston, Executive Director of the Churches of Christ Overseas Mission Board, and Nathan Nhan, minister of the Richmond, Vic, Vietnamese congregation, are currently visiting Ho Chi Minh City, Vietnam.

They are working with local Christian leaders in the area of leadership development.

The current initiative is a response to a very successful visit in 1998.

At that time discussions were held about possible future roles for Australian Churches of Christ in Vietnam.

Nathan explained that there is little training material available for ministers due to government restriction.

Ministers and church leaders also find it difficult to leave the country for training courses in other countries.

Local leaders are enthusiastic about the provision of on-site training in Vietnam.

As Jeff and Nathan left on their visit, they learned that a US team of visitors undertaking similar work in Vietnam had been arrested.

—Overseas Mission Board

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External Studies Opportunities

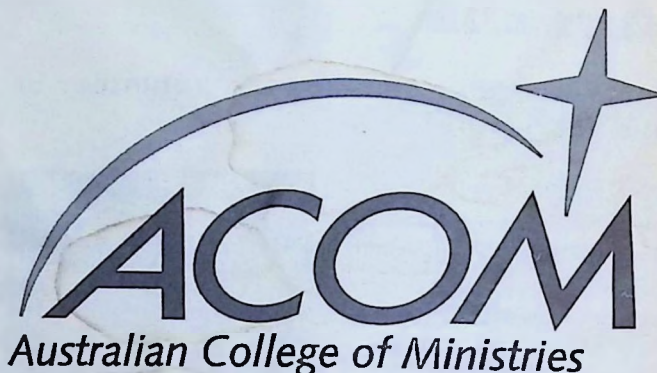
External studies launched by ACOM

Bourke, Canberra, Wagga and Taree all have one thing in common—all have students studying with ACOM (Australian College of Ministries), even though the nearest Ministry Centre is many kilometres away. The same picture shows up in Qld (Maryborough and Maroochydore) and WA (Bunbury, Booragoon, and Bruce Rock).

The use of modular teaching allows more students to stay in their

home church and undergo ministry training, even though it is remote from one of the Ministry Centres. The desire to see people train for ministry of all varieties, and to grow "where they're planted" among their own congregations, has led the college to work hard at a decentralised model, bringing the possibility of training to many more.

Now a new step in accessibility has been taken with the introduc-



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one Teaching Principal

and

two Teachers for Primary School

commencing 1st term 2000.

For further information, prospectus and job description, contact: The Executive Secretary
Mr Peter Hall
Shepparton Christian Community School
PO Box 315
Shepparton Vic 3630.
Phone 015 503 523.
E-mail: <sheppaog@telstra.easymail.com.au>.

tion of an External Studies program. Students in this program can take subjects without ever coming to a Ministry Centre, using resource materials—lectures, readers, CD ROM interactive materials, etc—sent through the mail or by e-mail. This is in line with tertiary organisations world-wide,

and with the increasing volume of research and experience in tertiary distance education.

Difficulties with access to training are often more than just distance. They include issues such as timeslot inflexibility, at-home restrictions and transport difficulties. Now students who have difficulty accessing subjects for any reason other than just distance from a Ministry Centre can pursue ministry training.

In 2000, three subjects will be offered as the start of a widening selection of possibilities that will grow over the coming years. Contact ACOM for further information: Northern Region: (07) 3378 1268; Southern Region: (02) 9630 7533; Perth (08) 9313 1604.

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Here and There

Ancient Symbol Rediscovered

A messianic seal from the Christian church in ancient Jerusalem has been found on Mount Zion. It is believed to have been created and used by Jewish believers. It consists of three separate, but integrated symbols: a menorah, a star of David and a fish. Some place the artefacts as almost 2000 years old. (*New Life*)

Reviews

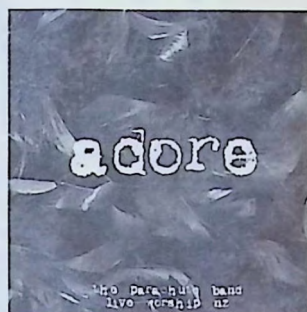


Here and There Balkans Tragedy

Artan Samara of Albanian Churches of Christ reports on a recent conversation at the church's Tirana food distribution centre. One of the church workers was helping a woman who didn't speak Albanian. He asked her if she was a Serb and she started crying. It turns out that she is Bosnian and after the conflict in Bosnia, she moved to Kosovo. Between the two conflicts, she has lost her entire family and had her homes in both Bosnia and Kosovo burned. She has nothing to return to. The church has asked for prayer for her.

Southern Baptist Blip

The churches of the Southern Baptist Convention, the largest Protestant denomination, has experienced the first decrease in its membership since 1925. The decline represented 1.02% or 162,000 of the total membership of 15.729 million. A spokesman of the Convention said that officials are unsure whether the decline represents a "statistical blip" or the first clear indication that the membership has plateaued. *Christian Century*



Adore

by the Parachute Band

Fresh, vibrant, catchy and filled with a sense of the presence of God. Live worship captured on CD.

This latest release by the Parachute Band, from Auckland, New Zealand, contains twelve new tracks, focusing on praising and "adoring" our Lord (thus the title).

From the first song, this CD has appeal.

I played it one afternoon after our worship team had finished rehearsing, and they were all asking, "Who's this?", "What CD is this?"

Why? Because it is a refreshing arrangement of musical textures, with a broad vocal sound.

Contemporary music, with groove.

These are songs that are great to listen to, but would also work well in worship services.

It's a sound that, when it's over,

you want to listen to again.

This CD reflects a new wave of worship music.

A winner for those in search of something fresh.

Highly recommended.

—Cindy Waters

Churches of Christ: Reinterpreting Ourselves for the New Century

by Gordon Stirling (Vital)
\$7.50.

I have known Gordon for over 40 years. He is not the man he used to be—rather he has become our Australian movement's mature sage for this age.

This shows in the excellent and readable book just released by Vital Publications.

His writing should be compulsory reading for all in our pulpits, our presidents and those in our pews.

He has dealt with the doctrines and practices commonly found in Churches of Christ from the wealth of his lifetime of upbringing, training and ministry in our movement.

The thirteen chapters are succinct and attend to the issues with grace.

His approach is penetrating, provocative and purposeful.

Gordon addresses the three themes of restoration, unity and

evangelism. He deals with the practices of baptism, the Lord's Supper and our longstanding ministry pattern of elder, deacon and evangelist.

With due respect for the ecumenical movement, he is prepared to speak out for those things most surely believed among us.

He is realistic about our ineffective methods in the past.

Not only is it a warm overview, it is also a strong call to face the future.

His chapters on finding a common purpose and being relevant to contemporary needs are thought-provoking and require our involvement.

Every church should make wide use of this book alongside James H. Jauncey's, *Simply Churches of Christ*.

—Bruce Armstrong



Help Make the News!

"By including 'The Australian Christian' in your will, you can help make the news for years to come. A bequest will help ensure that your newspaper continues to provide news and information to our future readers."

—Lindsay Mott, Treasurer

A bequest to The Australian Christian can be made through your solicitor, or contact us for the appropriate wording.

Leadership

Leadership in the Growing Church

ANDREW BALL



As the church grows, there inevitably surface new tensions and issues. Just what are the key leadership qualities which must be addressed for this situation? I'd like to suggest five areas, pertinent for all church leaders (principally elders & pastors) who find their church is growing. These are not intended to be the panacea for ongoing church growth, rather, life lessons learned in an Australian context, of use for fellow travellers.

First, growing churches need authentic servant leaders who are passionate about knowing God. Aussie church-

Growing churches need leaders who espouse grace and freedom

goers won't follow leaders unless they sense their leaders are growing spiritually by modelling prayer and the spirit-filled life as a key priority. Many Australian leaders and pastors spend too little time being with God and too much time consumed doing ministry. Authentic servant leaders who love God, foster such Godly passion that it is caught and modelled through relationships in the body of Christ. These leaders obey the greatest commandment to love the Lord God with all their heart, soul, mind and strength.

Second, growing churches need leaders who espouse grace and freedom as opposed to legalism and control. There are scores of switchers who attend growing churches because they have

been wounded in other churches and are seeking a healthy alternative. These attenders are reluctant to get involved, preferring instead to remain on the fringe of church life, for fear of over-commitment or further wounding. Leaders in growing churches are able to apply the healing balm of grace and freedom to wounded warriors, and so ensure effective recovery for disillusioned saints and their families.

Third, growing churches need leaders who challenge the notion of "Christian Consumerism" by advocating costly discipleship by dying to self! Our "western-version Christianity" has indeed sold out the gospel by packaging the message in an easy to swallow pill. This placebo cons the Christian into a belief system which measures spiritual commitment and health by Sunday attendance. Leaders in growing churches need strategies to shift current paradigms away from self-fulfilment to self-denial. Such strategies include ministry to the poor and marginalised, adequate theologies of suffering and failure, cross-cultural experiences in non-western countries and a deep commitment to spiritual community and discipleship. Growing church leaders will examine the shortfalls of western Christianity and promote solutions which challenge the consumer's hunger!

Fourth, growing churches need leaders who have a kingdom vision and embrace spiritual renewal. Leaders of growing churches for the new millennium will be less concerned with the "Churches of Christ" methodology and primarily consumed with "what the Spirit is saying to the Church". While

for many churches and leaders our history and heritage are important, of far greater value is the cultural relevance of our movement and our position within the wider kingdom now. This implies leaders who embrace and instigate change, analyse systems and open the body to spiritual gifts and ministry by all. These leaders will also seek to advance and enhance the kingdom of God by intentional evangelism and global missionary activity.

Finally, growing churches need leaders who themselves are committed to reproducing spiritually healthy, balanced, effective leaders. In growing churches, existing leaders are responsible for creating a leadership culture which produces an abundance of "equipped" spiritual servants. The current leadership trends impacting churches worldwide include mentoring and accountability as fundamental necessities.

With many Australian leaders burning out, falling out, running out, failing out and sinning out we desperately need new systems and strategies to create healthy leaders. Growing church leaders create intentional processes which ensure the ongoing viability and health of current and future leadership. They assume primary responsibility for leadership development without asking others to do the job.

Andrew Ball is currently the Pastor of The River Community Church in Albury, NSW. He has served in Churches of Christ ministry for 11 years. Andrew is a lecturer at the Australian College of Ministries in youth ministry.

Leadership Empowerment

GARY WILLIAMS

A quick scan through the leadership and management section of your local bookshop (Christian or not) should be sufficient to convince you that we live in the age of buzzwords! From Vision to Core Values, from Re-engineering to Downsizing, from Empowerment to TQM, effective leadership in the modern world (and church) can sometimes seem to hinge on one's ability to adapt quickly to the Next Big Thing. The interesting thing is that while many of these concepts promise a revolutionary leap forward in leadership theory or

Empowerment is not just a fancy word for delegation

practice, in many cases they are just good old common sense, wrapped up in some fresh terminology with a dash of discipline. In fact, I'm amazed how often I find myself winding back up at a sound biblical principle, buried under all that 20th-century jargon.

For example, what do we mean by the term "empowerment"? It actually sounds quite noble and unselfish, a sort of "giving power to the common people". However, the hidden assumption there is that the "common people" don't have enough power, and therein lies the key. Empowerment is not so much about giving power as about releasing power that already exists. The concept of empowerment is rooted in the belief that people, when given a choice, generally want to excel rather than fail—to please rather than displease—to win rather than lose. Now, where is the biblical principle in here? I believe it lies in the fact that, as Christians, God has

a purpose for each of us, and gives us the resources (physically, emotionally, mentally, spiritually) to fulfil that divine purpose. And as we grow in our faith, our desire is to please God in all that we do—whether as an employee striving to do our best, or as a church member longing to serve God to the best of our ability. The problem seems to be that in business, and often in the church, existing structures tend to stifle, rather than release, the ability and creativity that people have.

I well remember, many years ago, a church board meeting where four pastors, seven elders and nine deacons were asked to approve an \$80 expenditure to replace the main wiring to the pulpit microphone! The deacon bringing the request was technically gifted, but at that time the church structures didn't permit him to use his abilities without first having about twenty less technically gifted people give their approval! He didn't need someone to bestow a measure of power on him, what he needed was an environment which allowed him to use his gifts, and exercise his intuition. He needed empowering! (Thankfully, we've come a long way since then.)

Now in case you're getting a bit suspicious, empowerment is not just a fancy word for delegation, nor is it unstructured, unaccountable, undisciplined freedom. In fact, creating an empowering environment, where people are unleashed to fulfil their God-given potential, requires more thought regarding structures and boundaries. (Notice I said more thought, not more structures!) Empowerment doesn't simply materialise after it's been agreed to, it requires fundamental changes in attitudes and behaviour, from the top down.



To be empowered, people need information. They need to know enough about their environment to be able to assess alternatives and risks for themselves. They need to know the big picture and exactly where they fit in that picture. They need to know, and feel ownership of, the vision.

To be empowered, people need to be trusted and to be permitted to fail. Then, when something goes wrong, the question is not "Who's to blame?", but "What can we learn?". Empowerment is about trust, and partnership, and servant leadership. Sound familiar?

In a church environment, empowerment can often mean the difference between growth and stagnation. When the individual members are bound by controlling structures, the church is ultimately limited to the ability of the minister(s) and key leaders, and at some point in time, when that limit is reached, stagnation (or at best, a plateau) will occur. Conversely, when a church operates in an atmosphere of empowerment, the capacity of leadership, however great, is no longer a limiting factor, and the church can continue to grow on the strength of the spiritual gifts God has given each member of his body.

Gary Williams is Associate Pastor (Administration), at Southport Church of Christ, QLD (<www.scc.org.au>), where he has been on staff for the last 5½ years.

Leadership

Women in Leadership

CAROL PRESTON

Do women have anything special or different to offer in leadership? This is a question often overlooked in favour of discussing whether or not women have any right to be in leadership. In spite of opposition, from the first century to now, women have made a significant contribution to Christian thought and practice through their prophesying, preaching, teaching and writing. They have had a great deal of influence. We just haven't always named it leadership. What women may essentially offer is a challenge to the nature of leadership. The servanthood that Jesus modelled and made clear in his teachings (Matt 23; Luke 22:25-26) still needs to be the cornerstone of Christian leadership. Meekness, self-sacrifice, peace-making and reconciliation were clearly the way Jesus influenced people. These are not qualities often seen in those invited to leadership, where extroversion, strong will, decisiveness and being proactive are more likely to be sought to fulfil a mandate based on power and winning.

But the church's mandate has nothing to do with dominance or power over people. It has to do with empowering, community and servanthood, doing on behalf of the other for their equipping. Women, by nature or socialisation, may be more able to model this kind of leadership.

Psychological research is suggesting that we have wrongly assumed innate gender-based differences and that we have socialised into males and out of females, qualities expected in leadership, such as objectivity, logic, assertiveness, and decisiveness. Women have been expected and socialised to be more nurturing, supportive, subjective and emotional, and therefore less

suited to leadership where power is the most prominent characteristic. However, this may mean that women are in fact now better equipped to bring much-needed qualities into leadership.

In recent years, self reports and observations of women in Christian leadership, collected by college students as part of their theology studies, have consistently indicated interesting trends which seem to validate this different approach.

Women are effectively involved in leadership at all levels; from senior ministers, elders, members of team ministries and mentors, to coordinators of a variety of ministries at local and state levels. They often balance these with a high level of commitment to family and home duties. While they receive much positive feedback, most still have to deal with opposition, scepticism about their abilities and call, and restrictions which are often placed on them because they are seen by some to be out of line with biblical principles.

They tend to have high expectations of themselves and work hard, often with the sense that they are expected to outperform men to be accepted. Their leadership is often seen as different from that of men; more pastoral, less confrontational, more likely to involve getting alongside people and walking the journey with them, rather than leading from the front. They work well in teams and focus on empowering and equipping others and building community.

Sociological research is also suggesting that professional women are more likely to embrace family values. Women lawyers have spearheaded reforms in the treatment of rape and assault victims. Women executives are striving to sensitise corporations to the need for



flexible hours, child care and parental leave. Women doctors are seen as less paternalistic than male counterparts and better at listening. Polls show that women politicians are more likely to favour spending on the poor. Women in churches exercise gifts in ways which give priority to family values and care for the hurting. Again, the influence has been there. We need to validate this as leadership and free women to be in the roles which make it more possible to exercise this kind of leadership.

For the same reasons we now see the need for men to be involved in nursing and child care, we need women involved in traditionally male areas such as leadership, so that both sexes can fully use their gifts so we are free to be a people who fully image God in all we undertake. The Christian Church seems to be finding the humility to recognise its fear of the subjective and its unlawful marriage to systems of power. Women's gifts are being seen and appreciated. Some are modelling a different kind of leadership. Time and the fruits will reveal the benefits.

Carol Preston is Director of Counselling Services, Wollongong Church of Christ, NSW.

Leadership

Lonely Leaders Need Friends Too

BOB SMITH

In my "other" job as Staff Chaplain to the Australian Army's Land Headquarters, I have come across a pioneering program designed to help those who have to endure what has always been known as the loneliness of leadership. It is a program recently set up by the Canadian Army, concerned by the effects that peace-keeping operations are having on unit commanders. Post-Operational Stress and Post Traumatic Stress Disorder are now well-accepted facts for those involved in such military deployments, and we have es-

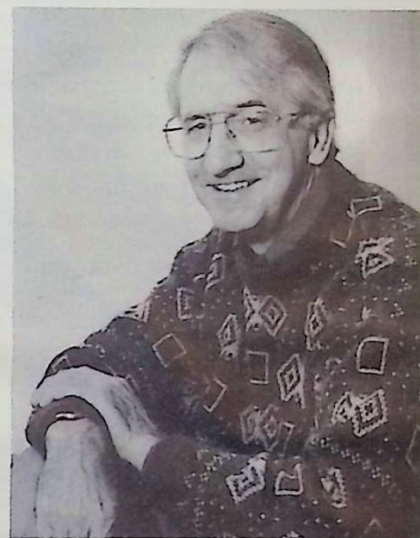
The loneliness of leadership is also present in the realm of spiritual warfare.

tablished procedures for debriefing service personnel, both during and following operations. However, the Canadians have realised that the people who miss out most in this process are those who need it most—the commanding officers, who have borne a greater weight of responsibility than anyone and whose task it is to ensure that those whom they lead are adequately cared for. Interestingly enough, the Canadian research links medical officers and chaplains with commanding officers in this dilemma. It notes that they, as primary-care givers, often miss out on the debriefing process because they are seen to be part of the team that should provide it.

It made me think about what I have observed during thirty years in full-time ministry. The loneliness of lead-

ership is also present in the realm of spiritual warfare. Over the years I have read numerous pieces of research that indicate comparatively high levels of stress among ministers. I have observed an alarming attrition rate among our own. (I think the statistics indicate we lose about half of those we train and endorse every ten years.) This, of course, could reflect the modern trend for people to have several careers during a working lifetime. But I am not sure how that trend squares with the idea of the Ministry as a calling. I suspect that much of it reflects an ecclesiastical version of post-operational stress that never received the sort of debriefing that the minister provides (assuming he or she ministers effectively) for others.

I don't think it is an exaggeration to say that the ministry is a harder job today than ever it was. When I began, it was sufficient for a local church minister to be a caring pastor and a reasonable preacher. Nowadays the comparison base has changed. The local minister is judged by the communication standards of the media, the people-helping skills of professional counsellors and the management and marketing skills of business. He or she can no longer take it for granted that the loyalty of the present members to that congregation will guarantee that they are not tempted away to churches where the performance is better. The expectations of people who are accustomed to multiple choices and the indifference of a secular world make it a tough enough job as it is, without adding to it the almost unavoidable phenomenon of leadership loneliness.



I have been heartened to see efforts being made, structurally, for the provision of a pastor to the pastors role in Churches of Christ. Older and more hierarchical churches have always had them in their bishops, superintendents and spiritual directors. Perhaps the experience of centuries of church life, and a less isolationist congregational mentality, have caused them to value their ministers more highly than we, the inheritors of a rather anti-clerical ethos. But it is encouraging to see such roles developing among us. I am also very much aware that these provisions are not available everywhere and, when they are available, they are often inadequately resourced. In a faith community that frequently seems to reward its administrators better than its ministers, we need to reaffirm that our ministers are vital to our life as a people, and to ensure that they also live (emotionally, at least) to fight another day.

Bob Smith is National Coordinator for Churches of Christ.

Leadership

It's Time!

BARRY RYALL

It's time to take far more notice of those people who are leaders in our midst than those who provide a running critique of what leaders do. Who then are our leaders? There is only one real definition. Do they have followers who do the right things? **Let's listen more carefully to what these leaders say, and critique those who critique. God knows we need them both.**

Does this mean that those individuals who are leaders are always right and have a monopoly on truth and right actions? I think not, but they are not always wrong either, as some would have us believe. These leaders will cur-

They have been the basis of our National policy for recognising leaders for decades.

rently be in leadership somewhere, either in a local congregation, or in a State or National ministry, because a prerequisite for leaders is that they lead somewhere. **Servanthood is part of the deal or there is no deal.**

The questions we are asking here are relevant to our State and National operations, but will be applied mainly to the local church, with occasional references to other arenas. Do we take enough notice of our local leaders, or do we respond too easily with "but we've always done things this way"? Let's not fall into the trap of thinking that it is only smaller churches who have people who say that.

I believe it's time for us to move more quickly to a new paradigm in our churches. The question is moving from "what can we do to make our church

grow?", to "what can we do to make our church healthy?". No longer can we assume that because a church is growing it is actually healthy growth. But I believe we can assume that if a church really is healthy, it will be growing. (Eph 4:16)

I can only comment on what I see and hear, and it appears to me that many of our churches are moving away from approaches which are driven more by marketing and discarded management styles, to emphases which are based much more on spirituality and servanthood.

What does this mean for our leaders? First, it means there is more pressure on our leaders. More vulnerability is required and given by these leaders. There is less room for the leaders who network with others but are always aloof from the group and only have eyes for their own game.

Second, it means that leaders need to take seriously the challenge to identify and develop new leaders within their areas of ministry. These emerging leaders will be encouraged, trained and empowered, and not seen as a threat.

George Barna, the Christian researcher says, "Most leadership is micro-level", which is at the level of small groups, study groups, etc, and that "the church is shaped primarily by the cumulative effect of micro-level leadership". It takes people operating at the next level of leadership to draw the "micro-level" groups into a healthy, larger group, such as a modest-sized

church. This next level Barna calls "mezzo-level".

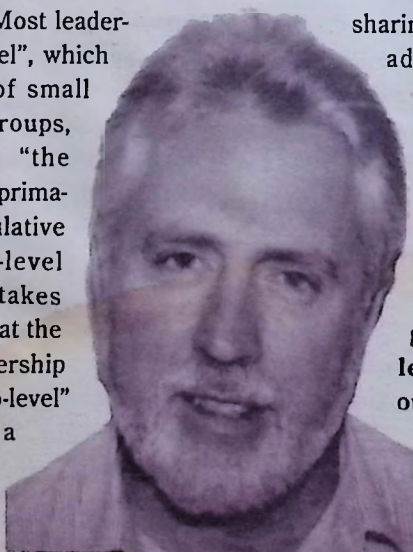
"Macro-level" leadership is what Barna identifies as the level of leadership required for the much larger megachurches. These leaders are able to identify and cultivate new leaders and empower them to effective leadership. But even more than that, they are able to draw the emerging leaders and many others into being part of a larger picture, they are able, as some describe, to "cast a vision" and have people motivated toward that vision for the church or organisation.

Barna goes on to identify the three primary traits required for our leaders. These are not new, and in fact they have been the basis of our National policy for recognising leaders for decades. They are calling, character and competency. Which are and have always been the basis of our ordination policy for ministers.

Following our heritage, we should expect similar traits from our Boards and other ministry leaders. What else should we expect from our Boards? I believe it's time we had a healthy transition from being information-

sharing groups, through being administrative, management groups, to becoming truly mission-focussed, with an agenda of setting policies and directions which move the church into healthy growth in the next millennium according to our manifesto.

Barry is Ministers' Pastor for WA Conference and is National President for Churches of Christ in Australia.



Spring Matters The Thrill of Life

DON AND LEONORE BURDETT

"Beside the lake, beneath the trees, Fluttering and dancing in the breeze." Not only a host of golden daffodils but hundreds of thousands of tulips plus myriads of poppies, hyacinths and violas all "tossing their heads in sprightly dance". An eighteenth and nineteenth century Wordsworth could never have envisaged such a magnificent bright and colourful sight as Canberra's Floriade, set amid trees around Lake Burley Griffin in the great south land of Australia. Following the festival, the bulbs and

prepared. So each year there is a new beginning of planning and planting inspired by a selected theme. This year's theme was the "Magic of the Gardens". Simultaneously with Floriade, from mid-September the Canberra Tulip Gardens, Federal Highway, Sutton, also brings us the beauty of new life in spring, with the flowers of hundreds of thousands of tulips, numerous annuals, shrubs and blossoming trees, including crab apples and Manchurian pears. This magnificent 6 ha garden also has a small cascading waterfall to enhance its plantings.

These two beautiful floral displays, significantly dominated by spring flowering bulbs, follow those great harbingers of spring—flowering prunus and golden wattles, which from July have cheered us with the expectation of new life. Following the cyclical rest period of winter, we rejoice in the magnificent renewal and splendour of life which comes in Spring. Each of



Don and Leonore Burdett

We have been well rewarded by the Creator

annuals, together with the soil of the garden beds in Commonwealth Park, are cleared away each October. At the next planting time new garden beds are

us, whether our gardens be fields, suburbia, window boxes or pot plants, join in the thrill of life which is Spring.

We have experienced the toil and joy of establishing gardens in Adelaide, on limestone plains with a temperate climate, Darwin, on a rocky cliff overlooking the beach in a tropical climate, and Canberra, with clay soil and a cool temperate climate. At these varied locations, whether there be four seasons or just two (dry and wet), we have been well rewarded by the Creator, who has provided plants, shrubs and trees which thrive in these varied conditions. Tangible rewards come with the beauty of the flowers and shrubs and the fruit and vegetables.

With grateful hearts we acknowledge the bountiful provision made to sustain us and lift our spirits. What a desolate place the world would be without a flower—it would be like a face without a smile or a feast without a welcome!

There is great encouragement to our understanding of God the creator of all as we look upon

the magnificence of a garden. In a garden one can learn something every day. We see new life, growth, maturity, fruiting and God's provision for the on-going cycle of life. As we see this so clearly in the plant life of the garden, we are challenged to think about God's provisions for our lives and spiritual lives.

Spring brings forth new life and the renewal of life. As we reflect, isn't this the impact that the good news of Jesus Christ has had or should have on our lives? He makes all things new.

So to you and to us Spring really matters, for it signifies new life and all its potential. Let's rejoice in its magnificence and splendour. Let us remember and be grateful that by his love Jesus has provided new life and eternal life for each one of us.

Don and Leonore Burdett live in Canberra, ACT. They have each been President of the First Canberra Garden Club and remain members. They have lived in Canberra since 1964 and are members of the Ainslie church. For some fifteen years Don was Secretary of the Board of Management of The Australian Christian

Berkeley Vale Church of Christ Youth Minister



Berkeley Vale Church of Christ is seeking an enthusiastic youth minister for the equivalent of three days a week to commence in February 2000.

The church is situated in a vibrant, growing area, with a high percentage of young people affording the successful applicant every opportunity to develop a thriving youth ministry.

The minister will need to be a self-starter, as this is a pioneering work for the church, and there will be support from a team of positive leaders and a core group of families with teenage children.

Interested people should write to or contact
Pastor Chris Rubie
PO Box 4004
Bay Village NSW 2261
Phone (02) 4389 2184, 0417 430 930
or Fax (02) 4389 2188

Applications close 13 November 1999.

Playing the Numbers Game

ROBERT C. SHANNON

I don't know where the phrase comes from, but it surfaces from time to time. Someone says, "Our church is not playing the numbers game." It has been my observation that preachers who are concerned about numbers are not playing games! They are deadly serious.

They know that the difference between an attendance of 99 and 100 is one individual who heard the gospel, and they are concerned about individuals. They know that the difference be-

They know that the difference between an attendance of 99 and 100 is one individual who heard the gospel

tween 99 new members and 100 new members is one individual who will gain heaven and escape hell.

The fisherman can always tell you how many fish he caught. The hunter can always tell you how many squirrels he bagged. The golfer can always tell you how many strokes it took to get around the course. The football player knows how many yards he ran and how many touchdowns he scored.

Are there examples from Scripture to match these examples from life? Certainly. How did the shepherd in Jesus' parable know that he had 99 sheep in the fold and not 100? If you just look at the flock, 99 looks just

like 100. He counted them! That's the only way he knew that one was lost. They counted the crowd when Jesus fed 5,000 and they counted the food left over. They counted the converts at Pentecost because every individual counts!

When I was the minister of a congregation we kept a running total of our membership. If we gained a member we added and if we lost a member we subtracted. On any day we knew exactly how many members we had. We never had to say, "We have about x number of members." We knew how many sheep were in the fold. Most parents know exactly how many children they have and most grandparents know exactly how many grandchildren they have. Every elder and every preacher ought to know how many were added last year and how many of them were new converts. Every elder and every preacher ought to know precisely how many were in church last Sunday. Estimates have no value. There are lots of jokes about the preacher's estimate. It's true.

The multitude always looks bigger to me. I am always disappointed in the actual count. Without the actual count, I might fool myself into thinking we are accomplishing more than we actually are.

Every Sunday school teacher ought to know how many pupils he or she has on the roll and how many were present last Sunday. You can steal a chicken from a mother hen and she will never notice the difference. You can steal two or three and she will never notice the difference. She can't count. As long as there are two or three chicks peeping along, she is content.

You will never know if your class is growing, stagnant, or dying unless you count them. You will never know if your church is growing, stagnant, or dying un-

less you know the numbers. Those who say they are not interested in numbers sound like the empty-handed fisherman who insists he only fishes for the fresh air and exercise. We must never fail to count, as a cover up or a cop out.

My doctor keeps a file on my health and it is mostly numbers. The numbers represent my height, weight, blood pressure and pulse rate. Not content with the numbers from my last visit, a new set is added each time I go to the doctor. Then there are all those numbers from the many blood tests. It's just a bunch of numbers, but my life depends on those numbers. And somebody's eternal life depends on numbers.

Does this mean small churches are not important? Of course

Administrator/Secretary

The Monash City Church of Christ, Vic, is seeking a full-time administrator/secretary to coordinate the administrative functions of the church.

General responsibilities will include office reception, word processing, data entry, account keeping and banking. Other tasks will be to produce promotional detail and publish the weekly church paper.

The successful person will assist the ministry team and be responsible for the organisation of some seminars/events.

It will be expected that the successful applicant be a regular attendee at church services.

Monash City Church of Christ is a growing church in Glen Waverley, Vic, that seeks to be contemporary and relevant, that meets the needs of the community.

Applications and/or inquiries to:
David Moyes
Senior Minister
Monash City Church of Christ
44-48 Montclair Ave
Glen Waverley Vic 3150

Phone (03) 9560 6599 Fax (03) 9562 2501



330-350 Frankston-Dandenong Road
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not. Small churches are vital. I grew up in a small church.

Most of the preachers in my generation came from small churches. Many of our heroic missionaries came from small churches. Of course they are important.

My home county is filled with small churches. They had a succession of student preachers from the nearby Bible college. They began to feel that they were just a laboratory, just a training ground for young preachers.

Then some of them realised that that was their mission. They saw that it was a real service to the kingdom to provide a place where beginning preachers could hone their skills, make their mistakes, and learn how to do ministry.

A small church in a small place is natural—and a blessing to the community and to the kingdom. What if it's a small church in a large place? Then one has to ask, "Why is it small?" It might be small because it serves a small ethnic group or a small socioeconomic group. Then the "place" might be smaller in fact than it appears to be demographically. It might be that the church is in a hostile environment and works in a non-receptive field. But some small churches in some large places need to look at themselves and see if they are really doing what churches are supposed to do. Of course, the first thing a church is supposed to do is lift up Christ. But the next thing a church is supposed to do is win people to Christ.

Bringing comfort and strength to the saved is important, but it comes after evangelism. The smallest church can and should be concerned about numbers. Many churches cannot have new members every Sunday, but most churches could determine to welcome at least one new member every month! And the smallest church could make an effort to win at least one every quarter.

There are other numbers that the smallest church can consider. How many will commit to read the Bible through this year? How many will commit to pray specifically for certain missionaries? How many will try for perfect attendance this year? How many will enlist in a program of Bible memorisation? No-one should dishonour the small church. On the other hand no-one should disparage large churches.

I talked once with the minister of a very large church. We talked about an individual we knew who moved to that city but who did not become a part of the church. "I failed with him," said the preacher. He preaches to thousands but he was concerned about one individual. I thought that maybe the fact that he was concerned about one individual was the reason he preached to thousands!

If I exceed the speed limit, I cannot say to the policeman, "Let's don't play the numbers game!" If I overdraw my bank account, I cannot say to the banker, "Let's don't play the numbers game." If I don't have enough money when I check out of the supermarket, I cannot say to the checkout girl, "Let's don't play the numbers game."

There is a story about the days when A.B. McReynolds was a travelling evangelist. In one

place they had welcomed 99 new members. It was said that when McReynolds left on the train he complained for the next 100 miles that they had not reached one more! I like that! He knew that 100 represented one more, one more individual for whom Christ died.

In one place where I served we had a vigorous three-month-long evangelistic campaign. We set a goal of 65 new members. We prayed for 65 new members. We worked for 65 new members and on Saturday night before

No-one should dishonour the small church. On the other hand no-one should disparage large churches.

that day we had 63 commitments. We had fallen short of our goal by two. I made one more visit. I began that last interview at 9 pm on Saturday. Normally I would have been home at 9 pm on Saturday, and anyone would be pleased to welcome 63 new members on a Sunday morning! But because we had worked and prayed for numbers, I made one last visit. From that interview a family of six became members. Eventually the husband became an elder. His wife became a teacher. A daughter went to a Christian college. They were never just a number to me!

Robert C. Shannon is a Christian writer living in Valle Crucis, North Carolina. Reproduced with permission from the "Christian Standard".

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BIRTHS

LAIRD On 17 September to Rob and Gwen (nee Steele), now of Croydon Hills Baptist Church, Vic—a son Nathan Trevor.

DIAMOND WEDDING

COMBRIDGE, Fred and Lil Married East Kew, Vic, 28.10.39. Congratulations on your 60th anniversary. May your love and devotion to each other and your family continue to blossom as you walk life's path together. God bless. Your children, grandchildren and great-grandchildren.

STEPHENSON (Nee HUDSON) 60th Wedding Anniversary. Kath and Fred were married at Subiaco Church of Christ, WA, by Mr Hurren 14 October 1939. Congratulations from all your family and friends. Your Christian faith and gifts of service, encouragement, love, trust, support and hospitality are an inspiration. Jean, Bob, Scott and Lisa Faragher, Margaret, Keith Farmer, Craig, Gillian and Lachlan Farmer, Peter, Christina Farmer, Lyndall, Andrew, Makayla, Oliver Galbraith.

DEATHS

PORTER, Albert Died suddenly 21 September 1999, aged 76. Dearly-loved husband of Joy and much-loved Dad of Lynette (Armstrong), Robert, Michael, Margaret (Penfold) and Debbie (Turner), and wonderful Pop to his grandchildren and great-grandchildren. Life member of Launceston Church of Christ.

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I've been sharing with you some ideas about people as gifts. Sometimes we miss the giftedness of those who might at first come across as "know-it-alls". The strength of this kind of person is their natural ability to logically analyse a situation, see the continuity between the past, present and future, and come up with a plan that has a good chance of being effective. This is the type of per-

They have important feedback to give us about our endeavours.

son who is a natural visionary and a natural leader. Competence, moving ahead and getting things done are very important to them.

This can be a pain to those who prefer to make changes slowly and enjoy the moment. However, these people are a gift to the church and we need to recognise and encourage them, as well as enjoy the benefits of what they bring to us. Because of their natural tendencies, they are often attracted to areas of work where they have more freedom than they do in the church and we risk losing them. The big picture, long-range views, and solutions that seem to be obvious to these people may be unclear and even threatening to many of us. But they can add a dimension to church life as well as our personal lives which can help us to be very effective in developing strategies, achieving goals, stretching our capacities and growing as individuals. They have important feedback to give us about

our endeavours. They make good mentors and teachers, and are good problem solvers. They certainly prefer to be in charge and will become leaders wherever possible. They are pragmatists and focus more on achieving results than on what is happening to people. So, like all types of people, they need a balance of other gifts around them and involved in their projects. But don't misunderstand their less personal approach as being uncaring. They care passionately about what they are doing and work extremely hard. They are not likely to let you down. I can't imagine too many of these types reading this article because they don't take too many coffee breaks, but if you know one or two of these you might give them the gift of encouraging them in the effective contribution they will be making wherever they are being given the opportunity. You might also be a gift to them by trusting their gifts a little more and giving them some space to have influence and make a difference. You will also give them a gift if you encourage them to take just a little more time to smell the roses and relax with a friend. They won't find that easy, but it is one of the gifts of others they need to appreciate and learn from.

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OBITUARIES

OBITUARIES are limited to 100 words
BERRY, Victor Oliver

(2.10.99) Vic was born at Natimuk, Vic, 5.11.29. At age 6, his family moved to Horsham, where they attended Horsham Church of Christ. He married Gwenda Sherriff on 6.9.52 and moved to Ballarat, where they served God for 27 years at York St church. He was deacon and elder, Sunday school teacher and lay preacher and double quartet member (for 17 years over the radio) while there. In 1979 he and Gwen moved to Monbulk, Vic, to manage Camp Waterman. Following this, he was maintenance man at the Churches of Christ Homes, and elder at The Patch church. Praise God for his life of service.

HARRISON, Marion Elizabeth

Born at Liverpool, UK, she migrated

to South Australia in 1970 and attended Churches of Christ at Elizabeth and Salisbury East. She made many friends and was loved by all who knew her. Her devotion to the church and love for the Lord was demonstrated by regular attendance, until she became too frail to be present. Folk speak of her great love, care and acceptance of people, her sense of humour and good memory. Marion kept reasonable health until quite recently and at 91 years of age she was called by her Lord to meet him in higher places. We will remember you with love, Marion.

KEEP, Frederick Leslie

Born in England, he served as a diver in Royal Navy during WW2 and migrated to South Australia where he worked for the Harbours Board as a diver. After marriage to Bev, they moved to Salisbury East, SA, where

they joined the Church of Christ. Both were active in the church; Bev as treasurer. In church, as in his employment, Les in his own way adopted a "quiet achiever" role in helping where needed and in carrying out many of the valuable, but unnoticed duties around the church. After a traumatic battle against cancer, Les left us for a better life. Rest in peace, Les.

SCOWN, Horace

(9.9.99) Horace, born Bordertown 8.11.08 the eldest son of Charles and Eliza, grew up at Mundulla, SA. He suffered a number of serious accidents, but went on to great achievements in sport and community life. His marriage to Audrey Day lasted for 62 years. Children born to them were Maureen, Valmai and Gordon. Organist for 40 years, his playing was curtailed slightly after blowing off three fingers of his left hand with a shot gun.

A farmer, Horace was versatile and loved to be with people. He cared for his wife in her later years of illness and enjoyed living at Parkrose Village the final four years of his life.

—Trevor Lawrie

TAGG, Ernest Edward

(30.8.99) Ern, born 27.5.14, spent his early days in Glenroy, Vic. Enlisting at the start of WW2, he served until the close of hostilities. In 1946 he married Rita and became associated with the church at Chelsea. A builder by trade, Ern assisted the church in many practical ways over the years by the use of his hands and skills. His friendly disposition was appreciated both by the church and wider community. Baptised a few weeks after his 80th birthday, Ern will be missed by the church and family he loved. We uphold Rita and family in our prayers.

—Tom Frazer

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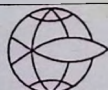
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CHANGES

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BAPTISMS

•Natalie Wilcox, Jacob Perkins, Samuel Perkins, **Hobart City, Tas**
•Tammy Halleday, Sarah Thomas, Peter Ide, Tim Ide, Bradley Lawson, Shawn Lawson, Simon Tymko, Sarah Stewart, **Bordertown, SA** •Ron Buckland, Robert Turnbull, **Monash City, Vic** •Samara Iles, **Frankston, Vic**
•Liz Roberts, **South Perth, WA**

MARRIAGES

•Emily O'Keefe and Paul Kerrison, **Launceston, Tas**

DEATHS

•Marion Elizabeth Harrison, **Salisbury East, SA** •Christine Cooney, **Chadstone, Vic** •Mildred Clare, **Frankston, Vic** •Ern Tagg, **Chelsea, Vic** •Albert (Bert) Porter, **Launceston, Tas** •Pearl Walker, **Tootgarook, Vic** •Victor Oliver Berry, **The Patch, Vic**

VIC

CHADSTONE (Malcolm & Yvonne Lowe) "Welcome Baby" program for new mums & dads started ... Young adult Bible study commenced ... Christine Cooney, daughter of Max & Marg Patterson died 19 September, aged 41 years ... Combined service with Burwood-Mt Waverley church ... Lil Bowman recovering from surgery ... International Friendship group has Japanese, Koreans & Chinese meeting weekly ... Seniors visited Herald & Weekly Times. Younger folk went to mini-golf venue.

WARRNAMBOOL (L. Holt) First Alpha course successful. Another to begin ... Youth club attended Youth Alive concert ... Rod, Marg, Victoria & Alexandra Brough home from overseas trip, business & pleasure ... Chris

& Liz Walters gone to America, touring with a capella singers ... Graeme & Daisy Mason & Glen Maskell spent short time working on project for MMM in Arnhem Land ... New Board elected. Glen Maskell new deacon ... Healing ministry commenced.

FRANKSTON (Tom Ede, Glen Mason) Monthly market days raised \$3,000 to bring indigenous person from a mission field to World Convention in Brisbane, 2000 ... Visit by Jenni Georgiadis enjoyed at fellowship morning ... Engagement congratulations to Kellie Woodhart & Aaron Sayer ... 12-hour prayer day 9 Sept. preceded visit by Chek Chia. Great worship climaxed by 34 people responding for healing & anointing of Holy Spirit.

WARRAGUL (Bill Vassiliou, Anne Prime) Church looking forward to Robert Hough's ministry commencing March 2000 ... Gandep Work Party successfully completed framing of 3 buildings ... Anne Prime received endorsement for ministry ... Second Alpha course completed ... John Gilmore recent speaker ... CWF Country Council at Warragul ... 2 ladies attended Monbulk women's retreat ... Young people attended Mill Valley

Ranch camp ... Garden working bee held.

MONTROSE (Harvey Clark) Very successful church family camp weekend at Shiloh Ranch, with time for great fellowship & togetherness ... Men's Breakfast well attended. 28 heard about men's health ... Car boot sale held monthly to boost church funds & contact people in community ... Team from CCTC led contemporary Sunday worship service ... 9-week prayer seminar with Don Miller has begun.

TOOTGAROOK (M. Giezendanner) Visiting speaker Bruce Waters spoke on translation work in New Guinea ... 11 ladies attended CWF Southern Bayside Conference at Cheltenham. CWF gave \$1,200 towards church building in Fiji ... Valued member Pearl Walker died while on holiday in Queensland. Thanksgiving service held at Tootgarook ... Many members away or on sick list. Average attendance 95. **ORMOND** (Allan Avery) Allan Avery commenced interim ministry in July, leading a small but faithful congregation ... 70 attended Christmas in July banquet ... St Kilda Gatehouse presented disturbing yet challenging picture of their work ... Alison Stanley & Bronwyn Stanton conducted entertain-

ing trivia night. Money raised for African water pump ... 67 recently enjoyed Drop-In ... Currently number of church family unwell ... Perfect spring sunshine ensured magnificent church fete.

ESSENDON (Paul Kingston) Successful fellowship dinner 17 September realised \$640 ... Church in good heart ... Gwen Hutton progressing well after quadruple heart surgery. Patricia Bense in hospital for surgery.

WA

SOUTH PERTH (J. Bond, D. Stanford, R. Nancarrow, L. Pethrick, R. Thom, D. Lim, C. Craggs) Mission Focus Week included guest speakers David Cohen & Geoff Westlake, mime artist Perry Gregory & Wycliffe drama group mock "world flight" to visit missionaries ... 1998-1999 mission total \$174,878. \$205,673 promised for 1999-2000 ... New elders Richard Corbett, Geoff Masters, Bruce Peacock, Duncan Urquhart. David Bell, John Ismail, Neville Roediger reconfirmed ... Compassion ministry began personal support for needy members within South Perth community.

Celebrate

1999 Graduation Service

26th November 1999, 7.30-9.30pm

Guest Speaker
Gordon Stirling
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as we graduate

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Church News

NSW

METRO NORTH CHRISTIAN CENTRE (Franklyn Elliott, Gordon Barr) Special guest speakers am service 9 Sept. Rick & Viv Cambrell, missionaries serving in West Asia ... Over the long weekend, 2-4 Oct, young people took part in youth camp at Stanwell Tops under the leadership of Gordon Barr.

SA

GROTE ST, ADELAIDE (Garry Harris) Successful monthly evening services for churches no longer having an evening service are continuing on 1st Sunday of each month ... Sound teaching from the Word of God coupled with musical excellence & great fellowship has brought many visitors ... Melvin & Ros Denton welcomed into membership ... 153rd church anniversary to be held 24 Oct.

BORDERTOWN Tim Clark, State Youth Minister, guest speaker am service 5 Sept, luncheon followed. At 2.00 pm service, led by Tim, baptism of 8 young people. Many visitors attended from other churches state-wide to support them in their commitment ... AGM 12 Sept. All positions filled. Church in final stages of minister selection process ... Many building & upgrading projects on the go.

SEAFORD (Rick Sercombe) Celebration service held for official joining of Uniting & Churches of Christ fellowships. Five churches in ecumenical mission represented. Service shared by Rick Sercombe & Bill Harris, who led in promises from each church. Prayer for commitment of churches to future led by Leola Maddern. Trevor Hoyle, Conference President, & Don Hopgood, UCA Moderator, brought greetings. D. Hopgood preached. Catholic, Lutheran, & Anglican churches brought greetings.

TAS

HOBART CITY (C. Wardle, A. Tonkin) C. & T. Wardle & A. Tonkin in Launceston for Graduate Diploma Course ...

Celebration for the launch of the church's new 5-year vision held 18 September ... 3 recent baptisms ... Church held a stall at Retirees' Expo ... Friendship & fellowship group held a musical afternoon ... AGM held following a morning service ... \$169 raised for Camp Seaview from sale of socks.

NUBEENA (Keith Moulton) Combined churches service held 29 Aug, organised by Tasman Christian Fellowship

... Recent visiting speakers have been George Green & Geoff Morffew ... 3 children plus leaders attended camp at Bicheno ... Minister on Israel tour with Geoff Bullock ... Successful church fair 2 October ... Gordon Henderson conducted memorial service at local nursing home ... John Gilmore met with church board 5 Oct.

LAUNCESTON (C. Spaulding, W. Kerrison, S. Fitzallen, T. Gray, A.

Fair) Dedication of baby Gabrielle Robinson & Fletcher Parry 12 Sept, 2 baptisms 19 Sept. ... Afternoon Fellowship annual meeting appointed Coral Heier president ... Crowded church paid tribute to life of Albert Porter who died 21 Sept, following surgery in Hobart ... Young people held Grand Final party 25 Sept ... Joe Horness held seminar 28 Sept. on music, worship and the heart.

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"Three Score and Twenty Four"?

GORDON STIRLING

Those of us who are being recognised in the International Year of Older Persons can count among our many blessings the fact that we had the privilege of knowing some of the colourful and influential people of earlier Churches of Christ in their senior years.

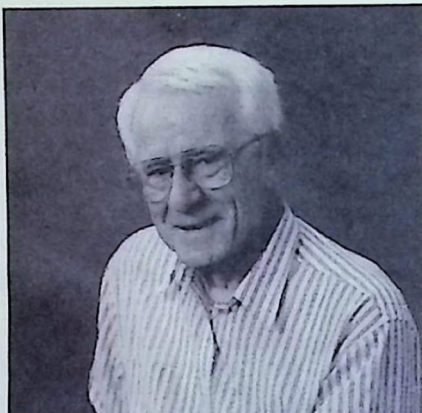
One who springs to my mind is Will H. Clay, who refused to grow old and once reported his age as "three score years and twenty four".

Will Clay was the father of Social Service in Victorian Churches of Christ and its inspirer in other states.

He was instrumental in the purchase of the Christian Guest Home in Oakleigh for \$4500, the Will Clay Nursing Home in Murrumbidgee for \$8000 and the Emmaus Rest Home for \$7500.

To raise money for these ventures in the "Great Depression" days he organised fund raising dinners, the first in the Swanston Street lecture hall. His committee, somewhat overwhelmed by the proposal, visited country churches gathering promises of poultry, pork, ham and sweets. Places were set for 150, but 250 came and the women managed to satisfy everyone. \$1000 was raised.

This inspired Will's faith, if not his committee's, and he planned for a bigger event than ever, with 2000 diners in the Melbourne Town Hall. Its hire would cost thirty five pounds with the organist, and as there was



no cash in hand, committee members were worried. Will Clay said, "You just leave everything to me and we will fail. But let us all get into this venture with prayer and effort and we are in for the biggest event our churches have known."

The event was getting closer and the treasury emptier.

Then one day a pensioner arrived saying that he had just walked from Northcote and wanted to leave a bag of coins with Mr Clay. He announced that he hadn't counted them but wouldn't stay because he had decided to walk back home, seeing it was a nice day. He left his two shilling fare to be added to the coins. All of the coins were threepenny pieces. When counted, along with the two shillings, the amount was exactly what was needed for the hire of the Town Hall and the organist.

The Last Word

"Where the spirit of duty and self-sacrifice is low, the troops are unready and inefficient."

—Carl Von Clausewitz

"A ship in harbour is safe, but that is not what ships were built for."

—John Maxwell

"There is no one best style of leadership."

—George Hunter

Some leaders follow past paradigms. Today's leaders seek new paradigms.

"Not the cry but the flight of the wild duck leads the flock to fly and follow."

Chinese Proverb

"You do not lead by hitting people on the head. That's assault, not leadership."

—Dwight Eisenhower

"The function of leadership is to produce more leaders, not more followers."

—Ralph Nader

Don't follow leaders. Watch the parking meters.

—Bob Dylan

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Late News

Crowd at City Centre

Swanston St, Melbourne church's new central city auditorium which holds 750, filled for first am service 10 Oct. Many commitments at crowded pm service. Michael Frost speaker.