

Encourage

Inspiration for IPHC Leaders

ARTICLES THIS MONTH:



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14 Habits That Will Keep You Sane

TAKE A BREAK!

... Before Your Work Breaks You



Single Women on the Sidelines



Beware of the One-Man Show





A MESSAGE FROM OUR BISHOP

WHO IS SHAPING YOUR LIFE?

God has used these four mentors as role models in my life.

There have been and continue to be many people who have influenced my life and ministry. To name them all would be like reading the genealogies listed in the Bible. They are all important, but it would take too long to explain how they encouraged me.

As I have thought about those whose ministries have encouraged me the most, there are four whose impact in the earlier years of my life continue to influence me. The first is A.D. Beacham, Sr., my late father. I grew up as a pastor's son in the South Norfolk Pentecostal Holiness Church in Norfolk, Va. Later Daddy became an executive in the denomination and served 24 years in that role before his retirement. There are three specific influences from his ministry that shaped my life.



A.D. Beacham

1. He had a good library and studied. I vividly remember his church office. As a child I often sat on the floor with a coloring book while he read and made notes for his church services. He always spoke and preached with excellent grammar. He had my mother to help him - and to help me and my siblings!

2. He took me on home visits to church members. I watched him as he listened to people and their problems; I heard him as he prayed for them. That the church members gave me a slice of cake or an occasional coin for good behavior had no discernible influence on me.

3. He modeled good leadership. Called into the ministry at Emmanuel College, my goal was to be a pastor of a local congregation. I asked my father once what made him such a good pastor and leader. I'll never forget his answer. He smiled and said, "You have to be a good politician." "What?" I replied, stunned by the answer. He laughed and said, "You have to listen to people and learn how to lead people to a common goal." He was right.

The second person who inspired me was John W. Swails. I was thirteen when we moved from Virginia to Franklin Springs, Georgia. As a teenager, I grew up within a hundred yards of the Emmanuel College campus. John Swails was the pastor of the Franklin Springs PHC in those years.

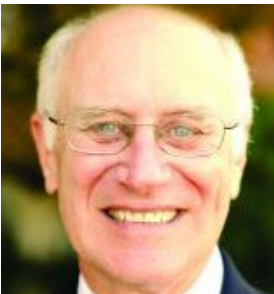
Also a dedicated student of the Word, I learned from Rev. Swails that preaching is about the Word of God. There were times in a sermon he would begin to quote from memory long sections of Scripture. Though I would often daydream in church, the hearing of Scripture would awaken something in me. John Swails taught me that God's Word can transform lives far more than my words. I was a frequent visitor in the Swails home. I always noticed that Rev. Swails had a book or the Bible in hand. He would joyfully welcome me and when I was off to play with his sons, he returned to his life-long journey as a learner in ministry.



John W. Swails

continued on next page

John Swails taught me
that God's Word can
transform lives far more
than words.



By DOUG
BEACHAM

DOUG BEACHAM is the presiding bishop of the IPHC. He has served in various roles in the church including Georgia Conference Director, executive director of Church Education Ministries, and executive director of World Missions Ministries.

Encourage

A place of hope. A people of promise.

February 2014

Vol. 1 No. 2

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International Pentecostal Holiness Church

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The biblical principle of mentorship:

“The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who will be able to teach others also.”

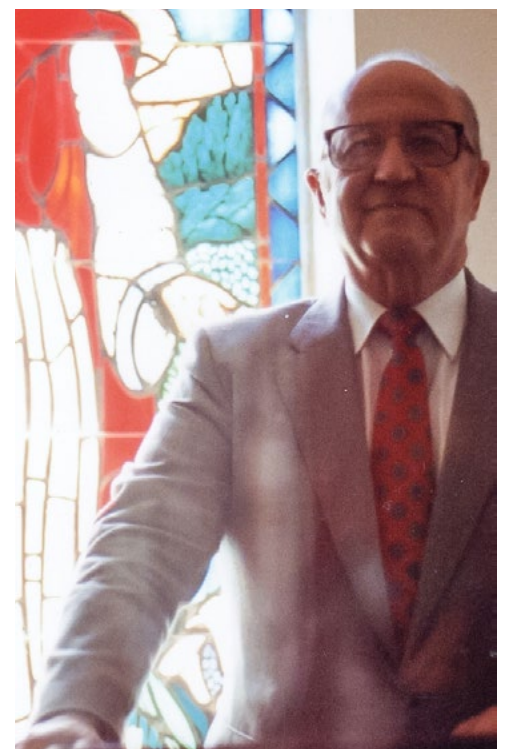
(2 Timothy 2:2)

My third mentor was Carl Campbell, pastor of the Ray of Hope PHC in Richmond, Va. When I was a student in seminary for five years, Rev. Campbell and that congregation poured their lives into me. I married while there, and our two children were born there. During those five years, Carl poured himself into me. Though he is dead, he yet lives in so much of what I do in ministry. Here are but a few of the things he taught me:

1. You could be in the IPHC and use the liturgical calendar. In the 1960s and '70s many Catholics and Episcopalians were receiving the baptism with the Holy Spirit and would attend our church. Rev. Campbell wanted them to feel at home in a service that had elements of their heritage—yet with the joy and freedom of the Pentecostal experience.

2. Special occasions are most important. People will forgive you for an occasional bad sermon. They will not forgive you for messing up their daughter's wedding, their baby dedications or their mother's funeral! These special occasions are times when a pastor had better be at his or her best.

3. Hospital visits are extremely important. Not only did Rev. Campbell make hospital visits, he took the initiative to meet anyone else in the room—he offered to pray for them as well. Another role model, John Hedgepeth of Fayetteville, North Carolina, had already inspired me to make this a practice.



Carl Campbell



Dr. Jack Hayford

The final person who inspired me the most has been a long-distance mentor. I have met Dr. Jack Hayford and we remain acquaintances. But it was his pastors' seminars that shaped my spirit and mind. Here are some things I learned from Pastor Jack:

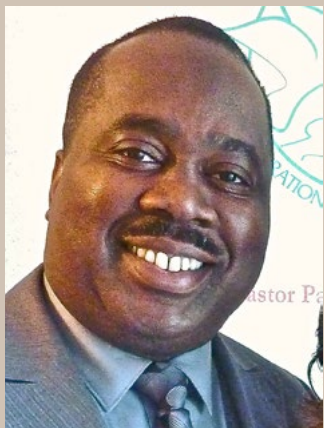
1. The power of worship and music to touch the human heart.

2. Pentecostals do not have to be ashamed of our roots. The message of Acts 2 is pertinent today, even for people in Hollywood.

3. You can preach the Word of God with certainty, conviction, and trust in the power of the Holy Spirit to do His redeeming work.

4. Nothing is more important in our ministry than our character, a life of holiness before the Lord and His people. I wish I could write that I've always lived up to these foundational lessons given to me as gifts from God. But at least they remain before me as encouragement to fulfill what Christ has called me to be and do (see Philippians 1:6 and Colossians 4:17).

There are many others who have influenced me, including some of you reading this article today. But those four lives and voices remain the bedrock upon which the Holy Spirit continues His work in and through me. □



BY PAUL CARRETTE

PAUL CARRETTE and his wife, Eulita, lead Church of Living Waters in Oxon Hill, Maryland. Originally from the Caribbean island of Dominica, the Carrettes are members of the Middle Atlantic Conference of the IPHC. Paul is the author of the book *Raising Godly Children*.

Single Women on the Sidelines

Today’s church must be more proactive in healing and empowering single women.

My wife and I gave up our date night on Valentine’s Day to serve an elegant evening banquet to the single women of our church. The women dressed up in their best outfits for a lavish meal. It was an affirmation of our commitment to fully integrate them into our ministry and to remind them of their incredible value. On any given Sunday morning most of our churches are filled with single women who are searching for healing, companionship, and purpose. Often handicapped by a history of fatherlessness, abuse, and broken relationships, they come into our churches wounded and devalued. They expect to encounter Christ and a community of people who will help eliminate their pain and restore a sense of value and purpose to their lives. But are we really empowering them? I am concerned that in many churches today, single women are treated as if they are

invisible. The challenge for any pastor is to become an advocate for single women. We must condition the church to become intentional in embracing these women, facilitating their healing, and empowering them to fulfill God’s purpose. Here are four practical steps to help you accomplish this:

1. Teach men to value their single sisters.

Men represent a significant solution to a woman’s need for affirmation and worth. So often this need is exploited and the result is brokenness and pain. We must create a culture in which the men of our churches treat women with dignity worthy of sisters and daughters.

I have often said that the immediate need of most single women is not for a husband but a father. They need to feel protected, loved, affirmed, and nurtured. Because fatherlessness is such an epidemic in our culture, most young ladies develop an emotional void. This can lead them to connect their worth to their sexuality.

For so many single women, their beauty has been exploited while their value has been diminished by insensitive men. Unfortunately, women also experience abusive treatment in the church as they develop unhealthy relationships with carnal men—including those who call themselves ministers. Our role as Christ-like men is to help single women recapture their significance by becoming surrogate fathers and brothers in their lives, giving them the privilege of pure love and affirmation. The pastor must emphasize this approach as an integral aspect of the ministry vision and policy.

Male pastors in particular must be role models who exemplify the qualities of genuine fatherhood. They must also teach men how to protect the hearts of wounded women.

2. Respond to their need for fellowship.

One single woman in my congregation recently told me: “My greatest challenge as a single woman is my constant loneliness. I have no one to talk to.” Creating fellowship opportunities for single women will enhance their lives and reduce their sense of loneliness. They must develop friendships and mentors to facilitate their spiritual development. You should provide them with a support group consisting of their peers and strong godly women. This will fulfill a need for companionship and for motherly wisdom and guidance. Genuine fellowship invites the refreshing presence of God with unlimited potential to heal and restore.

Psalm 133:1-2 says: “Behold, how good and how pleasant it is for brethren (and sisters!) to dwell together in unity! It is like the precious oil upon the head, running down on the beard.” The pastor must encourage his auxiliary departments (such as women’s ministries) to start programs aimed at reaching this neglected yet significant group. The married and mature mothers in the church must be deliberately activated to partner in the spiritual development of these

For so many single women, their beauty has been exploited while their value has been diminished by insensitive men.



3. Be proactive in facilitating their healing.

One of the most inspiring accounts in the New Testament is the story of the Samaritan woman. Burdened by a guilty conscience and shamed by her past (and possibly ostracized by her peers), she encountered Jesus of Nazareth. Immediately He identifies her weakness: Men! However, Jesus also identifies her need! The woman’s problems resulted from an inherent emptiness that could only be filled from the spiritual water that Jesus was offering (see John 4:10). What He offered her was an opportunity to experience wholeness through the power of love and unconditional acceptance.

Many single women come into our churches overwhelmed by a sense of failure and guilt. They are wounded by past relationships, marred by their own mistakes or frustrated about their inability to find a meaningful relationship. Our responsibility as pastors is not to simply pacify them but to nurture them through a process of healing. One aspect of Jesus’ mission was to heal the brokenhearted (see Luke 4:18). We are ambassadors of Christ and an extension of His mission. Many of us in ministry are married, and we either cannot or fail to identify with the needs of our single congregants.

Please open your eyes and your hearts to them! You will realize that while many of them are committed to God and your ministry, they have deep internal wounds. Enlisting the assistance of their spouse, and mature individuals within the congregation, pastors must create a nurturing and non-judgmental environment where these sisters can be embraced, affirmed, and nurtured. They want to express their hurts, so listen to them! They want to be healed from their pain, so love and pray for them!

4. Empower them in ministry.

It is ironic how God often counters our prejudices. While many single women are treated like outcasts, or relegated to obscure and insignificant roles in most churches, they are validated throughout scripture.

- Consider the stories of the harlot Rahab and the foreign widow, Ruth, who are both mentioned in the ancestry of Jesus.
- Mary and Martha were counted among the closest friends of Jesus.
- When Jesus rose from the dead, His first appearance was to two women, one of whom was Mary Magdalene—out of whom he had cast seven devils (see Mark 16:9).
- After he ministered to the woman at the well in Samaria, the Bible says she went into the village and preached Christ (John 4:28-30). You get the impression that God is in the business of healing single women and releasing them into life-changing ministries!

Many of our single women are latent powerhouses waiting to be activated and released into ministry. Concealed in their pain are the necessary elements of divine purpose and anointing. Pastors must be willing to release single women from captivity and isolation into a life of effective Christian service.

William Booth, founder of the Salvation Army, appointed many single women to serve in leadership in his ministry in England in the 1800s. He once remarked: “Some of my best men are women.” How do you view the women in your church? Are they valued assets? Are you training and empowering them? Or are you simply asking them to sit on the sidelines until they find husbands?

One of the greatest gifts that Jesus shared was to attach value and significance to others. Many single women are bound by the notion that their significance and effectiveness will never be maximized until they are married. The time has come for the church to acknowledge the call of God upon these precious women and release them to be used by God. □

“Many of our single women are latent powerhouses waiting to be activated and released into ministry. Concealed in their pain are the necessary elements of divine purpose and anointing.”



14 Habits That Will Keep You Sane—and Happy

If you want to finish well you must develop healthy habits in ministry.



BY CHRIS MAXWELL

CHRIS MAXWELL serves as campus pastor at Emmanuel College in Franklin Springs, Georgia. Ordained in the Georgia Conference of the IPHC, he is the author of several books including *Changing My Mind*, *Beggars Can Be Chosen* and *Pause for Moms*. His next book will be *Pause for Pastors*, from which this article was adapted.

Ministry can be extremely rewarding—and it can also be devastating if pastors don’t develop healthy habits and take care of themselves. Throughout my years as a local pastor I tried to develop habits that would keep me rested, balanced, and emotionally healthy. I hope this practical advice will help you become a more effective leader:

1. I found support in an accountability group. While I was pastoring in Florida, I met monthly with four guys who also pastored. We did not wait until we had time to meet. We made time. We listened to complaints in an appropriate setting. Twice each year we tried to leave town for retreats of conversational and intercessory therapy. My friends’ listening ears healed my hurts. Their rough instructions kept me from deeper sins. I needed true friends who could relate to my life and dare me to live for Christ instead of for Chris. Laughter, tears, hopes, and prayers gave me chances to release the heavy weight of pastoral performance. We lived as the body of Christ. The relational medication healed us and prevented deeper diseases of burnout, sin, and conflict.

2. I took Mondays off. By getting away from the office and mowing grass, reading, walking, sitting still in silence, and listening to music felt like windows opening to a fresh breeze. My time away from church business helped me enjoy church business even more. Stepping back gave me the fun and honor of making sure I paid attention to God’s voice.

3. I made time for family. In my earlier years of youth ministry, I watched teens wishing their dads were there to see their baseball or basketball games. I did not let that happen in my own family. I chose to coach my sons’ games, or I just showed up to cheer. I took them to practice and games; my wife and I wanted to be the biggest fans of our boys.

4. I avoided unwise risks. Glancing back, I can think of a variety of “what ifs.” Maybe we should have taken a financial risk and built that huge building by faith. Maybe we should have invested in TV time, newspaper ads or trend-of-the-year tricks. We didn’t. We were cautions. And I’m glad.

5. I created a team. A former staff member called me recently and thanked me. Not for my preaching or my leadership skills. He said this: “You let us work as a team. Thank you.” Teamwork was the only way I could work. Staff members are much better in their areas that I could be. Even in those times when my experience might have given me more knowledge toward a particular event, they needed their own experience. They needed ownership and respect. I loved them. Teamwork works.

6. I made prayer a priority. The Bible says we have not because we ask not. Matthew 7:7 says if we knock on the door it will be opened; if we seek we will find; if we ask we will receive. Do we believe this? Our early morning prayer meetings were not convenient times, but I have no regrets. The few who chose to seek God changed things. And they helped me not feel so alone.

7. I took a sabbatical. In my first years of pastoring I would go away for a few days to study, read, write and pray – all in a place where only a few knew my whereabouts. I slowed that down over the years. Out of guilt, out of feeling like I owed so much to a wonderful congregation who put up with me for so many years, or out of an addiction to duties and tasks. But my actual sabbatical was an amazing experience with God. Just before I left on this vacation I spoke on a Sunday morning about remembering the Sabbath, about our addictions to work, about our desires to accomplish things, and prove something to somebody. We brought the children in from the kids’ church so they could see my departure.

I concluded my sermon by telling the flock I loved them but I needed to love God more. I took off my tie and tossed it to the floor as I said, “I love you, but for the next five Sundays I won’t be here. Pray for me and pray for yourself and pray for the church. I’m out of here.”

Those months away gave me a new romance with God and a better view toward this truth: I need to love Him more than loving what I do for Him. And this one: He loves the people more than I do.



“Stepping back gave me the fun and honor of making sure I paid attention to God’s voice.”



**“Pastors need
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It is worth the
cost.”**

8. I considered staff members as friends. I know this isn’t popular, but I’m glad we worked that way. Usually it worked.
9. I had windows in my office door. Allowing others to see what was going on in my office was healthy and protective. And I was careful over the years about counseling women.
10. I asked friends to critique my sermons. Because I sought input, I learned how to improve, how to notice from the eyes of others, how to be more cautious about forcing my agenda when it wasn’t related to biblical texts. I should have asked for even more help from them.
11. I rarely discussed church issues at home. My family did not need to know inner details about what was happening in my work. The church climate should not control the tempera-
ture at home.
12. I never knew who gave what financially to our church. No one could ac-
cuse me of preaching about giving because of what I knew about them. Regarding money, I’m also
glad that leaders with spiritual hearts and business minds counted money and guided our budgets. I
did not want or need to be in charge of that area.
13. I enjoyed pastoring people who did not attend our church or any
church. This proved that pastoring was in my heart, and not just my job for hire.
14. I made it a habit to see a counselor. I should have done this much sooner. When
“stubborn me” finally followed the advice I gave to others, I was grateful. I was allowed to vomit out
my feelings to a listener who did just that. He listened. Our church board agreed to pay for all our
staff to see a counselor. It was required. Today when I talk to young dreamers entering the ministry,
they will hear me emphasize finding trained ears to hear them. Pastors need pastors, counselors
need counselors, and people need safe caves for psalmistic therapy. It is worth the cost. □





Beware of the One-Man Show

In today's trendy world of the popular iPreacher, pride is a problem. Don't let it ruin you.



BY J. LEE GRADY

J. LEE GRADY is an ordained IPHC minister who serves as contributing editor of *Charisma* magazine and as editor of *Encourage*. He also directs The Mordecai Project, an international missions organization based in Florida. He is the author of *The Holy Spirit Is Not for Sale* and other books.

Thanks to amazing advancements in digital technology, pastors today can reach massive audiences. Their sermons can become overnight YouTube sensations. Some of our most gifted Christian communicators touch millions through their downloadable sermons. Others broadcast their messages to multi-site locations so that their reach is multiplied to 10 or 20 congregations instead of one.

I'm not complaining about this. I love the fact that *Encourage* can travel to the other side of the world in seconds thanks to the Internet. I'm glad I can preach the gospel through Twitter, Facebook and Instagram. God wants us to use modern technology.

But as much as I love my iPad, and as much as I welcome all the rapid changes occurring in communications, I'm concerned about the emergence of the iPreacher.

The iPreacher is not a new phenomenon. In another era he (or she) would have been called a televangelist. But televangelists today are considered as outdated as three-piece suits and Brylcreem. Today's celebrated communicator may still be on television, but his design is updated. His hairstyle is cool, he has a few days' stubble on his face, and his ministry has an app for your smartphone.

I'm not against hair gel, stubble, or the latest app. Yet, new technology and youthful trendiness can breed pride if we're not careful. And pride is still pride, whether it is clothed in yesterday's polyester or today's distressed denim. Just as the most popular televangelists failed morally in the 1980s, we are bound to see today's iPreachers fall if we repeat the mistakes of the past.

I know of a popular young pastor of a 5,000-member church who resigned last year after he admitted to an affair with a church staff member. The church had grown rapidly in recent years, and the pastor's sermons were broadcast in five locations. Yet when the scandal broke, parishioners learned that the pastor's wife had accused her husband of being drunk and out of control at one point.

How does this happen? How can a minister of God with enough talent to attract big crowds to five locations live a double life of adultery? Proverbs 16:18 offers one possible answer: "Pride goes before destruction, and a haughty spirit before stumbling" (NASB). The Message Bible translates it this way: "First pride, then the crash—the bigger the ego, the harder the fall."

As technology continues to advance, and as ministry platforms grow larger, the potential for bigger egos grows more dangerous. So let's remember these basic biblical principles:

1. Christians should never worship preachers. Paul rebuked the people of Lystra when they called him and his companion Barnabas gods. Paul told the people: "We are also men of the same nature as you" (Acts 14:15, NASB). True ministers of God will not allow their followers to place them on pedestals. Paul knew his proper role was to take the lowest seat, as "bond-servant of Christ Jesus" (Phil. 1:1). He also knew that ministers must never allow flattery or adoration to inflate their egos.

2. Preachers must know who they are and who they aren't. When people spread a rumor that John the Baptist was the Messiah, he corrected them and said: "I am not the Christ ... He must increase, but I must decrease" (John 3:28, 30). Even some of the most gifted Christian communicators can be seduced by the power of technology—and by the roar of a crowd—so that they actually believe they are in an elite category. No! We are nothing and He is everything. We must get out of the way so people can see Jesus!

Leaders who have not crucified the lust for self-promotion can become infatuated with the big and the sensational. They can build big churches with bigger projection screens, yet their character cannot sustain the pressure of spiritual warfare that inevitably comes. The result is disaster. Henry Blackaby, author of *Experiencing God*, put it this way: "Nothing is more pathetic than having a small character in a big assignment. Many of us don't want to give attention to our character, we just want the big assignment from God."

3. Ministry is best accomplished with a team, not a celebrity. Paul laid the foundations of the church in the Gentile world, but he always shared the spotlight with Timothy, Silas, Barnabas, Titus, Phoebe, Priscilla, and other co-workers. They suffered in prison with him and faithfully preached alongside him. Paul didn't try to be five places at once; he trained people to take his place. And he gave them generous credit for what they did.

It is becoming popular for large churches to open satellite campuses that offer video sermons from the same preacher. If this strategy is effectively reaching more converts, that's great. If preachers can do that and stay humble, keep it up.

But let's be careful that we are not building ministry on one man's charisma. The ultimate goal should be for a whole new generation of people to be trained and empowered to serve, not for one man to build a show around his gift. □

The potential for bigger egos grows more dangerous. We must get out of the way so people can see Jesus!



Take a Break Before Your Work Breaks You



BY LOU SHIREY

Many pastors have discovered that a sabbatical can recalibrate your life and ministry.

LOU SHIREY directs the office of Clergy Development and the World Intercession Network for the IPHC. A former Army chaplain, he lives in Oklahoma City with his wife, Becky.

Years ago, when I was a young “preacher boy,” a prized mentor told me “it is better to burn out than to rust out.” That seemed like good advice back then. I don’t agree with his belief now. God desires faithfulness and consistency—and He does not want you to burn out before your time! The rhythm of life, work, and rest is presented throughout the Scriptures. But we tend to ignore the Scriptures directions of weekly and yearly periods of rest and renewal (see Ex. 23:12; 23:10; and Lev. 26).

I have interviewed multiple pastors who took a sabbatical break. A number of common refrains come from these pastors. Two overriding themes are the rekindling of their walk of faith with Christ and the joy of building stronger family ties. As I listened to these pastors it became evident that four elements need to support the pastor in the sabbatical. The pastor, the pastor’s spouse, the church leadership, and the congregation, all need to agree that a sabbatical is a God appointment.

Derrick Gardner serves as pastor for an IPHC church in Lexington, S.C. Derrick pastored for 23 years before taking a month long sabbatical in the summer of 2012. The leadership of his church suggested the sabbatical, noticing that he seemed scattered and not as sharp in his decision making. He partly prepared his congregation for his absence by sending a letter to the congregation members. During the sabbatical, other staff members assumed greater responsibilities. This allowed spiritual gifts in the staff to become more evident. The emerging of new leadership strengths continues to be celebrated by the church.

The sabbatical time for Derrick was filled with many activities. Refreshing came through doing activities that he enjoys but often did not have the time to do. He played golf at least two times each week, with additional practice time. “I had the best score of my life,” he proudly told me. He also read many books. Some of the books were church related and others were biographies of people he wanted to learn about. He was also able to deal with property for which he was the executor. Projects around their house were completed. Derrick attended many other churches during his time off. He wanted to witness what others were doing in ministry to gather new ideas. As a busy pastor, Derrick’s meals are often involved in meeting with people. During the sabbatical, he and Martha ate three meals a day together, which was a pleasant joy.

Derrick’s experience illustrates how a pastor comes to the point of taking a sabbatical and what one does during the time. Each pastor should define his sabbatical for himself, and this can change with the stages of life in which the sabbatical is taken.

This can be shown in the life of another pastor. Dan Beller served as pastor of Evangelistic Temple in Tulsa, Oklahoma, for 34 years. During that time he took two sabbaticals, one after 18 years of service and then another at the end of his tenure at the church. The first sabbatical came at a time when he was emotionally drained.

The church was becoming one of the first large congregations in the IPHC. “A leader with a big vision expends a lot of emotional energy” Beller says. The church leadership rented a condo in Florida for the Bellers.

They rested, ate lots of seafood and also spent much time in deep prayer and devotional time. They did not attend church during the time off. The second sabbatical occurred during the thirty-fourth year of Beller’s ministry. He was sensing that the time for his retirement was at hand. A sabbatical was taken to make sure he was not driven to retirement by being tired. He wanted to know but God’s direction for his life. During this sabbatical the decision was made that it was time to retire from active church pastoring. “My style was to meet individually with each church board member and to educate each one for the need of renewing and refreshment,” Beller told me.

Both sabbaticals strengthened and renewed both him and his wife. Now, even in retirement, they both give positive and wonderful encouragement to many pastors. I personally am grateful he did not burn out. He is a valued mentor!

The majority of the pastors I interviewed had other leaders in place who could fill in the gap for them. If you are in a position where you are alone, please do not use that as an excuse. Retired pastors can provide the temporary coverage. Perhaps even a pastor from another denomination might be available. When pastors and congregations recognize the need for the sabbatical, then solutions to how this can be done will become evident.

Mary Cox, wife of IPHC pastor Bradley Cox, told me that at first the sabbatical she and her husband took was difficult. She missed being with her church community. Disengaging and disconnecting was difficult. “They don’t need me” was a thought that occupied her life. But then God continued to work in her life. The sabbatical time helped her to realize that people do not need to rely on her. “The ministry is not about me,” she explained. “What we do is allow God to work through us. Our people need to rely upon the Holy Spirit.”

If you need to take a sabbatical, don’t let the pressures of the urgent keep you from doing what is most important. Give your mind, body and spirit a needed rest, and let the Holy Spirit refresh and renew you so you can finish well. □

“A leader with a big vision expends a lot of emotional energy”