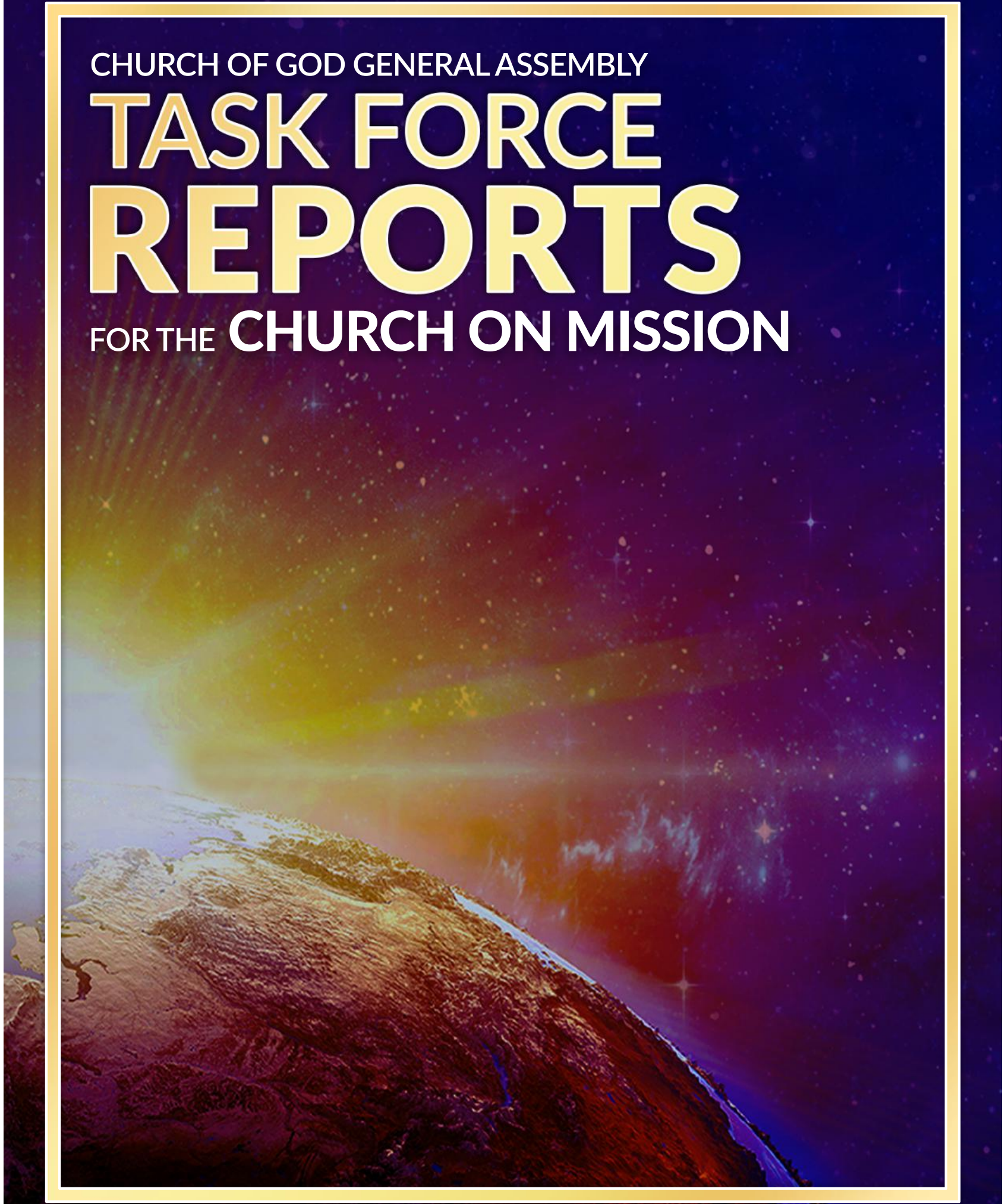


CHURCH OF GOD GENERAL ASSEMBLY

# TASK FORCE REPORTS

FOR THE CHURCH ON MISSION



An aerial photograph of a coastline during a golden hour sunset or sunrise. The sky is a vibrant mix of orange, yellow, and blue, with a bright light source creating a lens flare effect. The water is a deep blue, and the land is a mix of dark green and brown, showing intricate patterns of waterways and landmasses.

# *The Church On Mission*

© 2022 Church of God International Headquarters  
Cleveland, TN

**78th Church of God  
International General Assembly  
San Antonio, Texas**

# TASK FORCE REPORTS



## ***Introduction***

**In 2018,** at the 77th International General Assembly in Orlando, the General Council passed a measure calling for reports on several strategic ministry areas. Following that Assembly, task forces were formed and members of these appointed committees were charged to bring their findings and recommendations back to the 78th International General Assembly, originally scheduled for the summer of 2020 in Indianapolis, Indiana.

With the onset of the Covid-19 global pandemic, the General Assembly was postponed until 2022. However, most of the work of the task forces had been accomplished and was ready for presentation to the General Council. In the ensuing two years, the reports have been refined and were subsequently passed by the Executive Council for presentation to the General Council at the 78th International General Assembly in San Antonio, Texas, July 25-29, 2022.

Each of the reports will begin with an Executive Summary, followed by the full reports. There is also a report on a prospective Lee University/PTS Scholarship that consists of a report only.

**4** **SPIRITUAL  
ACCELERATION**  
6 FULL REPORT

**10** **VISIONAL  
ACTUALIZATION**  
14 FULL REPORT

**20** **CHURCH OF GOD  
STATISTICAL REPORT**

**22** **MINISTERIAL  
ACTIVATION**  
24 FULL REPORT

**28** **GENERATIONAL  
ASSIMILATION**  
REPORT & SUMMARY

**34** **MINISTERIAL  
SCHOLARSHIP  
REPORT**

# SPIRITUAL ACCELERATION

## SUMMARY REPORT

### **The Task**

The resolution adopted by the 77th General Assembly called for the appointment of a task force to identify ways and means to reaffirm our commitment to the mission, vision, and core values of the Church of God. Further, the task force was charged to:

- Emphasize and communicate the distinctives of sanctification subsequent to the new birth, and the baptism of the Holy Ghost subsequent to a clean heart;
- Intentionally teach and proclaim our belief in the Pentecostal distinctive of speaking with other tongues as the initial evidence of the baptism with the Holy Spirit and living a Spirit-empowered life;
- Assure our ministers prayerfully reaffirm commitment to and belief in the doctrinal tenants of the church;
- Address current social issues in love, considering biblical standards and not prevailing societal views;
- To ensure generational continuity. Instruct our youth in these doctrinal beliefs;
- To foster renewed dedication and commitment to the core values of the Church of God as outlined in the *Minutes* of the International General Assembly;
- To study and review “Commitments to the Core Values of the Church of God so that we may retain our unique position as one of the leading Pentecostal churches in the world.

### **The Findings**

The mission, vision, and core values of the Church of God are listed in the *Minutes* 2018 Church of God Book of Discipline, Church Order, and Governance, and are identified as follows:

### **Mission**

The mission of the Church of God is to communicate the full gospel of Jesus Christ in the Spirit and power of Pentecost.

### **Vision**

Our vision is to become:

1. A movement committed to the authority of Holy Scripture for faith and direction.
2. A fellowship whose worship brings God’s power into the life of the church and extends that power through the lives of believers into the marketplace of life.
3. A body that is directed by the Spirit, fully understanding that baptism in the Holy Spirit is both a personal blessing and an endowment of power for witness and service in fulfilling the Great Commission.
4. A people who hunger for God, experience the presence of God, and stand in awe of His holiness as He changes believers into conformity with Christ.
5. A New Testament church which focuses on the local congregation where the pastor nurtures and leads all members to exercise spiritual gifts in ministry.
6. A church that loves all people and stands opposed to any action or policy that discriminates against any group or individual because of race, color, or nationality.
7. A movement that evidences love and concern for the hurts and loneliness of the unsaved through aggressive evangelistic, discipling, and nurturing ministries.
8. A church that is Christ-centered, people-oriented, and need- sensitive in all its programs and ministries.
9. A movement that promotes policies and ministries which



**“The mission of the Church of God is to communicate the full gospel of Jesus Christ in the Spirit and power of Pentecost.”**

reflect an open, sincere effort to remain relevant to each generation.

### **Core Values**

Undergirding mission and vision are ten core values identified as prayer, Pentecostal worship, world evangelization, church planting, leadership development, care, interdependence, communication, discipleship, and education.

### **Observations**

1. The intention of the resolution is to provide a means whereby the beliefs and values of the Church of God can be reaffirmed, the danger of doctrinal drift can be addressed, a new generation of disciples and ministers can be resourced, and the faith of the church can be effectively articulated in a culture influenced by secularism and religious pluralism.
2. The licensure of ministers who have not been discipled, or a credentialing process that falls short of vetting beliefs and practices of candidates can contribute over time to doctrinal seepage.
3. A hermeneutic that engages the mind but fails to transform the heart can lead to a form of godliness void of power, or socially oriented believers who have never experienced affectual change.
4. Mercy is to be shown to those whose faith is wavering, yet at present there seems to be few discernable venues for safe, non-threatening, non-defensive discussions on points of doubt or confusion.
5. Newer generations are valuing presence over performance, conversations over conventions, “guides by the side” over “sages on stage.” This has enormous implications on discovering effective models of discipleship and ministerial training.

### **The Recommendations**

Considering these observations, we recommend:

1. That credentialed ministers periodically reaffirm their belief in and commitment to the doctrine and polity of the Church of God. Further, that the Division of Education, Ministerial Development, and Doctrine and Polity Committee be commissioned to produce and disseminate content to further equip the church to articulate biblical teaching in a pluralistic environment.
2. That a concentrated effort be made to teach our latter millennials and Generation Z the basics of the faith, so they are prepared to maintain and defend their lives in Christ as they go into the workplace and educational institutions.

## SPIRITUAL ACCELERATION AND CORE VALUES TASK FORCE

### Renewing Our Commitment to Mission, Vision, and Doctrine

#### TASK

Our assigned tasks by the International Executive Committee were to determine ways and means to:

- Reaffirm our commitment to our core beliefs and values;
- Emphasize and communicate the distinctives of sanctification subsequent to the new birth, and the baptism of the Holy Ghost subsequent to a clean heart;
- Intentionally teach and proclaim our belief in the Pentecostal distinctive of speaking with other tongues as the initial evidence of the baptism with the Holy Spirit and living a Spirit-empowered life;
- Assure that our ministers prayerfully reaffirm their commitment to and belief in these doctrinal statements;
- Address current social issues in love, considering biblical standards and not prevailing societal views;
- Ensure generational continuity, instruct our youth in these doctrinal beliefs;
- Foster renewed dedication and commitment to the core values of the Church of God as outlined in the International General Assembly *Minutes*;
- Study and review “Commitments to the Core Values of the Church of God” so that we may retain our unique position as one of the leading Pentecostal churches in the world.

#### OBSERVATIONS

At our initial meeting and in subsequent discussions, we continue to hold to our initial observations:

1. The intention of the resolution and referral seeks to reaffirm beliefs and values of the Church of God, address/prevent doctrinal drift among ministry and laity, disciple a new generation, and enable the Church to articulate its faith in a pluralistic environment.
2. Suggested factors for the observed doctrinal seepage/drift may include the following:
  - A. Platforming ministers whose beliefs/values may not be consistent with Church of God teachings and practices.
  - B. Licensing ministers who have not been disciplined.
  - C. Local congregations passively approving applications for credentials without thoroughly vetting beliefs/practices.

- D. Licensing ministers from other organizations without testing or vetting doctrinal beliefs.
- E. Outdated licensure tests which do not really reveal the quality of a person's discipleship on beliefs.

3. Presently there are no discernable venues for safe, non-threatening, non-defensive discussions on varying points of doctrine.
4. Newer generations of believers value presence over performance, conversations over conventions, and “guides by the side” over “sages on stage.” If true, this has enormous implications on discovering effective models of discipleship and ministerial training.
5. Will Pentecostals adopt a hermeneutic that engages the mind but does not transform the heart?
6. Will Pentecostals accept a discipleship that produces socially oriented believers who have never experienced affectual change?

#### RECOMMENDATIONS

In light of the previously listed tasks and observations of the Task Force on Spiritual Acceleration and Core Values and our desire to provide a strategy on how to reemphasize, reclaim, and reaffirm our doctrinal identity, we offer the following recommendations:

1. That a process be implemented whereby credentialed ministers (all levels) must reaffirm their belief in and commitment to the doctrine and polity of the Church of God (a form of recertification).
2. That an educational component be a vital part of the reaffirmation/recertification process.
  - A. Must be accessible, affordable, and certifiable.
  - B. Must have guaranteed substance.
  - C. Subject content to be aspects of theology, scripture, and social views.
  - D. Consider the possibility of surveying global Church of God leaders to ascertain the greatest needs.
  - E. May take the form of CEU (Continuing Education Units).
3. That opportunity be provided for members of the Doctrine and Polity Committee or their designees to present the Church of God position on our key doctrinal beliefs, core values, and social issues in state and

- regional meetings.
- A. These sessions should be designed with teaching followed by Q/A.
  - B. The pattern needs to provide a safe zone for ministers to express their doubts and fears without repercussion. This would seem to necessitate that no one with appointive or reporting responsibilities would be present in the Q/A.
4. That current resources be highlighted in the reaffirmation process.
    - A. Position papers developed and being developed by the Doctrine and Polity Committee which are on the website and the number will continue to be expanded.
    - B. Resource bank of books and periodical articles written by Church of God authors.
  5. That a concentrated effort be made to teach our latter Millennials and Generation Z the basics of the faith so

they are prepared to maintain and defend their lives in Christ as they go into the workplace and educational institutions.

6. That the core values be reduced to 3-5 for simplification and branding.
  - A. No major emphasis will be eliminated but rather consolidated for easier articulation and communication. For example, core values #1 and #9 fit under the heading of Spiritual Formation.
  - B. This simplification may provide a catalyst for greater unity in ministry efforts.

I Timothy 4:16 has definite application to our setting: "Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers." (NIV)

## BIBLIOGRAPHIC ADDENDUM

(Partial Listing)

### PAPERS AND ARTICLES

1. The Doctrine and Polity position papers on the Church of God website.
  - A. Greater publicizing of these papers needs to be made throughout the church.
  - B. They can be found in the drop down under the heading of beliefs.
  - C. The current papers already posted are:
    - I. "Beer, Wine, and Liquor" – French Arrington
    - II. "Sabbath" – Lee Roy Martin
    - III. "Why Church?" – Terry Cross
    - IV. "Cremation" – Jerald Daffe
    - V. "Spiritual Gifts" – Jerald Daffe
    - VI. "Spirit-Filled Worship" – Lee Roy Martin
    - VII. "Speaking in Tongues" – John A. Lombard Jr.
    - VIII. "Same-Sex Marriage" – French Arrington
    - IX. "Hyper-Grace" – David Han
    - X. "Romans 16: Women in Leadership" – Terry Cross
2. The Doctrinal Heritage papers presented at the 1986 General Assembly.
  - I. "The Historical Development of the Doctrine of Holiness in the Church of God" – R. Hollis Gause
  - II. "Our Heritage of Faith in the Verbal Inspiration of the Bible" – R. Hollis Gause
  - III. "Our Heritage of Faith in the Trinity" – French L. Arrington
  - IV. "Our Heritage of Faith in the Life, Ministry, and Lordship of Jesus Christ" – Ray H. Hughes Sr.
  - V. "Our Heritage of Faith in the Redemptive Work of Jesus Christ" – David S. Bishop
  - VI. "Our Heritage of Faith in Sanctification and Holy Living" – Steven J. Land
  - VII. "Our Heritage of Faith in the Pentecostal Experience" – James A. Cross
  - VIII. "Our Heritage of Faith in the Ordinances of the Scripture and Divine Healing" – Charles W. Conn
  - IX. "Our Heritage of Faith in the Second Coming of Christ and Last Day Events" – W. W. Thomas Sr.

3. A 2007 doctrinal series published in the 2007 *Evangel* issues.
  - I. "The Doctrine of Sin and Repentance" – R. Jerome Boone
  - II. "Saved by the Blood of the Lamb" – Lee Roy Martin
  - III. "Do We Need the Doctrine of Sanctification?" – James Bowers
  - IV. "Holy! Holy! Holy!" – Steven Land
  - V. "Baptism With the Holy Spirit" – David Han
  - VI. "A Language From Heaven" – John A. Lombard Jr. and Jerald Daffe
  - VII. "Water Baptism" – Jackie David Johns
  - VIII. "Divine Healing" – Kimberly Ervin Alexander
  - IX. "We Believe in the Lord's Supper" – Daniel L. Black
  - X. "God's Plan for the Future" – Clyne W. Buxton
  - XI. "Is This Life All There Is?" – James E. Cossey

**BOOKS**

*The Acts of the Apostles*

French Arrington

*The Greatest Letter Ever Written*

French Arrington

# 78<sup>TH</sup> INTERNATIONAL

## JULY 25 - 29 • SAN

*The Church*



*Exploring the Declaration of Faith*  
*Encountering the Holy Spirit*  
*Understanding The Ministry of the Holy Spirit*  
*Clothing a Naked Church*  
*Speaking in Tongues: Initial Evidence of Spirit Baptism*

French Arrington  
French Arrington  
Raymond Culpepper  
Jerald Daffe  
John Lombard and Jerald Daffe

**Living What We Believe Series – Discipleship Division**

(These are on specific articles of the Declaration of Faith)

<i>A Believing People</i>	J. Ben Wiles	(1, 2, 3)
<i>A Saved People</i>	Lee Roy Martin	(4, 5)
<i>A Sanctified People</i>	J. Ben Wiles	(6, 7)
<i>A Spirit Baptized People</i>	French Arrington	(8, 9)
<i>A Healed People</i>	Daniel Tomberlin	(11, 12)
<i>An Expectant People</i>	French Arrington	(13, 14)

# GENERAL ASSEMBLY SAN ANTONIO, TEXAS

*On Mission*

# VISIONAL ACTUALIZATION

## SUMMARY REPORT

The vision and mission focus statements of an organization are mere words without implementation, assessment, alignment, and action. Any one of these processes requires focused effort and work. The work of actualizing vision and mission requires the intentional effort of all these processes. The vision and mission of the Church of God is significant, comprehensive, and bold.

The Vision Statement of the Church of God reads as follows:

### **Statement of Vision**

Our vision arises from our understanding of what the sovereign God purposes to do for and through His church. The Great Commission remains our mandate from Christ.

The Church of God is to be:

1. A movement committed to the authority of Holy Scripture for faith and direction.
2. A fellowship whose worship brings God's power into the life of the church and extends that power through the lives of believers into the marketplace of life.
3. A body that is directed by the Spirit, fully understanding that baptism in the Holy Spirit is both a personal blessing and an endowment of power for witness and service in fulfilling the Great Commission.
4. A people who hunger for God, experience the presence of God, and stand in awe of His holiness as He changes believers into conformity with Christ.
5. A New Testament church which focuses on the local congregation where the pastor nurtures and leads all members to exercise spiritual gifts in ministry.
6. A church that loves all people and stands opposed to any

action or policy that discriminates against any group or individual because of race, color, or nationality.

7. A movement that evidences love and concern for the hurts and loneliness of the unsaved through aggressive evangelistic, discipling, and nurturing ministries.
8. A church that is Christ-centered, people-oriented, and need-sensitive in all its programs and ministries.
9. A movement that promotes policies and ministries which reflect an open, sincere effort to remain relevant to each generation.

The Mission Statement of the Church of God reads as follows:

### **Statement of Mission**

The mission of the Church of God is to communicate the full gospel of Jesus Christ (Matthew 28:19, 20) in the Spirit and power of Pentecost (Acts 2:1-4, 6, 13-18) (71st A., 2006, p. 44).

Our commitments to our mission and vision include:

### **Commitments To Our Mission And Vision**

(70th A., 2004, pp. 50-54; 75th A., 2014, pp. 184-86)

These items reflect our core values in regard to fulfilling our mission and vision.

1. PRAYER
2. PENTECOSTAL WORSHIP
3. WORLD EVANGELIZATION
4. CHURCH PLANTING
5. LEADERSHIP DEVELOPMENT
6. CARE

7. INTERDEPENDENCE
8. COMMUNICATION
9. DISCIPLESHIP
10. EDUCATION

### **Local Church**

Priority Statement: The Church of God recognizes the local church as the foundation of all ministry activities and will renew efforts to acknowledge, affirm, strengthen, and support the central importance of the ministry of the local church.

### **Laity**

Priority Statement: The Church of God will further emphasize the doctrinal position of the priesthood of all believers and will encourage laity to assume a rightful Biblical role as full partners in ministry throughout every area of the church.

### **Clergy**

Priority Statement: The Church of God believes that from within the priesthood of all believers God specifically selects, calls, anoints, and commissions certain individuals for extraordinary service and leadership and that this special (clergy) calling is of God's sovereign will, characterized by individuals with spiritual passion, love for the lost, total involvement, lifelong sacrifice, and servant leadership rather than by those seeking position or personal honor."

### **Leadership**

Priority Statement: The Church of God believes leaders must exemplify the servant qualities of Jesus (Matthew 20:27, 28; Philippians 2:17), that they must conform to the highest moral and ethical standards (Titus 1:5-9), and that they must place the welfare of others before that of themselves (John 10:11; 1 Peter 5:2).

### **Consecration**

Priority Statement: The Church of God resolutely declares that its accomplishments can never be truly reflected in numerical growth, physical accomplishments, or the adulation of men; but our true success as God's church is always measured in terms of our relationship with God through Jesus Christ.

The resolution regarding Vision Actualization presented and passed during the 77th International General Assembly in 2018 encompasses the work assigned to the Vision Actualization Task Force. The resolution reads as follows:

## **Resolution Regarding Visional Actualization**

**WHEREAS**, we have been challenged with the vision to FINISH the Great Commission; and

**WHEREAS**, the accomplishment of this task will require the concerted effort and resources of the body of Christ; and

**WHEREAS**, this task will necessitate us to reimagine, retool, and revise methods, strategies, and programs to be effective, efficient, and relevant;

**BE IT THEREFORE RESOLVED**, that the general overseer, in consultation with the other members of the International Executive Committee, appoint a Task Force on Visional Actualization, that is representative of the church, including ministers and laity, men and women, and being ethnically diverse; and

**BE IT FURTHER RESOLVED**, that this Task Force specifically focus on the following areas, and prepare recommendations for the International Executive Council to consider for implementation and, as necessary, inclusion on the International General Council Agenda for 2020:

- A. Evaluation of the various ministries of the Church of God International Offices, to determine the value added to local churches; and to develop an instrument for state/ regional offices to determine the value their programs and ministries are adding to the local church;
- B. Assessment of the budget of the Church of God International Offices to determine the funding priorities supporting the core values of the church and finishing the Great Commission;
- C. Review of the systems (including elections and appointments) and programs of the church, considering multinational and multigenerational cultures, including language-specific resources, cultural variants, and so forth;
- D. Appraisal of church planting and church revitalization efforts and funding with a goal to enlarge and enhance the effectiveness of these priorities;
- E. Analysis of the need for, and promotion of, ministerial recruitment, development, and placement in the Western USA, and other areas;
- F. Refine, expand, and promote the current affiliation and amalgamation opportunities and procedures; and devise policy guidelines for multisite campuses; and

**BE IT FINALLY RESOLVED**, that a report of the work of this Task Force be prepared and made available to the 2020 International General Council.

### ***Summation***

During the past six years the visionary assignment presented to appointed Task Force on Vision Actualization culminated after two years of work in a resolution passed at the 77th International General Assembly on Vision Actualization. The resolution on Vision Actualization called for additional work to be completed and a report presented at the 78th Assembly. During the years 2018–2022 the International Executive Committee and Lee University have touched upon, addressed and taken action on areas included in the Resolution on Visual Actualization. These actions include:

- Reestablishment of the Multi-Cultural Ministries Office at International Offices. This offices and subsequent director role have been developed and is named Intercultural Advancement Ministries and the Director of Intercultural Advance Ministries
  - The Administrative Commission on African Descent Ministries has been established and commission members appointed
    - The Advisory Council for African Descent Ministries Board has been established and Advisory



# “The vision and mission of the Church of God is significant, comprehensive, and bold.”

Council Members have been appointed

- Lee University Scholarship: Study, concepts, and ideas have been moved forward regarding ministerial recruitment and scholarships for Church of God ministers' children to attend Lee University. The Lee University Board of Directors has reported their work to implement a scholarship opportunity for children of Church of God ministers attending Lee University. This work is in development.

In addition to these actions the resolution called for a Vision Actualization Task Force to be appointed to engage in further work as defined by the Resolution.

The Vision Actualization Task Force accomplished work during the past four years, focusing on the six task areas outlined in the Resolution on Vision Actualization. It should be noted that although there has been significant work completed, presented, and recommended by the Task Force that due to the challenges and effects of the COVID-19 Pandemic, the initiatives undertaken and work conducted in these six task areas must also now be evaluated in light of the Post-Pandemic Church, including how best to move forward in actualizing vision as a church movement in the areas presented presently and into the future.

The Task Force on Vision Actualization work has been extensive, encompassing analysis, research, and assessment of the six areas assigned. Although the work and subsequent reports are extensive, the Task Force offers the following recommendations for future consideration by the General Council and General Assembly.

## ***Task Force on Vision Actualization Summary of Recommendations for Future Consideration***

- International Executive Council (Council of Eighteen): Give consideration of ways for identifying leaders around the globe for international leadership involvement.
- Great Commission Vision Funding: Consider ways for local church congregations to be involved in significant ways partnering financially in church planting, church health, and soul winning capital investment funding and partnership.
- International Executive Council (Council of Eighteen): Consider how to increase multiethnic/multicultural diversity and how to highlight leaders born outside of North America and who are serving outside North America.
- Utilize Global Forum survey data for considering ways to develop greater inclusion of the Jeremiah Generation and women into leadership partnership in the Church of God.
- Consider establishing a Church Planting Pastoral Scholarship Loan Fund structured similarly to Scholarship Loan Funds medical professionals and educators have received, and continue to receive, when she or he commits (contracts) to serve in an underserved area. In this type of structure, the graduate will receive loan forgiveness for each year that he or she serves where assigned. This Scholarship Loan should be designated to be available for any Church of God Institution of Higher Learning. Criteria and guidelines will need to be established for this Scholarship Loan.

# VISIONAL ACTUALIZATION AND CORE VALUES TASK FORCE

## Renewing Our Commitment to Mission, Vision, and Doctrine

**ASSIGNMENT:** To reimagine, retool, and revise methods, strategies, and programs to be effective, efficient, and relevant.

**Required Composition:** Ministers and laity, men and women, and be ethnically diverse

### TASKS

1. Evaluation of the departments and ministries of the International Offices to determine the value added to local churches and to develop an instrument for state/regional offices to evaluate the value their programs and ministries are adding to the local church;
2. Assessment of the budget of the International Offices to determine the funding priorities supporting the core values of the church and finishing the Great Commission;
3. Review of the systems (including elections and appointments) and programs of the church considering multinational and multigenerational culture, including language-specific resources, cultural variants, etc.;
4. Appraisal of the church planting and church revitalization efforts and funding with a goal to enlarge and enhance the effectiveness of these priorities;
5. Analysis of the need for and promotion of ministerial recruitment, development, and placement in the Western USA, and other areas;
6. Refine, expand, and promote the current affiliation and amalgamation opportunities and procedures;
7. Devise policy guidelines for multisite campuses.

### ADDITIONAL TASKS:

Study Commission Report: Explore a possible scholarship fund for Lee University and Pentecostal Theological Seminary students who pledge to serve as pastors or church planters in the Western USA and other areas of the United States. That the findings be brought back to the International Executive Council for consideration and possible inclusion on the 2020 International General Council agenda.

Opening Statement: The Vision Actualization Task Force report includes observations, recommendations, and Recommended Motions.

### VISIONAL ACTUALIZATION STATEMENT

“Nothing relates to focus more than vision. Proverbs 29:18 notes that, ‘Where there is no vision, the people perish.’ As a denomination, our vision comes from thousands of parts that make up what we call a ‘movement.’ To actualize our vision as a movement, we must have all our separate parts and entities working together. Each department and ministry must add value. Our budget must support our values and must focus on funding our commitment to FINISH the Great Commission—and nothing else. And our church planting efforts must be broad and wide. No one can be outside our vision. All must be reached. To complete what God has called us to do as a church, our focus must be visionally actualized.” (FINISH COMMITMENT: FOCUS TWENTY-TWENTY: PREPARING A FOUNDATION FOR GREAT COMMISSION SUCCESS IN THE NEXT DECADE. Dr. Timothy Hill, Church of God General Overseer)

**1. Evaluation of the departments and ministries of the International Offices to determine the value added to local churches and to develop an instrument for state/regional offices to evaluate the value their programs and ministries are adding to the local church;**

### INTERNATIONAL OFFICES

#### RECOMMENDED ACTION ITEMS:

1. Assessment – Secure a company to conduct a churchwide survey throughout North America similar to the Injoy Group survey conducted previously among Church of God churches in order to assess the value added to local churches from the departments and ministries of the Church of God International Offices.
2. Develop Global Finish Commitment Focus vision integration in each Ministry / Department / Division empowering the Church of God to fully become a Global Harvest Equipping Movement.
3. Determine a Finish Commitment Impact Score for each Ministry / Department / Division presently existing at International Offices asking the question, “How does each Ministry / Department / Division impact the Great Commission?”
4. This data will provide the necessary information for merging, eliminating, and strengthening Division,

Department and Ministries in order to maximize the Finish Commitment and fulfill the goal of 1,000,000 conversions annually through the Church of God Movement.

5. Develop a unified system for processing and transferring credentials globally and with greater efficiency
6. Create a one-statement summary for each area of ministry listed on the Church of God website under the heading of each division. This will help to raise the awareness and understanding for local church members who may visit the website of the ministries and value of the ministries to the local church.
7. Create a Discipleship delivery system for the local church (more than a book or curriculum) for the training of leaders to lead discipleship of people from salvation to maturity and reproduction (utilizing Zoom or a similar platform).
8. Develop a coaching system for laity and local church ministry leaders
9. Develop a PLACEMENT Office for identifying potential ministry personnel and matching and networking ministers with churches and ministry opportunities

## STATE / REGIONAL OFFICES

### RECOMMENDED ACTION ITEMS:

1. Assessment – Include in the recommended survey under the previous section “International Offices” a section for the evaluating of the value state/regional office programs and ministries are adding to the local church.
2. Measurement – The better the information that is gathered each month and year through Church of God ministry provides the best opportunity to analyze and give a clear picture of how the Church of God is best accomplishing the mission. Information helps to identify what works and what isn’t working.
  - Revise, adjust, and align current reporting systems to provide outcome-based metrics that best measure ministry in local churches and among ministers.
  - Create new measurement tools, and reports (Dashboard) for ministers that fully measure the ongoing effectiveness of the ministry and the ministry’s contribution to the Great Commission Finish Commitment.

### MOTION(S):

- No motions presented for consideration.

**2. Assessment of the budget of the International Offices to determine the funding priorities supporting the core values of the church and finishing the Great Commission;**

### OBSERVATION

The assessment of the budget of the International Offices in regard to determining the funding priorities in support of the core values of the church and finishing the Great Commission is an analysis, alignment, and action process. This process includes intentional focus on the vision and the answering of the question emerging from the article written by Dr. Timothy Hill, General Overseer: “Are we financing a culture or funding a vision?” This statement embraces both the Vision and Core Values of the Church of God as outlined in the General Assembly Minutes, as well as the “Finish Commitment FOCUS TWENTY-TWENTY: Preparing a Foundation for Great Commission Success in the Next Decade,” booklet, brochure, and presentation.

### RECOMMENDED ACTION ITEMS:

Fund Priorities based upon the Focus on Finish Document(s):

#### 1. Find:

- Financially Fuel the Vision to accomplish 1,000,000 (one million) spiritual conversions annually.
- Fund and Resource the reaching of Unreached People Groups Globally

#### 2. Intercede:

- Fund the development of a Global Harvest Prayer Center at Church of God International Offices
- Fund a Prayer App, and Prayer Ministry Website
- Fund Prayer gatherings such as Agree '20, '21, '22, etc.

#### 3. Network:

- Fund the expanding of Kingdom partnerships with communication mediums, benevolent agencies, and ministries focused upon strategic evangelism actions and mission commitments globally.
- Continue to develop education and formational discipleship, equipping through online platforms
- Resource District leadership in each state and region for the shared purpose of prayer prioritization, vision implementation, and church – planting initiation.

#### 4. Invest:

- Develop funding for church planting as a greater focus for harvest impact, including planting 25,000 churches globally and 3,000 churches in North America by 2033
- Activate the Jeremiah Generation to fully pursue gospel ministry, soulwinning, and the Great Commission.
- Invest funding and create a strategy for undergirding the ministry of the itinerant evangelist.

**5. Send:**

- Actively encourage the funding and resourcing for the Cities of Light Initiative
- Continue to fund the development of cutting-edge media ministry for the purpose of vision fulfillment

**6. Harvest:**

- Fund the language translation of Scripture, all resources and media in order to energize the connecting of people groups and the planting of churches among each people group existing in each nation of the world.
- Embrace and resource the continued and new development for the International Youth and Discipleship Department to reach all emerging youth with the gospel at the youngest reasonable age.

**7. Eliminate Duplicated Systems and Streamline Personnel at International Offices in order to push more funds to Great Commission Vision and Values**

- Merge duplicated International Offices Systems where possible
- Continue to annually streamline maintenance, cleaning, and security services, and audit services / vendors where feasible

**8. Combine States and Regions Strategically with intentional diversity in leadership, vision and focus restructuring 53 states / regions into 30–35 states / regions in the North American context. This strategic realignment will eliminate almost all “Mission State” status areas and redirect vital funding dollars and resources toward Great Commission Vision fulfillment through, church health, revitalization, church planting, and leader development.**

**9. Accomplish the delivery of mission, vision, values, strategic implementation and productivity by improving assessment, recruiting, and placement of apostolic leaders (state/regional administrative bishops – state overseers) according to Leadership Best Practices, Church Planting Movement Best Practices, Church Health, Revitalization Best Practices, and Multiplication Principles.**

**10. Motion for Great Commission vision funding: Each church to send an amount equal to 1% of tithe designated to church planting (1/2 of 1%), to church health / revitalization (¼ of 1%), and to a church planting scholarship fund (¼ of 1%). This tithe-offering includes a sunset date eight years from inception.**

**3. Review of the systems (including elections and appointments) and programs of the church, considering multinational and multigenerational culture, including language-specific resources, cultural variants, etc.;**

**OBSERVATION**

Divisions and departments must become more intentional with the ministries we plan and implement in relation to culture, race, region, and language, especially in the North American context. This includes thinking through the perception of people geographically, culturally, ethnically, and generationally. In order for people to have a sense that they matter and they belong, it will be important to communicate that they matter and belong. It will also be strategically valuable to intentionally include and appoint emerging generation leaders, women, and people who are non-Anglo to boards, committees, and leadership roles in order to fully represent that the Church of God is multicultural, multigenerational, and inclusive of both women and men in leadership roles.

**RECOMMENDED ACTION ITEMS:**

1. Create a culture of inclusivity of all regions, nations, and ethnicities through communication, intentional partnerships, assignments, and appointments.
2. Indigenous Leadership: Intentionally develop leaders from every culture, ethnicity, and language group.
3. Expand the International Executive Council to 24 members with 5 members who were born outside of the United States and Canada and are living and serving in ministry outside the United States and Canada.
4. Form an International Nominating Committee in order to identify a pool of potential leaders for consideration by the General Council for election to the Council of Eighteen. Include a biography—where they were born, where they are serving, and their current ministerial role. Or create a nominating / election process in which each of the five field areas outside of the United States and Canada nominate / elect a member of the International Executive Council from the respective field.
5. Empower the field (World Missions) by becoming more globally engaged.
  - Identify, highlight, and celebrate field areas that are now funding and sending missionaries out to other areas of the world as missionaries (example: the Philippines, Indonesia, and Latin America). This embraces the reality that the mission field has



become a mission force and missionaries are being sent from what was once the “receiving” field.

- Utilize these examples and add to the portfolio of each World Missions field director the responsibility to develop a mission funding and sending culture within their field area with the goal that each field become a sending and funding source for Church of God World Missions ministries for the fulfillment of the Great Commission Finish Commitment under the overall direction of Church of God World Missions, the Church of God World Missions director and the general overseer.
6. Develop greater emphasis on the multiethnic and multicultural emerging and existing leaders by increased appointment to boards and ministry leadership roles.

**MOTION(S):**

1. International Executive Council (Council of Eighteen): Consider a motion(s) for identifying international leaders and establishing the criteria of what makes an international;
2. International Executive Council (Council of Eighteen): Consider a motion to establish an International Nomination Committee for the purpose of encouraging diversity and highlighting leaders born outside North America and serving outside North America. (\*Bylaw item)
3. Upon survey results gathered from the Global Forums being provided, develop a motion for the greater inclusion of the Jeremiah Generation and women into a leadership path.
4. Upon survey results gathered from the Global Forums being provided, develop a motion for women in regard to the International Council.
5. Upon survey results gathered from the Global Forums being provided, develop a motion for women in regard to appointments and elections.

**4. Appraisal of the church planting and church revitalization efforts and funding with a goal to enlarge and enhance the effectiveness of these priorities;**

**RECOMMENDED ACTION ITEMS:**

1. Equip, Empower, and Mobilize State / Regional Leaders to be the tip of the spear for church planting and church health (revitalization).
2. Continue to train state / regional administrative bishops, and district overseers with the Multiplication Network

Ministries resources and foster the implementation of MNM in every area in North America.

3. Continue to develop and implement best practices for global church planting and church health (revitalization), resourcing, assessing, training, equipping, and sending.
4. Utilize the Mobilize, CIMS, CAMS, and MIP programs to empower laity and develop leaders to plant churches and develop healthy-growing churches.
5. Embrace the reality that among 328 million people living in the United States there are 488 people groups and 85 of these people groups are unreached.
6. Strategically globalize Great Commission Harvest opportunities by partnering nations with each other and utilizing Church of God members around the world to go out as missionaries to other places in order to reach immigrant groups with the Gospel and make disciples.
  - Example 1: There are more than 1 million Vietnamese people living in Westminster, California, and there are no Church of God Vietnamese pastors or churches in Southern California. Create a partnership with a church in California, World Missions, and a Vietnamese minister who may be a good candidate to be recruited to plant a church among the Vietnamese living in Southern California.
  - Example 2: There are more than 2 million Filipino people living in North America; thus partnering with state/regional offices, World Missions, and Filipino ministers who have been recruited to plant a church among the Filipino community living in North America will foster more Great Commission Completion.
  - Other groups living in North America include Korean (more than 2 million), India people groups (more than 2 million), Hmong (more than 200,000), Latino (30% of United States and Canadian population), etc.
7. CHURCH HEALTH and REVITALIZATION: Pastoral Leadership Development, Encouragement and Empowerment:
  - Continue and Strengthen the Annual Top 200 Churches Conference
  - Create / Re-Launch a GIANTS in the MAKING CONFERENCE for churches with an average attendance of 100 – 350 people
  - Create a “Healthy Growth Conference” for churches 0-100 in average attendance inspiring and equipping with vision and tools to grow.
8. Global Harvest Prayer Center: Create a Global Harvest Prayer Center at International Offices where prayer for

the Global Harvest, Church Planting, Church Health (Revitalization), and the reaching of all people groups including 7,000 unreached people groups (the 10/40 Window by 2020).

- This Global Harvest Prayer Center establishes prayer 8-12 hours each day 365(6) days each year.
- Prayer Center streaming of live prayer continually
- Prayer Center Website with prayer requests posting on site continually
- Develop Church of God Prayer App
- Prayer Center Website with training resources

**MOTION(S):**

No motions presented for consideration.

**5. Analysis of the need for and promotion of ministerial recruitment, development, and placement in the Western USA, and other areas; [Underserved Areas]**

**OBSERVATION**

The Western United States continues to rapidly grow, becoming more and more populated.

Seven of the ten largest cities in the United States are in the West.

1. Los Angeles	(3.9 million)
2. Houston	(2.3 million)
3. Phoenix	(1.6 million)
4. San Antonio	(1.5 million)
5. San Diego	(1.4 million)
6. Dallas	(1.3 million)
7. San José	(1.02 million)

**Most Populated Cities in the United States:**

1. New York City	8,560,072
2. Los Angeles	3,949,776
3. Chicago	2,722,586
4. Houston	2,267,336
5. Phoenix	1,574,421
6. Philadelphia	1,569,657
7. San Antonio	1,461,623
8. San Diego	1,390,966
9. Dallas	1,300,122
10. San José	1,023,031
11. Austin	916,906
12. Jacksonville	867,313
13. San Francisco	864,263
14. Indianapolis	853,431
15. Columbus	852,144
16. Fort Worth	835,129

17. Charlotte	826,060
18. Seattle	688,245
19. Detroit	679,865
20. Denver	678,467

*Effectively accomplishing ministry among all of the people living in the Western United States will require financial resources, as well as, people (workers) who are called to preach, trained, sent to evangelize, sent to plant churches, and sent to pastor existing churches.*

**RECOMMENDED ACTION ITEMS:**

1. RECRUITMENT

- Scholarship – Develop a Loan Fund that is forgiven by years of service in a defined area with little Church of God presence and or Western United States areas.
- Funding Incentives – Incentivize church planters and pastors to serve in the Western United States
- Global Harvest Church Planting – Develop a two-way bridge connecting with other nations for the potential of welcoming workers to reach people groups existing throughout the West who have immigrated to the United States.

2. DEVELOPMENT

- Develop a 21st-century Bible College for the Western United States: “From the West, for the West, for the World.” The development of a 21st-century Bible College with various delivery methods, including online, every local church as a campus, and an eight-week residential intensive experience initially offered to young adults (the Jeremiah Generation) will potentially become a development tool for ministers and missionaries. This “Seminary in a Backpack” training intensive can include eight modules of training (Personal Formation, Church Planting, Church Health, Cross-Cultural ministry, Preaching, Teaching, Worship, and Soulwinning), as well as hands-on ministry immersion in multiple contexts. The goal will be to establish a practical, affordable ministry preparation experience, “A Preaching School” that will prepare women and men for Church of God ministry and send them out in a rapidly multiplying gospel movement.
- Patten University: The Reemergence of Patten University in the Future (2020) with one BA Degree Program designed to train ministers and two Masters level programs.
- The utilization of all Church of God educational

institutions to develop men and women to effectively and productively fulfill ministry in the Western United States.

- Develop “The Jeremiah School of Ministry” (pilot program currently being implemented in California).

**MOTION(S):**

No motions presented for consideration.

**6. Refine, expand, and promote the current affiliation and amalgamation opportunities and procedures;**

**OBSERVATION**

The efforts of presenting the Church of God Movement to all who have interest in our theologically sound, Jesus-Christ-centered, New Testament-guided, Pentecostal Church are efforts that are worthy especially with the goals of networking and collaboration for the sake of the Great Commission and the Finish Commitment.

**RECOMMENDED ACTION ITEMS:**

1. Coaching: Training and coaching state administrative bishops, district overseers, and pastors with strategies and ways to share the benefits and blessings of being part of the Church of God Movement.
2. Welcome those who are interested to our family gathering(s) at International Offices, the General Assembly, conferences, Youth and Discipleship meetings, and state / regional meetings.
3. Marketing – Create a Booklet (a 21st-century brochure) about the Church of God designed for the independent church pastor. Reprise and reprint the “You and Your Church” resource.
4. Conduct webinars for state office teams, training in affiliation and amalgamation skills, procedures, and conversations.
5. Ensure all representatives from the COG are fully informed, equipped, resourced, and prepared for affiliation and amalgamation conversations, including the credentialing process.

**MOTION(S):**

No motions presented for consideration.

**7. Devise policy guidelines for multisite campuses.**

**OBSERVATION**

The multisite campus strategy for churches to reach their cities

and communities is a brilliant and effective strategy for many churches. Dr. Paul L. Walker is known to many in church planting and development circles as the father of this strategy, effectively growing Mt. Paran Church of God into a multisite church.

Today, it is important that the Church of God answer arising questions and develop best practices and policy guidelines that help churches to maximize this strategy where possible.

**RECOMMENDED ACTION ITEMS:**

1. Develop a campus pastor job description, differentiating between a service moderator and campus pastor. This will help to answer the questions of: What makes a campus pastor a campus pastor? And what makes a campus a campus or a satellite a satellite? etc.
2. Identify and describe campus / multisite best practices.
3. Develop language and guidelines for campus/multisite reporting and accountability.

**MOTION(S):**

No motions presented for consideration.

**ADDITIONAL TASKS:**

Study Commission Report: Explore a possible scholarship fund for Lee University and Pentecostal Theological Seminary students who pledge to serve as pastors or church planters in the Western USA and other areas of the United States. That the findings be brought back to the International Executive Council for consideration and possible inclusion on the 2020 International General Council Agenda.

**MOTION(S):**

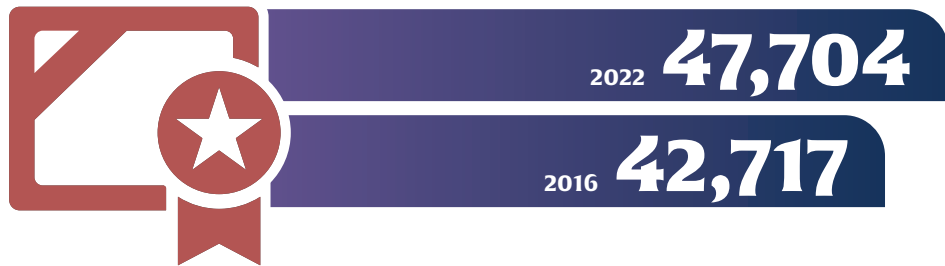
1. Motion for each church to send an amount equal to 1% of tithe designated to Church Planting (½ of 1%), to Church Health / Revitalization (¼ of 1%), and to a Church Planting Scholarship fund (¼ of 1 %). This tithe offering include a sunset date eight years from inception.
2. Motion to establish a church planting – pastoral scholarship loan fund structured similarly to scholarship loan funds medical professionals and educators have received and continue to receive when she or he commits (contracts) to serve in an underserved area. In this type of structure, the graduate will receive loan forgiveness for each year that he or she serves where assigned. This scholarship loan should be designated to be available for any Church of God institution of higher learning. Criteria and guidelines will need to be established for this scholarship loan.

**2016-2022**

# HARVEST AND IMPACT REVIEW

**WITH CONTINUED DEDICATION TO COMPLETING THE GREAT COMMISSION, CHURCH OF GOD MINISTRIES IN 185 NATIONS HAVE REALIZED THE FOLLOWING MINISTRY OUTCOMES SINCE 2016:**

## CREDENTIALIAED MINISTERS



## MEMBERSHIP

INCREASED BY

**323,928**

TO

**7,690,803**



**CHURCHES  
WORLDWIDE**

Saved and/or restored:	1,744,125
Sanctified:	1,558,124
Holy Spirit baptisms:	563,593
Water baptisms:	374,2789;

# SPIRITUAL STATISTICS

# 1,400

**Verified Engagements**

With Unreached People Groups



NEW CHURCH PLANTS IN US AND CANADA

# 1,039

More than 15,000 around the globe



**VOICE OF HOPE RADIO REACHING INTO SIX ARAB NATIONS**

## BENEVOLENT



## DONATIONS

DISASTER RELIEF

**\$5,265,508**

TOTAL BENEVOLENT DONATIONS

**\$584,492,433\***

\*INCLUDES IN-KIND DONATIONS FROM BENEVOLENT MINISTRIES

# MINISTERIAL ACTIVATION

## SUMMARY REPORT

The task assigned to us was to review processes and procedures which assure Church of God ministers are prepared academically, emotionally, and professionally to adequately tend to the needs of the church constituency and finish the Great Commission.

We were instructed to give special attention to the following areas: Enhancement of the well-being of ministers and procedures for the rehabilitation and reinstatement of ministers.

Harmonization of standards relative to applicants for ministry, reflecting the international nature of the church.

Enhancement of the credentialing process; and review the process and procedure of pastoral appointments and evaluation.

### ***The Process:***

Sub-committees were formed to review the following:

1. Reinstatement process of ministers
2. Rehabilitation of ministers and families who come to Ministerial Care for assistance
3. Credentialing process of Church of God ministers
4. Ministry sabbatical

programs and models

5. The health and wellness of Church of God ministers: mental, spiritual, and physical.



## **Task Force Evaluations And Recommendations:**

- I. Enhancement of the well-being of ministers and procedures for the rehabilitation and reinstatement of ministers:
  1. Training of mentoring pastors and other members of the care team
  2. Involving more female caregivers
  3. Caring for all parties involved and families
  4. Sharing reinstatement success stories
  5. Educating others about the process
  6. Dealing with the entire topic of mental health and wellness
- II. Harmonization of standards relative to applicants for ministry, reflecting the international nature of the church and enhancement of the credentialing process:

1. What resources are currently available to train and develop ministers?
  - Entry Level—credentialing, preparation (CAMS, MIP, LEE U, PTS, SOM)
  - Ongoing Process—training, skills development (state and regional training conferences)
  - Exit—succession strategies, Timothy plans (NONE)
2. Issues/problems identified:
  - CAMS, MIP are mandated, but need constant updating.
  - CIMS uses outdated technology and needs more up-to-date methodologies.
  - We need better orientation and training for administrative bishops and state teams.
  - We have no resources to address a minister's mental health.
  - We need better follow-up systems on families of ministers in the reinstatement process.

## **Recommendations:**

1. We recommend that guidelines for implementation of the motion on sabbatical seasons be drafted by an appointed committee and provided to every administrative bishop as a resource for each pastor and minister, and that said guidelines are available as a pdf download on the website of the Department of Ministerial Care.
2. In support of the affected families of restoration candidates, we recommend that the Department of Ministerial Care expand the restoration process to include care for the family members of the restoration candidates.
3. We recommend that the Department of Ministerial Care develop resources for addressing a minister's mental health, complete with guidelines and appropriate steps for professional evaluation of mental health.
4. In order to maintain relevant content and contemporary ministerial practices, we recommend all CAMS and MIP programs and materials be continually updated, and that an appropriate budget be given to the Division of Education for this purpose and priority.



## MINISTERIAL ACTIVATION REPORT AND RECOMMENDATIONS TASK FORCE

The task assigned to us was to review processes and procedures which assure Church of God ministers are prepared academically, emotionally, and professionally to adequately tend to the needs of the church constituency and finish the Great Commission.

### We were instructed to give special attention to the following areas:

- *Enhancement of the well-being of ministers and procedures for the rehabilitation and reinstatement of ministers;*
- *Harmonization of standards relative to applicants for ministry, reflecting the international nature of the church;*
- *Enhancement of the credentialing process; and*
- *To review the process and procedure of pastoral appointments and evaluation.*

### THE PROCESS:

Sub-committees were formed to review the following:

1. Reinstatement process of ministers
2. Rehabilitation of ministers and families who come to Ministerial Care for assistance
3. Credentialing process of Church of God ministers
4. Ministry sabbatical programs and models
5. The health and wellness of Church of God ministers: mental, spiritual, and physical

### GROUP DISCUSSIONS:

- I. Enhancement of the well-being of ministers and procedures for the rehabilitation and reinstatement of ministers
  1. Training of mentoring pastors and other members of the care team
  2. Timing of the process
  3. Involving more female caregivers
  4. Caring for all parties involved and families
  5. Sharing reinstatement success stories
  6. Educating others about the process
  7. Dealing with the entire topic of mental health and wellness
  8. Increasing the Ministerial Care personnel
  9. Learning from other denominations

- II. Harmonization of standards relative to applicants for ministry, reflecting the international nature of the church and enhancement of the credentialing process

The following questions were used for our review of ministry applicant training:

1. How do we create processes that speak to the need for ministerial development internationally?
2. What resources are currently available to train and develop ministers?
  - Entry Level—credentialing, preparation (CAMS, MIP, LEE U, PTS, SOM)
  - Ongoing Process—training, skills development (state and regional training conferences)
  - Exit—succession strategies, Timothy plans (NONE)
3. How do we enhance ministerial development? We determined the following qualifications of ministers that should be addressed in Ministerial Development curriculum:
  - Theological Soundness
  - Cultural Relevancy
  - Articulate Communication Skills
  - Business Acumen
  - People Skills
  - Mentoring/Apprenticeship Relationships
  - Leadership Development Process
  - Ethics and Values Teaching
  - Generationally Transcendent Skills
  - Operational Practices of the Local Church
4. Issues/problems identified:
  - CAMS, MIP are mandated, but need constant updating. Funds need to be appropriated to continually update these programs.
  - CIMS uses outdated technology and needs more up-to-date methodologies.
  - We need an apprenticeship model for new ministers.
  - We need better orientation and training for administrative bishops and state teams.
  - We need materials and videos to codify the sabbatical process.
  - We have no resources to address a minister's mental health.
  - We need better follow-up systems on families of



ministers in the reinstatement process.

- We need better infomercials for ministerial care processes and resources.
- We have no ongoing mentoring program for freshmen pastors entering the ministry.
- We have no standardized requirements for administrative bishops, which require ongoing ministerial training.

5. Ideas:

- Creating care networks for pastors and families
- Creation of sabbatical processes
- Training for overseers to the ministerial care process
- Consideration of mentoring/apprenticeship for pastors
- Investigating the idea of a freshman pastor apprenticeship with an older pastor
- S.O.A.R. (Seasons of Active Rest) - A partnership sabbatical program with the State Office
- Freshmen Pastor's Cohorts through monthly video conferencing.

III. Sabbatical Programs and Models

The following questions and comments are posed and serve for review and development of guidelines for the measure passed at the General Assembly regarding sabbaticals.

1. It should be noted that the measure passed at the General Assembly is vague and is couched as "we recommend" and not a directive. This could imply the entire process is predicated on the relationship of the pastor in the congregation and his/her willingness to support the recommendation.
2. We need to identify what a lead pastor is. Does this mean a full-time pastor? What about bivocational pastors or volunteer pastors who may receive little or no compensation?
3. Should a pastor transition to another congregation at the five-year line? How should it be administered with the new congregation when a new pastor goes on a 30-day paid sabbatical? Since the sabbatical is at the discretion of the pastor in the local church, what is the role of the administrative bishop in the process?
4. Does this recommendation begin with the 2018 International General Assembly or could it be interpreted that a sabbatical is retroactive for the duration of the pastor's ministry?
5. How is governance provided for the total cessation of ministry roles and responsibilities for the full sabbatical?

Who will make imperative decisions that may arise? If the pastor is a district overseer, who assumes those responsibilities during the sabbatical?

6. What preparation should be planned in advance between the pastor and the local church leadership for the sabbatical? The measure states, total cessation of ministry roles and responsibilities. Who will be in charge and authorized by whom to administer necessary management decisions? For example, who will be authorized to cosign checks, disperse funds, maintain legal responsibilities, and identify insurance issues and liability coverage?
7. The measure implies that the state/regional overseer and district overseer are simply informed of the sabbatical, then provided dates and information concerning ministry/leadership roles during the sabbatical period. Does this negate the administrative authority of the state/regional overseer during the sabbatical? If an issue or problem arises, who will provide executive leadership? What if the local congregation calls for a pastoral expression during the sabbatical?
8. The measure assumes that a pastor receives full compensation and will continue during the sabbatical. What is the case for occasional pastors who do not receive full compensation or volunteer pastors who receive no compensation? Do they receive full compensation during a sabbatical, and if so, who is financially responsible for the compensation?

**RECOMMENDATIONS:**

1. We recommend that guidelines for implementation of the motion on sabbatical seasons be drafted by an appointed committee and provided to every administrative bishop as a resource for each pastor and minister and that said guidelines are available as a pdf download on the website of the Department of Ministerial Care.
2. A preliminary guideline for Sabbaticals has already been drafted by Bill Isaacs, Bruce Philippi, and Terry Addis to be used as a resource for Pastor Covenant Groups. We suggest these gentlemen be appointed to broaden their work to address the denominational need for an official guideline.
3. Further, that the measure passed at the 2018 General Assembly remain the same in as much as its ambiguity

allows room for each state to interpret and implement a sabbatical program that best suits their region and budget.

4. We recommend that prior to anyone being assigned to serve on a restoration team, as defined in the Church of God General Assembly Minutes, they must participate in a training process as developed by the Department of Ministerial Care. And that the administrative bishop's biennial leadership meeting, following the General Assembly, always include restoration orientation and training for all new administrative bishops.
5. In support of the affected families of restoration candidates, we recommend that the Department of Ministerial Care expand the restoration process to include care for the family members of the restoration

candidates.

6. We recommend that the Department of Ministerial Care develop resources for addressing a minister's mental health, complete with guidelines and appropriate steps for professional evaluation of mental health.
7. In order to maintain relevant content and contemporary ministerial practices, we recommend all CAMS and MIP programs and materials be continually updated, and that an appropriate budget be given to the Division of Education for this purpose and priority.

**SUGGESTIONS:**

We need the location (section and page number) in the *Minutes* where this rank is mentioned.

# 78<sup>TH</sup> INTERNATIONAL

## JULY 25 - 29 • SAN

*The Church*

1. We make a motion that we amend Section 22. Item 1, regarding Ordained Bishop as follows:  
*The term "bishop," while theologically and biblically sound, be changed in the nomenclature of our rank of ministry and be applied only to Ordained Bishops holding appointed or elected offices which have authority or oversight in district, territorial, state, international, national, or regional offices.*
2. We make a motion that a ministry profile be created for every Church of God minister and that this profile be updated every year in the month of January. The initial profile should include their ministry résumé, and each annual update should include any additional ministry training they have received or conducted in that calendar year, as well as any additions to their résumé, such as

new assignments or relocations. Finally, that this profile be used in the evaluations made by administrative bishops in the pastoral placement process and by the Executive Committee for any considerations for ministry appointments.

# GENERAL ASSEMBLY

## SAN ANTONIO, TEXAS

*On Mission*

# GENERATIONAL ASSIMILATION

## EXECUTIVE REPORT AND SUMMARY

One of the greatest challenges for any church/denomination is effective generational assimilation. While core values are never to be compromised, variations in style, methodology, and culture make it difficult to incorporate rising generations into yesterday's culture.

The Church of God is not alone in this challenge. The Church of God has deep roots in a primarily rural culture while current and future generations continue to flood to major cities of the world where diversity is the norm of the day. Recognizing diversity in ministry styles and delivery systems to a multicultural world are paramount to reaching the harvest while maintaining our core values of doctrine and mission. It's not an either/or proposition—it's both/and. There will continue to be a "rural" world and culture and an urban culture that must be effectively reached as the Church of God presses into the future. It is imperative that we be more intentional to maximize our effectiveness and deploy "sons and daughters" to all cultures according to their personal ministry calling and gifts.

While the Church of God has been effective in some aspects of ministerial preparation (i.e., MIP), it has suffered in its placement around the globe. We have also struggled in the identification of ministry gifts in the Jeremiah Generation and incorporating them into our placement process. Each department challenged with training/placement of the Jeremiah Generation has operated as its own independent contractor with little or no coordination from other departments and educational agencies/institutions charged with the same mandate. Departmental turf wars coupled with a lack of financial prioritization has frankly left us in a generational ministerial crisis. Many in the Jeremiah Generation view the

church as outdated and culturally irrelevant with no strategy to fix it and have found placement in more advanced para-church organizations and ministries that have outpaced our placement process.

The *Generational Assimilation Task Force* was given the assignment of charting a strategic course to begin to correct/facilitate some of the current deficiencies and make specific recommendations to make our process better. Some of our considerations centered around the following:

- What mechanisms can we create in our present structure that makes placement more effective?
- How do we effectively communicate those opportunities?
- What are the current attitudes toward the Church of God and future ministry in our church by the Jeremiah Generation?
- How can we begin to build a road map to identify, train, and deploy the Jeremiah Generation?

### **Current Attitudes**

In the summer of 2019, approximately 700 Church of God students were surveyed in youth camps and International Teen Talent. The goal was to determine some of the attitudes of this generation previously mentioned. This was an excellent sampling reflecting the following information (tab 2):

- 64% Female
- 16% African American
- 70% Caucasian
- 3.3% Hispanic
- 23% Northeast Representation

- 55% Southeast
- 25.8% currently hold credentials
- 66% know how to get involved in their local church
- 26% are familiar with future opportunities in the Church of God and the Church of God makes them known

***I feel the Church of God has the best ministerial training for my giftedness/ calling:***

- 3.9% strongly disagree
- 3.9% moderately disagree
- 7.5% slightly disagree
- 21.1% neither
- 19.3% slightly agree
- 17.5% moderately agree
- 27% strongly agree

***I plan to pursue my education:***

- 29.1% online
- 39.0% campus
- 31.9% both

***Survey ministry callings:***

- 8.3% pastor
- 3.9% media
- 20.6% worship/music
- 8.3% children
- 15% student
- 4.8% administration
- 3.1% evangelist
- 1.1% church planter

- 2.8% missionary/inner city
- 19.3% unsure

***Do you plan to pursue ministry credentials?***

- 37.3% yes
- 15.5% no
- 47.2% unsure

The survey leaves us with some overall conclusions: (1) There is moderate favorability to the Church of God and its ministries; (2) There is a desire to be involved in ministry in the Church of God; (3) The challenge comes as they grow older and start looking for opportunities beyond their own local context.

***Results***

From the survey results, as well as the experiences of individual task force members, we have made recommendations to attempt to complement existing training opportunities while creating a new paradigm to meet the changing cultural demographic in our church. The main factors in making our recommendations are as follows:

- The desire of the Jeremiah Generation to be involved in ministry
- The lack of communication of ministry opportunities in the Church of God
- The increasing education/ministry opportunities within the local church
- The increase in online education
- The increasing diversity of ministry calling to the Jeremiah Generation



- The rise of education/training beyond the traditional college and seminary context

**Recommendations**

The Generational Assimilation Task Force makes the following recommendations to the Executive Council for consideration:

1. The appointment of a Generational Ministry Task Force chaired by a member of the Executive Committee to bring together all departments/agencies commissioned with the responsibility of training/placement of the Jeremiah Generation. Its purpose is for the development/coordination of the following:

- Development, coordination, and standardization of Regional ministry/leadership schools

(recommendation 2)

- The creation of ministry placement opportunities and their awareness to the Jeremiah Generation (i.e., World Missions — How does a student train and deploy to a City of Light?)
  - Church planters
  - Online ministry placement system
2. The development and implementation of regional ministry/leadership schools based in local churches for the development and deployment of the Jeremiah Generation based on their gifts and calling, and the release of those into ministry in the Church of God. These regional schools should reflect the diversity of the Church of God. Regional schools will offer online educational opportunities for students with certificate

# 78<sup>TH</sup> INTERNATIONAL

JULY 25 - 29 • SAN

*The Church*

and four-year degree programs available to those interested.

***Practical Application Discussion Points***

- A. Every department/agency that is commissioned with training of the Jeremiah Generation should be represented on the task force:
  - Youth and Discipleship
  - World Missions
  - PTS
  - Ministerial Development
- B. Must be chaired by member of the Executive Committee for accountability of each department/agency.
- C. Coordinate opportunities/pathways/bridges of ministry through some of the following possibilities:
  - Summer internships

- Connecting City of Light projects with potential missionaries during Mission's Week at Lee University
- Job fair - forum for administrative bishops, etc., to interview potential ministry candidates through an organized process (i.e., online, personal, Zoom, etc.)
- Creation of an online placement process through social media Regional Leadership Schools
- D. Regional Leadership Schools
  - Develop standardization for leadership
  - Develop educational opportunities
  - "Brand" the concept
  - Work with assimilation task force for placement in ministry
  - Establish standardization for local churches for recognition into program

# GENERAL ASSEMBLY

## IN ANTONIO, TEXAS

*On Mission*

# MINISTERIAL SCHOLARSHIP

## LEE UNIVERSITY / PENTECOSTAL THEOLOGICAL SEMINARY

The 77th International General Assembly convening August 3, 2018, approved Recommendation 13, as follows:

### *13. Lee/PTS Ministerial Scholarship*

*That a study commission be formed for the purpose of exploring a possible scholarship fund for Lee University and Pentecostal Theological Seminary students who pledge to serve as pastors or church planters in the Western USA, and in other areas of the United States. That the findings be brought back to the International Executive Council for consideration and possible inclusion on the 2020 International General Council Agenda.*

Following a review of the recommendation, a study was implemented with the leadership of Lee University and the Pentecostal Theological Seminary. The following findings are presented in fulfillment of the recommendation.

### **Lee University**

For more than a century, Lee University has been committed to training and equipping ministers for the Church of God. Literally thousands of Lee alumni serve as pastors, missionaries, and local church ministers in Church of God congregations and mission fields all over the world.

Presently, 670 Lee students identify as ministerial majors with 143 located in the Midwestern, Northwestern, and Western USA.

These states include the following:

**Midwestern** – Indiana, Illinois, Kansas, Minnesota, Michigan, Missouri, Nebraska, Ohio, and Wisconsin

**Northwestern** – Montana, North Dakota, South Dakota, Oregon, and Washington

**Western** – Arizona, California, Colorado, Oklahoma, and Texas

Along with the \$25.6M in merit-based and general scholarships available to all Lee students, there are more than 70 specific scholarships available to ministry majors totaling approximately, \$136,000. Further, online tuition is only \$275/credit hour (a discount of \$138/credit hour) for undergraduate ministry majors and only \$601/credit hour (a discount of \$224/credit hour) for graduate ministry majors. In addition, Lee receives an annual appropriation from the Church of God, which totaled \$2.4M for the FY2021–2022. All these funds are used as scholarships for Lee students, which include ministry majors.

The Lee ministerial development programs are housed in the School of Religion and each program is designed to expose students to an integrated experience of classroom (curriculum) and practical (practicum) learning. The curriculum focuses on five areas:

**Personal Discipleship** – Teaching students the art and discipline of self-leadership and self-care. Ministers cannot effectively lead others unless they effectively lead themselves. One must be a growing disciple of Jesus Christ before he/she can make growing disciples of Jesus Christ.

**Bible and Theology** – Teaching students how to rightly divide and declare God's truth. Students must know sound theology and right doctrine and become equipped with proper hermeneutical and exegetical skills. Preaching courses help students remain



culturally astute, knowing how to contextualize the gospel and communicate it to a 21st-century audience.

**Apologetics** – Teaching students why Christianity is true and how to defend these truths.

**Leadership Development** – Teaching students basic individual, team, and organizational leadership skills. Students are exposed to leadership practices such as casting vision, cultivating culture, creating systems, leading change, managing conflict, and building teams.

**General Ministry Practices** – Teaching students general ministry practices like conducting funerals and weddings, leading meetings, managing budgets, developing sermons, and engaging in pastoral care and counseling.

Practicums occur within three primary areas: internships, Weekend Sunday Shadowing, and volunteer opportunities in local ministries.

**Internships** – Internships are well-designed, guided, learning ministry field experiences within a church, ministry, or other previously approved site under the direction of trained faculty and experienced church staff members. The focus is “hands-on training in ministry” in context of ministry. Internships take place in either a “Lab” or “Hub” church.

“Lab” churches are those in Cleveland, TN that have been vetted as good, safe internship sites for our students. These include multiple denominational backgrounds.

“Hub” churches are the same as “Lab” churches, but they are out of the state of Tennessee, and all “Hub” churches are



Church of God. They have been visited and vetted and offer great internship sites for our students in a variety of settings: urban, suburban, rural, southern, northeastern, western.

Two potential **Western “Hub”** locations are Family Worship Center/Pueblo, CO and New Life Worship Center/Tyler, TX.

**Western Internships** – Since 2008, Lee has intentionally placed ministry students in the following states/regions west of the Mississippi:

- California
- Utah
- Colorado
- Washington
- Montana
- North Dakota
- South Dakota
- Alaska (in process/planning)

**Semester Internships** – Spring 2022 saw a brand-new venture with Stevens

**“For more than a century, Lee University has been committed to training and equipping ministers for the Church of God.”**

Creek/Augusta, GA. We placed three ministry students at Stevens Creek for the entire semester. They earned up to 15 hours of academic credit. Courses were taught by Stevens Creek staff-holding at minimum a master's degree in appropriate areas. This is an exciting venture as it places "theological education" in context of a local, thriving church. We anticipate this partnership with Stevens Creek to continue for spring semesters to come and we hope to see this concept expand to other church locations around the country.

**Weekend Sunday Shadowing (WSS)** – Each semester, ministerial students engage with a host church for a weekend of ministerial training. The weekend format is as follows:

Saturday morning the pastor and staff conduct a ministry seminar with our students, discussing ministry in the context of their church. Students hear practical

behind the scenes insights of what occurs in a local church for ministry to be effective.

Sunday morning the students shadow different ministries as they take place in real time on Sunday morning. Students also attend the worship service. Following the worship service, the pastor and staff host a Q&A lunch. Here students can ask specific questions of the pastor and staff.

**Volunteer Work** – Students are strongly encouraged to participate in local church ministries as volunteers. Regular involvement in local church ministry only enhances the students' overall ministerial development and preparation for their respective callings once they graduate.

Lee University remains committed to providing excellent ministerial training and ample resources to fully equip all students called to the ministry of the Church of God.



For the past 14 years, Lee has made a concerted effort to engage with Church of God pastors and churches in the Western USA to establish ministerial internships and job placement opportunities. The cooperation of these pastors and churches has made it possible for positive growth in these areas, and we anticipate greater progress in the West moving forward.

### **Pentecostal Theological Seminary**

The recommendation called for a study and exploring a possible designated scholarship fund for the Pentecostal Theological Seminary (PTS) for students who pledge to serve as pastors or church planters in the Western USA and also in other areas of the United States. Currently, PTS provides for all students an equitable opportunity of financial aid and scholarships. The 2020–2021 academic year indicates 92% of all PTS students received some type of financial aid.

More specifically, PTS receives an annual appropriation from the International Offices in the amount of \$563,791. The current rate of scholarships awarded specifically to Church of God credentialed ministers indicates \$542,837 was awarded directly to Church of God credentialed ministers. This demonstrates that 96.2% of the appropriation was given to Church of God credentialed ministers. The remaining amount of \$20,954 was awarded to non-credentialed Church of God constituents. In review, the equivalent of the total appropriation is utilized directly for scholarship awards to Church of God ministers and constituents.

The percent of financial aid by ethnicity reveals the following data: Hispanic, 87%; Anglo, 53%; African Descent, 45%; and Asian, 50%. This indicates that PTS students globally and throughout the USA have an equitable opportunity to receive financial aid/scholarship without a pledge of commitment to specific areas of ministry.

An enrollment objective of PTS is to provide higher seminary education to Church of God ministers and constituents, both in the continental USA and around the world. The following data indicates enrollment-ranking according to USA state/regions. PTS Enrollment Ranked by USA States, 2020–2021 Academic Year

<b>Rank</b>	<b>State/Region</b>
1	Tennessee
2	California
3	Florida

4	Georgia
5	North Carolina
6	Virginia
7	New Jersey/Alabama (same enrollment number)
8	New York
9	Texas
10	Connecticut

Enrollment statistics indicate 78% male and 22% female. Further, Western states represent 11.2% of PTS enrollment; New York/ New Jersey/Southern New England, 14.1%; Southeast, 48.2%; and the remaining percentages disbursed through other USA states/regions. The aforementioned data indicates that PTS is significantly touching the Western states with California ranked as the second highest enrollment for the USA.

PTS continues to impact the training of Church of God leaders around the world. In review of the 2020–2022 Church of God Elections and Appointments booklet, 40% of those elected or appointed are PTS alumni. Included in the statistics, 54% of current administrative bishops in the USA are PTS alumni. In regard to World Missions appointments, 118 of the appointed leaders around the world are PTS alumni.

### **Conclusion**

The study indicates that PTS is utilizing its total appropriation resources to scholarship Church of God credentialed ministers and constituents without a pledge of commitment to specific areas of ministry. Current enrollment data reveals that Western states of the US rank second in states/regions. The report also demonstrates a commitment to provide financial aid/scholarships equitably to all Church of God credentialed ministers and constituents around the world with expanding emphasis upon diversity representation.

As PTS focuses upon its long-range vision, its commitment is to maintain its recognition as a premier accredited Church of God seminary committed to the authority of Scripture and to the Wesleyan-Holiness Pentecostal interpretation of Christian faith. The mission of PTS is to form, support, and resource individuals for Holy Spirit-filled, and Holy Spirit-led ministry in today's world. It is the sustained purpose of PTS to assist students integrate life and learning in such a way that they may acquire maturity, professional competency, and praxis fulfilling the Great Commission.



**CHURCH OF GOD**  
**78<sup>th</sup> INTERNATIONAL**  
**GENERAL ASSEMBLY**

JULY 25-29, 2022 | SAN ANTONIO, TEXAS



[facebook.com/coghq](https://facebook.com/coghq)



[@coghq](https://twitter.com/coghq)



[@coghq](https://instagram.com/coghq)

**#COGGA22**



**GA22 CONNECTION POINT**

STAY CONNECTED TO SCHEDULES, MEETING  
INFORMATION, AND MORE BY SCANNING THE  
QR CODE OR VISITING [GA22.ORG](https://GA22.ORG)!