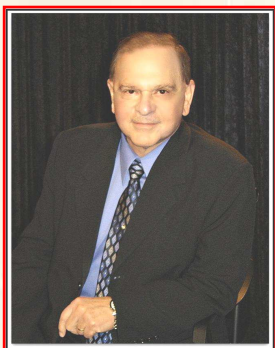


the Informer newsletter



MONTHLY NEWSLETTER | PARAGON
CHRISTIAN ALLIANCE INT'L (PCAI)
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WHERE ARE THE CHURCH LEADERS?



By Dr. Henry A. Harbuck / PCAI Int'l General Overseer

Leaders develop leaders. People involved in churches at every level will increase in knowledge and flourish in leadership ability if their pruning and learning environment is not legalistic, but loving and kind. To play on the church team of leaders, it isn't necessary to be exceptionally gifted or smart – what is necessary,

however, is the desire to *serve well*. In several instances I've made the mistake of asking someone "willing to do a job" to serve (*that is, to fill-a-slot*), but later learned the individual was unwilling to "*serve well*." With every case, I've regretted my decision.

In small churches pastors often convince themselves they have no leaders. However, this is an excuse springing from the fact that he/she has not *developed* leaders who "*serve well*." Excuses are numerous when a pastor does not have the ability to develop leaders at his or her own level. Therefore, it is crucial that pastors choose someone "*willing to do the job well*", rather than someone who is only "*willing to fill-a-slot*." For example, if a pastor has in place a small leadership group that is *competent, and doing their job well*, but brings onboard one who is not competent and only "*willing to fill-a-slot*," the competent group's enthusiasm will begin to wane, becoming less and less effective. Ultimately, they may even disband, feeling betrayed



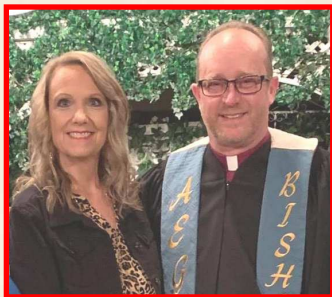
"I think they jumped ship!"

by the pastor's bad decision. Competent people will blossom and thrive when serving on a team with others who are also competent.

In such cases, the leadership team appreciates and grows from such interaction; and an environment of mutual respect, not resentment, is fostered. Conversely, when one is not competent, the team "mind-set" will become resentful and disrespectful. Now, integrating one into a competent team or church is never an easy task. Church folk are really much like sheep, viewing newcomers with suspicion until they have proved themselves over a period of time. Perhaps this stems from the fact that many congregations have seen too many "cruise-a-matics"— those who "cruise" in the front door, sit for a while, and then "cruise" right out the back door.

When it comes to such pastoral decisions, it is often better to leave a position vacant than fill it with a person who is not competent—(i.e., one '*willing only to fill-a-slot*'). If such people are appointed to positions and put no "heart" into their work, the results can only be unfruitful (if not disastrous).

Continued on page 3



From the Heart of an Evangelist

Rev. David and Sister Pam Copeland, Revival Now Int'l Director

Last year, God began to pour into my heart a teaching course for our Kenya School of Ministry titled "Training Your Spirit." Recently I have been studying and developing a teaching on the Orphan Mindset that I believe is directly connected to our ability to both hearing the voice of God for ourselves and overcoming the orphan culture that people battle on a regular basis.

Pentecostal & Charismatic people tend to call things that oppose them a spirit. While I know beyond the shadow of a doubt that Satan is the thief that steals, kills, and destroys everything that comes against us in our lives are not demon spirits. The devil may use those things to irritate and bully us, but some things we battle in life are the result of wrong decisions we have made over the course of our lives, and of mindsets that have been created over our lifetime.

I am very grateful for my sonship! But even though I am a son of God, religion, my upbringing, generational

mindsets and a host of other things all play a part in producing a culture in my own life that more resembles an orphan than a son.

From the beginning of time in the Garden, GOD always communicated with man (mankind) face-to-face. God formed man out of the dust of the earth, and God knelt down and breathed into man the breath of life. Man has three parts: spirit, soul & body. We know from 1 Corinthians 15, this body will return to the dust from which it came, and the soul of man (mind, will & emotions) is still in the

process of being saved. This leads us into a constant battle between our will and the will of God.

Then there is our spirit. It is our spirit (little "s") that was given to us by GOD at conception; it is our spirit that was born again the moment we accepted Christ. It is our spirit that will live forever within a brand-new glorified body at the second coming. When Adam walked with GOD in the Garden, he was sinless, naked, and unashamed. Because Adam was clothed with the Glory of God, he didn't need natural clothing. When Adam sinned

Continued on page 3

Holiday Recipes



Please share your own favorite holiday recipe!!!

Salted Caramel Apple Sheet Cake

features an ultra-tender, slightly spongy cinnamon apple cake with a thick and shiny salted caramel glaze. Perfect for serving a crowd during the holidays!

Ingredients

For the cake:
 2 cups (254 grams) all-purpose flour
 1/2 teaspoon baking soda
 1/4 teaspoon salt
 1 cup (200 grams) granulated sugar
 1 cup (200 grams) lightly packed light brown sugar
 1 teaspoon ground cinnamon
 2 sticks (227 grams) unsalted butter
 1/2 cup (120 ml) buttermilk
 2 large eggs
 1 teaspoon vanilla

2 cups (200 grams) peeled and chopped Granny Smith apples (about 2 medium apples)
 For the glaze:
 1 stick (113 grams) unsalted butter
 1/4 cup (60 ml) milk
 3 cups (375 grams) powdered sugar, sifted
 1/2 teaspoon vanilla extract
 1/4 cup salted caramel sauce

Directions

Make the cake:
 Preheat the oven to 400°F. Butter or oil a 10-by-15-inch jellyroll pan or a 16-3/4 by 12-inch sheet pan. In a large bowl, combine the flour, baking soda, salt, granulated sugar, brown sugar, and cinnamon. In a medium saucepan over medium-high heat, combine the butter with 1 cup water and heat until the butter melts. Bring to a

boiling, remove from heat and add in the flour mixture. Add in the buttermilk, eggs, and vanilla. Gently stir in the apples. Pour the batter into the prepared pan, spreading evenly. Bake for 20 minutes if using a jelly roll pan, and about 17 minutes if using a half sheet pan, or until a toothpick inserted comes out clean. Let cool in the pan on a wire rack for about 10 to 15 minutes.

Make the glaze:

Meanwhile, combine the butter and milk in a large heat-proof bowl. Microwave until the butter is melted. Gradually stir in the powdered sugar until combined. Stir in the vanilla and caramel until combined. Pour evenly over the warm cake. Let set for about 15 minute before slicing and serving.



Where are the Church Leaders... Continued from page 1

The end result will be: the pastor suffers, the appointed one suffers, and the leadership team suffers

1.) Much harm is done to a person who is placed in a position without the proper skills or abilities to function there;

2.) Such a decision damages the morale of the leadership team, who expected more out of you, their pastor;

3.) It indicates to the leadership team that, as a pastoral leader, you value "willingness" over "competency;" and

4.) if you, the pastor, made such a decision based on "willingness," your reputation as pastor will be greatly diminished in the eyes of the leadership group,

thus undermining their confidence in your leadership abilities.

People learn to reach maturity and lead in an environment of love and compassion, not legalism. This applies as well in families, which is much like a church family. Love and compassion, tempered with rules, will help siblings reach maturity and not become angry or bitter against authority. In some churches I visit, I observe that legalism is always the "word-for-today." Yet, it seems the pastor and church leaders are never aware of what they are *really saying and doing* because of a lack of self-evaluation of their words and actions. During church services some pastors beat and criticize their congregations

regularly, preaching watered down sermons through an exhortatory (that is, encouraging and warning) style, but never using an expository (that is, referencing, expounding, and explaining Scripture) style. To vindicate the content of their sermons, they may further say: "*I am preaching God's Word of truth to you, though it may hurt—if the shoe fits, wear it.*" This is similar to a husband who regularly beats his wife and defends his actions by saying, "*If I didn't love you, I wouldn't beat you. This is occurring because you haven't measured up — you deserve to be beaten.*" Pastors, take note: It's more important "how you say" something—(that is, making a difficult point tempered with love and compassion), than "what you say."

Lastly, a pastor does not become a leader by surrounding himself/ herself with dependent and well-wishing people. If you are a pastor, you are viewed by your peers as having God-given authority. However, placing dependent people without leadership plans or ideas on your leadership team is not a smart decision. Although they may do whatever you say and respect you, they will not lead.

Remember, Leaders begat—(that is, provide life and growth) for other leaders. But good leaders are developed only in an atmosphere of (gentle) coaching, not (legalistic) correction.♥♥♥

From the Heart... Continued from page 2

and the Glory of God lifted off Adam, he then realized he was naked and began to sow fig leaves to try to make up for the Glory that used to cover him. Still to this day, men & women (myself included) try to sew fig leaves together to cover up what God wants to cover with His Glory!

When God would communicate with Adam in the Garden it was face-to-face. Before the fall, Adam was perfect and sinless therefore allowing God to communicate with him face-to-face without any fear of judgement, torment or shame. After Adam fell, Adam's heart was judged, the Glory of God departed from Adam, torment came and shame ruled Adam's life. From that moment on, the flesh and the

soul of man began to dominate, or have more influence over the man than his spirit did.

I am convinced it is very possible in the Garden that when God and Adam would walk in that same Garden in the cool of the day, that there was such a spiritual connection between Adam and the Father that often God's Spirit would communicate with Adam's spirit, possibly without saying any physical words. What a powerful fellowship that was between the Living Word and His creation!! God created man to have intimate fellowship with everyday, and in every way.

Thankfully, after Adam sinned, God came looking for Adam! "Adam, where are

you? Why are you hiding?"

In the foreknowledge of God, the Father knew He would have to add to the ways in which He would communicate with mankind, but the primary way He would communicate would be Spirit to spirit. To this day, the primary way GOD desires to communicate with mankind is Spirit to spirit.

While God DOES at times speak through circumstances, He will always speak through His Word. The anchor of knowing whether GOD is speaking to us is by knowing the Word. GOD

the Father will NEVER speak anything outside the perimeters of His Word. Again, the primary way GOD still desires to speak to mankind is from Spirit (Holy Spirit) to our spirit. That still small voice in our inner man that when He speaks brings peace, comfort, joy, and love to our lives.

I pray God will continue to give us the desire to grow our inner man in hearing and understanding God's voice until our inner man is stronger than our soul. Or until we can say as Smith Wigglesworth is quoted as saying:

"I'm a thousand times bigger on the inside than I am on the outside!" ♥♥♥

ANNOUNCEMENT



Year-End Checklist for Church Bookkeepers

1. Housing Allowance. Church Boards and/or Congregations should designate an annual 2022 housing allowance for ministers who own or rent their home (and for ministers who live in a parsonage and pay some of their housing expenses).

2. W-4 forms. All employees should complete new W-4 forms to ensure accurate withholding.

3. Notice of donors. Donors should be advised in a church bulletin, newsletter, or by letter from the church, not to file their federal income tax return before they receive their Contributions Statement from the church. Some people may not be able to deduct certain contributions if they file a tax return before receiving their church contributions receipt.

4. Christmas gifts. Be sure to correctly handle Christmas gifts made by the church or congregation to a minister or staff member. In most cases, these gifts represent taxable income and must be reported as income on the recipient's W-2 or 1099.

5. Handling end of year contributions. The general rule is that a contribution is effective when delivered. This means that a check deposited in the church offering in January of 2022 becomes effective that day even if it is backdated to 2021. **It is not deductible for 2021.** One exception: **Checks postmarked in 2021 are deductible in 2021 — even though not received until 2022.**

6. Business Expenses. If your church reimburses some or all of a minister's business expenses, reimburse these year-end business expenses NOW.

7. Reclassification of workers. Now is the time to decide if you

want to reclassify any of your workers for tax reporting purposes. If you have a minister or lay worker who is treated as self-employed for federal income tax reporting purposes, and you would like to reclassify the person as an employee, the ideal time to make the change is on January 1st of the new year.

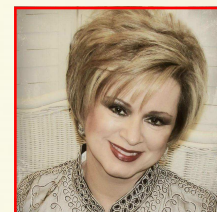
8. Voluntary withholding. Ministers' wages are exempt from tax withholding. This means they use the quarterly estimated tax procedure to prepay their federal taxes. Ministers who report their income taxes as employees can enter into a voluntary withholding arrangement with their employing church. Under such an arrangement, the employing church withholds income taxes as it would for any other employee; and it can also withhold an additional amount of income taxes to cover the ministers' self-employment tax liability.

9. Order tax publications and renew subscriptions. December is a good time to order your new 2022 copy of IRS Circular E (withholding table) and copies of Forms W-2, W-3, 1099, and 1096 that you will be issuing for compensation in year 2022. To order forms simply call the IRS toll-free number at – 1-800-TAX-FORM (1-800-829-3676) or visit the IRS website (www.IRS.gov).

10. NEED HELP? If you need assistance on good tax information for churches and ministers, please contact the PCAI office at 1-800-842-5176.

BLESSINGS!

Jan Harbuck, Ph.D.
Church Tax/Law Specialist—PCAI Office
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DID YOU KNOW???

Over the past years many have adopted the convenience of using PayPal to send their monthly offering. It gives the certainty your giving arrives each month in a timely fashion. We appreciate that thoughtfulness.



One thing you may not have considered is the loss to ministry funds that giving online creates. We get a lower percentage held out due to being tax exempt but over a month's time and many users it normally adds up to \$500-\$600 a month that PayPal keeps.

Please pray about adding a few dollars to your offering to help offset this loss. We understand everyone is hurting these days with the decline in our economy but we wanted you to be aware of this so that you might be able to help.

The INFORMER Newsletter is a free monthly publication of P.C.A.I. (Paragon Christian Alliance International) & PCAI Clergy Association

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