



# COAL

## Encouraging Healthy Church Officers and Leaders

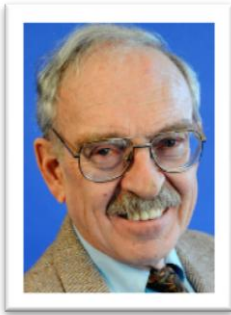
### The Fourth Annual Training Events

Saturdays, March 24, 2012 – First Baptist Church, Westfield, NJ

Saturday, March 31, 2012 – Columbus Baptist Church, Columbus, NJ

## Excellence in Ministry

II Timothy 1:13-14



**Plenary Session** – "Loving the Whole Person the Way Jesus Did: Combining Evangelism and Social Action."

**The Pastor's Track** –

Rev. Dr. Ronald Sider

will be leading a  
morning and afternoon

session especially for clergy. These sessions are for clergy who are participating in the **ABCNJ Academy** as well as any other pastor seeking excellence in their ministry.



The Morning Session is titled: "Thinking Biblically About Politics" and the afternoon is called, "Fixing the Moral Deficit: A Balanced Way to Balance the Federal Budget."

**Rev. Dr. Ronald Sider**, Professor of Theology, Holistic Ministry and Public Policy, Palmer Theological Seminary in Philadelphia.

Ronald J. Sider (Ph.D., Yale) is Professor of Theology, Holistic Ministry and Public Policy and Director of the Sider Center on Ministry and Public Policy at Palmer Theological Seminary in Philadelphia. Ron Sider is known worldwide for providing leadership to the movement of evangelicals who recognize not just the spiritual, but also the social and political implications of a high view of

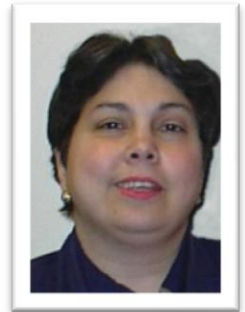
Scripture. Sider has spoken on six continents, published over thirty-one books, including *Rich Christians in an Age of Hunger* which was recognized by *Christianity Today* as one of the one hundred most influential religious books of the twentieth century and named the seventh most influential book in the evangelical world in the last fifty years.

In the 1970s, Dr. Sider played a key role in the drafting of the historic Chicago Declaration, which helped set the direction for evangelicals concerned about the Bible's social implications. He is the founder and president of Evangelicals for Social Action (ESA), which for more than three decades has provided an organizational outlet for Christians committed to holistic ministry. ESA is now a part of the Sider Center on Ministry and Public Policy at Palmer Seminary.

An ordained minister in the Mennonite and Brethren in Christ Churches, Ron has lectured at numerous educational institutions, including Yale, Harvard, Princeton and Oxford.

## Bible Study Leaders

**W**s church officers and leaders from across our New Jersey we will begin our day in worship and sharing a Bible Study with Rev. Dr. Lillian M. Ramos at Westfield and Rev. Dr. Peter Ely at Columbus. The focus of their message will be upon Excellence in Ministry, II Timothy 1:13-14. You have been called to serve in the ministry of your church and to do so in dynamic ways that will affect the lives of your community.



**Westfield – Rev. Dr. Lillian M. Ramos, Senior Pastor,**  
First Baptist Church of Arlington in Kearny, NJ.

The Rev. Dr. Lillian M. Ramos graduated from New York Theological Seminary. She later earned her Doctorate of Ministry in marriage and family counseling from Palmer Theological Seminary. Dr. Ramos also completed one year of post doctorate studies at the University of Pennsylvania, School of Psychiatry. Dr. Ramos is a bi-vocational pastor. She has served as the Human Services Director for the City of Passaic, directed a Homeless Shelter and a myriad of other programs. She is presently the Executive Director for the Passaic Family Head Start Program in Passaic, New Jersey. In December 2010, Dr. Ramos celebrated twenty-five years as an ordained Minister with the American Baptist Churches. This is Dr. Ramos' thirty fourth year in Ministry. She has been the Pastor of The First Baptist Church of Arlington in Kearny, NJ since 1997.

## Bible Study Leaders continued



**Columbus – Rev. Dr. Pete Ely**, Senior Pastor, Princeton Baptist Church of Penns Neck, NJ.

The Rev. Dr. Peter Ely currently serves as the Senior Pastor of the Princeton Baptist Church in Penns Neck, NJ. He has been an ordained pastor of the American Baptist Churches USA for thirty five years having served previously in PA, IL, NH, DE & NJ. He has served for the past eleven years as an adjunct professor for Palmer Theological Seminary in their ESCM & Priscilla Institute diploma programs. He is currently serving part time on the staff of ABCNJ as the Director of the ABCNJ Academy for the region. Pete is a graduate of Muhlenberg College, received a M. Div. degree in Church History from Vanderbilt University Divinity School and a D. Min. degree in The Renewal of the Church for Mission from Eastern Baptist Theological Seminary (now Palmer). He is married to the Rev. Teresa Ely, Senior Pastor of Hamilton Square Baptist Church and has five children.

## AM Workshop Sessions

### 1. Training Disciples for Community Outreach

**D**uring our time together we'll engage a conversation on finding relevant and applicable ways to equip disciples to live out the commandment of loving neighbor. Is there a more Excellent Way to fulfill this mission of the church?



**Rev. Mayra Castañeda** – Senior Pastor, First Baptist Church of Westfield.

Rev. Mayra Castañeda is Senior Minister at First Baptist of Westfield. Pastor Mayra has been a pastor and educator in several ABC churches and seminaries and is adjunct faculty at Andover Theological Seminary. In the past, she served our denomination as National Christian Education Coordinator with dual responsibilities for Children and their Families and Hispanic Christian Education.

## **2. Caring for the Disciple: Deacons as Care-Givers**

The needs of a congregational family are ever expanding and the duties of Deacons as Care Givers to the people remain extremely important for a healthy church. This important topic has brought our attention to assist in training and awareness of what church leaders are and can do today.



**Rev. Darrell Armstrong** – Senior Pastor, Shiloh Baptist Church of Trenton

The Rev. Darrell L. Armstrong is a native of South (Central) Los Angeles, California where he was born and raised. The Rev. Armstrong is in his 12th year of service as the pastor of the historic Shiloh Baptist Church of Trenton, NJ. Shiloh is a thriving community of faith rooted in a worship tradition which represents the richness of the African diaspora. He is

only the church's third pastor in the last 108 years!

His policy training at Stanford University (BA in Public Policy), theological training at Princeton Theological Seminary (M.Div.), and therapeutic/clinical training at The College of New Jersey (Ed.S. in marriage & family therapy) have uniquely prepared the Rev. Armstrong to be a respected voice in the national and international child welfare/family strengthening communities, foster and kinship care. Rev. Armstrong previously served as the Director of the Division of (Child Abuse) Prevention and Community Partnerships (DPCP) for the NJ Department of Children and Families.

He is the author of two books. He is married to the former Melanie L. Pinkney, Esq., who is the Executive Director of the Division of Civil Rights and Affirmative Action for the NJ-Department of Transportation. They are the proud parents of Amaris Kayla (7-years) and Daniel LaRue (5-years).

## **3. Burning the Mortgage Debt**

The “BURNING THE MORTGAGE DEBT” is an engaging workshop that lays out the specific steps of a time-tested, guaranteed, Bible based strategy for eliminating the financial burdens that all too often prevents a church from thriving spiritually and physically. Pearls of wisdom will be offered to leaders as they balance their Christian stewardship and the church’s financial needs.

The debt load in many of our churches may be overwhelming today or the need for ministry funding a continued challenge affected by church debts and

shifts in investment income. Dr. Smalls has a proven record of dealing with church financial matters and retaining a healthy ministry. Under his leadership at Imani Baptist Church they were able to liquidate a \$1.4 million debt in ten years and burned the mortgage in 2011.

**Reverend Leonard L. Smalls and Mrs. Evelyn Smalls** – Rev. Smalls Senior Pastor (Retired), Imani Baptist Church of Christ of East Orange.



Rev. Leonard L. Smalls has dedicated his life to pastoral ministry serving in the Greater Philadelphia Region and most recently in East Orange, New Jersey as Senior Pastor of Imani Baptist Church in Christ, Inc. until his retirement in December 2011. Rev. Smalls' ministry has been anchored in the Word of God; saving souls by

preaching and teaching for over 50 years with a very practical focus of ensuring that God's people have knowledge of basic economic principles which are empowering and enriching. His approach is always inclusive having served in both suburban and urban churches – his belief is that all God's people have similar needs and ambitions. He also shared his leadership with the inmates at Graterford; Pennsylvania's largest maximum security prison as Protestant Chaplain by introducing the inmates to Jesus Christ and working to reduce recidivism by encouraging men to stay out once released by re-connecting them back to their communities and families through role models, counseling and education.

Sharing in Rev. Smalls' vision is his wife and co-laborer, Evelyn Smalls who serves as president and Chief Executive Officer of United Bank of Philadelphia which serves primarily the Greater Philadelphia Region with a mission of bringing persons into the financial mainstream through affordable products and services. The Bank has a strong relationship with the faith community that is evidenced by a commercial loan portfolio with 40% of its loans to churches. Mrs. Smalls assumed this leadership role in June 2000.



## Host Church Serving the Luncheon

Our deep appreciation and thanks goes to the men and women whose efforts as a host congregation makes this ministry possible. This is truly a gift to our ABCNJ ministry and to the many that come and enjoy this daylong training.

### Go Global Presentation



**Rev. Susan P. Royle**,  
Associate Regional  
Pastor for Go Global in  
ABCNJ and Senior Pastor  
of Living Word Baptist  
Church, Toms River.



# COAL

**Encouraging Healthy  
Church Officers and Leaders**

# PM Workshop Sessions

## A. Keeping a Healthy Household: Protecting Your Church from the Usual Suspects

Moderated by **Rev. Dr. Elmo Familiaran** – Associate Regional Pastor of the American Baptist Churches of New Jersey

**I**n the complex communities in which they serve, our churches face many difficulties as well as many real challenges that could threaten their well-being. How can you protect yourselves from unscrupulous people as an employer and as an organization? What is the advantage of being part of ABCNJ? How can our churches strengthen their future by reaching out to the younger generation? How can our churches move beyond stagnation and engage the multiplicity of cultures that now define the vast majority of our neighborhoods? Come and learn how you can guard your church “from the usual suspects!

### Panelist



**Mr. David H. Coates, Esq.** - Attorney, legal representative for ABCNJ David H. Coates is a partner in the Hightstown law firm of Turp, Coates, Essl & Driggers. Over the years he has represented many churches and is current counsel to American Baptist Churches of New Jersey and the Presbytery of Monmouth. David has been active in the life of the churches he has been a member of serving in a variety of positions including dishwasher, Sunday morning set up man, moderator, Sunday School teacher, chair of a variety of commissions, chaperone

, Council of ABCNJ and on the Blue Ribbon Reorganization Commission of ABCNJ. Married for 30 years to the Rev. Suzanne Schafer Coates, he is the father of three sons Henry (a seminarian), Malcolm and Charlie.



**Rev. Dr. Frank Reeder** - Senior Pastor, Seaview Baptist Church of Linwood. The Rev. Dr. Frank Reeder has a long involvement with association life in New Jersey. He has served as moderator of the West New Jersey Baptist Association, convener of the association pastors' fellowship, and representative of the association on several regional committees. From 2001 to 2003, Dr. Reeder served

as President of ABCNJ. He is currently Associate Regional Pastor of Pastor to Pastor Ministry as well as pastor of Seaview Baptist Church in Linwood, NJ. Discipleship and spiritual formation has been a particular interest. Married to Kathy Reeder, they enjoy travel, hiking, grandchildren, the arts and movies based on true stories.



**Rev. Joseph Gratzel** – Senior Pastor, First Baptist Church of Manasquan. Rev. Gratzel has been the pastor of FBC since 1996. Pastor Joe holds a Masters of Divinity from Eastern Baptist Theological Seminary. Joe is a past president and a longtime member of the executive committee of ABCNJ Ministers Council. He and his wife, Denise, live in Manasquan and have 7 children, Chris, Sarah, Josie, Michael, Iris, Gavin, and Kelly.



**Rev. Erin Phillips** - Assistant Pastor, First Baptist Church of Haddonfield. Rev. Erin Phillips is a graduate of Oral Roberts University with her BA in Elementary Education. She graduated with her M.Div, Church Leadership from Liberty Theological Seminary. Erin is the Assistant Pastor at The First Baptist Church of Haddonfield. Erin has served the region as the moderator of the Greater Delaware Valley Association and as a Bridge Pastor. She is currently serving the region as the Vice President – Nominating and Personnel. Her relationship with Jesus Christ encourages her to dig deeper, reach further, and try harder, to share the gospel with everyone! Erin is married to her loving husband, Bob. They have a wonderful daughter, Jai.



**Rev. Mia Chang** - Senior Pastor, Next Gen Church of West Windsor. Rev. Mia Chang is the senior pastor of NextGen Church, a multicultural ministry of three years. She is passionate about NextGen's vision and mission in the greater Princeton region. Currently, she is a doctoral student at the Palmer Theological Seminary, studying Leadership of Missional Church Renewal. She is married and has two daughters living at home.



## **B. Church Personnel Policy and Handbooks**

**C**hurches often give great attention to their various ministries of the Church, but frequently fail to pay adequate attention to the Church as a business...as an employer. Whether your Church is large or small, you have employees and have responsibilities to your employees as does any other organization. It is no longer sufficient to operate based on historical memory or solely on faith that people will do the right thing. There are many federal and state laws and regulations with which the Church, as an employer, must comply. Your employees must also clearly understand your expectations of them. This workshop will explain why it is important to document your employment policies and procedures, what you should include in an employee handbook and provide an example of how to do it.



**Ms. Catherine Bolder**, Trustee, Bethany Baptist Church of Newark.

Catherine Bolder is a member of Bethany Baptist Church in Newark, New Jersey, where she has been a member for nearly twenty years. She is currently a member of the Board of Trustees and serves as Chair of its Personnel Committee. Last year, she participated as a member of the Personnel Committee as it completed a major revision of its Employee Handbook. She also serves as a treasurer

for the Bethany Baptist Church Black History Committee.

Ms. Bolder has over twenty years of experience in Human Resources, Equal Opportunity and Diversity work in the public and private sectors and is currently Associate Vice President for Workplace Diversity at the University of Medicine and Dentistry of New Jersey (UMDNJ). Her position involves policy development, review and interpretation and providing education and orientations for faculty, staff and students in the areas of discrimination, harassment and sexual harassment. She serves as the Title IX and American with Disabilities Act Coordinator for the University. Last year, Ms. Bolder received the Distinguished Service Award from the UMDNJ School of Health Related Professions.

Ms. Bolder is a member of the Board of Directors of: The Montclair Fund for Women, Trilogy, An Opera Company and Gilda's Club of Northern New Jersey. She holds a Bachelor of Arts Degree in Psychology, cum laude, from Boston University and a Master of Science Degree in Management from New Jersey Institute of Technology.

## **C. Creating Welcoming Cultures in Helping Organizations**

**W**hat does it mean to be "culturally competent?" Creating a welcoming culture in any group requires a focus in four distinct areas. First, continuing to learn how to help people find places in the community where they are valued. Second, carefully evaluating how well we welcome and create a positive experience for people when they show up on our doorsteps asking for help. Third, our connections and collaboration with other civic, faith, and social service organizations. And fourth, how well we work together and welcome the unique contributions of each of our church members.



**Rev. William C. Gaventa**, Associate Professor, Pediatrics and Coordinator, Community and Congregational Supports, the Elizabeth M. Boggs Center on Developmental Disabilities.

Bill Gaventa serves as Director of Community and Congregational Supports at the Elizabeth M. Boggs Center on Developmental Disabilities, and Associate Professor, Robert Wood Johnson Medical School, UMDNJ. In his role at The Boggs Center, Bill works on community supports, training for community services staff, spiritual supports, training of seminarians and clergy, aging and end of life/grief issues, and cultural competence. Information and resources from these projects can be found on The Boggs Center website: <http://rwjms.umdnj.edu/boggscenter/> He has been a frequent speaker, trainer, and workshop leader in these areas. As a writer and editor, he has edited newsletters and several book, written articles and chapters, and served as the Editor of the Journal of Religion, Disability and Health for 14 years, now as an Associate Editor. Bill has a wife, Beverly Roberts Gaventa, a Professor of New Testament at Princeton Theological Seminary, and a son and daughter-in-law and a new grandson.



# **COAL**

**Encouraging Healthy  
Church Officers and Leaders**

# The Fourth Annual Church Officers And Leaders Training Event 2012



**Saturday, March 24, 2012 – 8:30am – 3:30pm**

First Baptist Church, 170 Elm St., Westfield, NJ 07090

**Saturday, March 31, 2012 – 8:30am – 3:30pm**

Columbus Baptist Church, 24260 West Main St., Columbus, NJ 08022

## **Excellence in Ministry**

II Timothy 1:13-14

### **A. Pastor's Track – Part of the ABCNJ Academy – all clergy welcome**

#### *Tentative Timeline*

8:30am. - 9:00am.	Registration
9:00am. - 9:45am.	Bible Study
9:45am. - 9:55am.	Transition
9:55am. - 11:55am.	Session I
12:00pm. - 12:45pm.	Noon Luncheon
12:45pm. - 1:00pm.	Transition
1:00pm. - 2:20pm.	Session II
2:20pm - 2:30pm	Transition
2:30pm. - 3:30pm.	Plenary Session – Dr. Ron Sider

### **B. Layperson Track –elected church officers and leaders**

#### *Tentative Timeline*

8:30am. - 9:00am.	Registration
9:00am. - 9:45am.	Bible Study
9:45am. - 9:55am.	Transition
9:55am. - 10:50am.	Session I
10:50 am - 11:00am.	Transition
11:00am. - 12:00pm.	Session II
12:00pm. - 12:45pm.	Noon Luncheon
12:45pm. - 1:00pm.	Transition
1:00pm. - 2:20pm.	Session III
2:20pm – 2:30pm	Transition
2:30pm. - 3:30pm.	Plenary Session – Dr. Ron Sider

**Registration Form** – One for each individual.

**The 2012 Church Officers And Leaders Training Event**

*Check the date you are attending – 8:30 am – 3:30 pm*

[ ] **March 24, 2012** - First Baptist Church, Westfield, NJ

[ ] **March 31, 2012** - Columbus Baptist Church, Columbus, NJ

**Full Name:** \_\_\_\_\_

**Name Tag:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City:** \_\_\_\_\_

**State:** \_\_\_\_\_ **Zip Code:** \_\_\_\_\_

**Email:** \_\_\_\_\_

*Please add me to your email list. [ ] Yes [ ] No [ ] Already In.*

**Phone:** (      ) - \_\_\_\_\_

**Church :** \_\_\_\_\_

**Church City:** \_\_\_\_\_

Registration for Event – Lunch included*	<b>\$25.00</b>	
*Late Registration – if received by ABCNJ seven days prior to event, luncheon may not be included.	\$30.00	
Check payable to: ABCNJ American Baptist Churches of NJ <i>Write in Memo: COAL 2012</i>	<b>Total</b>	

Morning Training Sessions – All morning sessions will be repeated twice.

*Mark two circles for am workshop session.*

<b>Session</b>	<b>#ID</b>	<b>Name of Presenter</b>
10:00 am – 10:55 am	m 1 m 2 m 3	
11:00 am – 12:00 pm	m 1 m 2 m 3	

Afternoon Session – Mark one circle for pm workshop session.

1:00 pm – 2:20 pm	m A m B m C	
-------------------	-------------	--

**Pastors' All Day Track** m Register for ***Pastors' Track – Dr. Ron Sider***

**Church Officers and Leaders 10:00am and 11:00 am Sessions**

<b>#ID</b>	<b>Presenter</b>	<b>Name of Workshop</b>
1.	Mayra Castañeda	Training Disciples for Community Outreach
2.	Darrell Armstrong	Caring for the Disciple: Deacons as Care-Givers
3.	Leonard Smalls	Burning the Mortgage Debt

**Church Officers and Leaders 1:00 pm – 2:20 pm Sessions**

<b>#ID</b>	<b>Presenter</b>	<b>Name of Workshop</b>
A.	Panel – Moderated by Elmo Familiaran	Keeping a Healthy Household: Protecting Your Church from the Usual Suspects
B.	Catherine Bolder	Church Personnel Policy and Handbooks
C.	William C. Gaventa	Creating Welcoming Cultures in Helping Organizations.

**Plenary Session – 2:30 pm – 3:30 pm with Dr. Ron Sider**