



October 26, 2005

**What's New at CMA?**

1. *The 2005 Total Compensation Survey Report for Christian Ministries* will be mailed next week. Order form: [www.CMAonline.org](http://www.CMAonline.org).

2. **CMA Colorado 2006 Program on the Web!** Save \$80 per person when you postmark or fax your registration for CMA Colorado 2006 on or before November 30. Registration forms and the full 24-page program are available in PDF format at [www.CMAonline.org](http://www.CMAonline.org).

3. Visit the new **CMA Management Resource Center** for FAQs, books, articles, and section resource commission members at [www.CMAonline.org/mrc](http://www.CMAonline.org/mrc).

[www.CMAonline.org](http://www.CMAonline.org)

**Thanks to This Month's Sponsor:**

**Brotherhood Mutual Insurance Company**  
(A CMA Founders Council Member)

Founded in 1917, Brotherhood Mutual Insurance Company® is one of the nation's leading insurers of churches and related ministries. We're committed to providing quality property and liability insurance to help our customers protect their ministry.

If you're sponsoring a short-term foreign mission project, our *Passport to Ministry*® program provides valuable insurance benefits including medical, evacuation, liability, and security assistance

**INSIDE ISSUE NO. 93**

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**FIRST THOUGHTS**

**Sit Down and Chill Out!**

"The relational dynamic with God is mysterious, personal, intimate, lively, and vibrant. Some days it's effervescent; other days it's serious. There are times in our relationship with God when we want to worship Him radically, to explode with adoration for Him. Other times we're drawn to lie on our faces and be still in His presence. Some days He wants us to get out of the prayer room and go do something. Other days He wants us to stop being busybodies and sit down and chill out. Don't ask me why He wants what He wants. The Christian life involves a mysterious, relational dynamic with a loving God, and lots of people have trouble navigating its ambiguities. But we are like Him, and He is like us—more than we might think."

Ted Haggard in the new book, *Foolish No More: Seizing a Life Beyond Belief* (WaterBrook Press). Used by permission. (Note: Ted Haggard will be the Monday night keynote speaker at CMA Colorado 2006, March 13-16, in Denver.)

**MANAGEMENT TRENDS & RESOURCES**  
TRENDS, NEWS AND ISSUES IN MANAGEMENT

**[ ] "Life Is a Cafeteria" Say Millennials.** Bob Buford's recent eNewsletter included a helpful chart on the five generations—and how different they are. The Millennials (born 1984 to 2002) see their life paradigm as "Life is a cafeteria." Conversely, the Boomers believe, "You owe me." The Millennials see their careers as a place to serve, while Builders saw careers as a means for living. The differences

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are most acute in the way the five generations view their schedules:

#### **How Five Generations View Their Schedules**

- Seniors (1900 - 1928): Responsible
- Builders (1929 – 1945): Mellow
- Boomers (1946 – 1964): Frantic
- Busters (1965 – 1983): Aimless
- Millennials (1984 – 2002): Volatile

For the chart with all 10 differences, go to [www.ACTIVEenergy.net](http://www.ACTIVEenergy.net) and read Bob Buford's Oct. 10, 2005, newsletter, "Success and Significance Now—Why Wait?"

**[ ] Help for Executive Pastors.** Read the new book, *Leading from the Second Chair: Serving Your Church, Fulfilling Your Role, and Realizing Your Dreams*, by Mike Bonem and Roger Patterson. It's a unique treatment on the roles of senior pastors and executive pastors. John Ortberg's endorsement nails the issue. "Somebody said the hardest instrument to play is second fiddle. But since Jesus had one or two things to say about serving and submitting, this is a rich field." The foreword is by Greg Hawkins, executive pastor at Willow Creek Community Church. The book is a joint project of Leadership Network ([www.leadnet.org](http://www.leadnet.org)) and Jossey-Bass ([www.josseybass.com](http://www.josseybass.com)).

#### **For the Bulletin Board:**

If you haven't got the time  
to do it right,  
when will you find the time  
to do it over?

#### **[ ] Management Rules of Thumb: Ouch!**

"BlackBerry Thumb" is the latest malady of the digital revolution, according to the *Los Angeles Times* (Oct. 22, 2005). The jury is still out on whether it's the user or the product to blame—but the American Society of Hand Therapists warns of "possible injuries from improper use of hand-held electronic devices, particularly the BlackBerry, iPod and text-messaging phones, all of which rely heavily on thumbs to navigate menus."

#### **[ ] Hurricane Katrina: Impact on 4,319 Churches.**

According to Carolyn Williams at Williams Direct, Lawrence, Kan., "churches currently housing evacuees will be reimbursed by FEMA, so they will have more money to spend after the fact." Williams has compiled a list of 4,319 churches in the area affected by Hurricane Katrina and will rent the list to organizations. "My 25 years of experience tells me that just as soon as things settle down, the churches in cities and towns housing thousands of evacuees will need more of everything," she says. For information on this list and lists of churches in the six nearby states that may be providing direct help to evacuees, contact Carolyn Williams at Williams Direct,

P.O. Box 4115, Lawrence, KS 66046, or call 785/830-9000, or email [Churchladies@sunflower.com](mailto:Churchladies@sunflower.com).



### [ ] **Managing Your Time and Your**

**Team!** There's a wealth of workshop and keynote wisdom from the CMA Long Beach 2005 conference, held April 25-28, in Long Beach, Calif. Example: order Ron Smedley's workshop (jam-packed) on "Just in Time: Thoughts and Tools for Managing Your Time and Self." Order the audio recording (tape, CD or MP3) from CMA Long Beach 2005 at [bestchristianconferences.com](http://bestchristianconferences.com).

[ ] **A Reception Center With Wow!** Does your reception center need a face lift or a "Wow!" experience? International Bible Society, Colorado Springs, Colo. ([www.ibs.org](http://www.ibs.org)), invites guests to write a verse of the Bible when they visit. Three CMA team members recently visited IBS and we penned consecutive verses from Deuteronomy 15 in the *New International Version*. Also on display is a hand-written *King James Version* of the Bible from the Billy Graham pavilion at the 1964 world's fair in New York. IBS says that 31,173 people each wrote a verse.

In Redlands, Calif., Mission Aviation Fellowship ([www.maf.org](http://www.maf.org)) features the story (and recovered airplane fuselage) of Nate Saint, Jim Elliot and others who were martyred by Auca Indians on "Palm Beach" in Ecuador in 1956. What impacts your guests when they visit your office?

[ ] **Stewardship Phone Seminars.** Christian Stewardship is now hosting monthly phone seminars on key fundraising and development topics. They include Doug Shaw on Effective Major Donor Mailings (Oct. 27), Pat McLaughlin on Maximizing Major Gifts at Year End (Nov. 30), Dan Busby and Paul Nelson on The Changing Face of Accountability for Parachurch Ministries (Dec. 14), Larry Yonker on Turning One-Time Givers Into Lifetime Partners (Jan. 26), and A Conversation With Randy Alcorn (Feb. 23). All calls are at 11:00 a.m. CST. Info: [www.stewardship.org](http://www.stewardship.org). (You can also hear many of these speakers at CMA Colorado 2006, March 13-16, in Denver.)

[ ] **Work and Family Balancing Act.** Effective managers know that work/family must be balanced for both to work. You'll enjoy the new book by Russ Robinson, *Walking the Parenting Tightrope: Raising Kids Without Losing Your Balance*. In his chapter on the adolescent challenge, Robinson asks, "Are you sure you want to die on that hill?" It's very practical, has lots of humor, and what parent doesn't need a refresher course every single day? Russ serves CMA as the chairman of the Christian Management Partners board of advisors and is a partner/attorney with Robinson, Pluymert, Piercey, MacDonald

& Amato, Ltd., Hoffman Estates, Ill. ([www.rppmalaw.com](http://www.rppmalaw.com)).

**[ ] Who's Watching Your Orthodoxy?** Diane Passno has a new title at Focus on the Family, Colorado Springs, Colo. (a CMA Founders Council Member). She's the "senior vice president of ministry values." President Jim Daly has formalized the role that Diane has informally carried for years—ensuring that the message and materials all link up and sync up with the mission, vision and core values of Focus on the Family. It's a brilliant idea to enhance that value with a person and position charged with being the orthodoxy watchdog. And speaking of dogs, Diane (a member of the CMA board of directors) reports she has just rescued two beagles who are, so far, most unorthodox!

**[ ] City Reaching Synergies.** The "city reaching" movement of Mission America Coalition ([www.missionamerica.org](http://www.missionamerica.org)), and other ministries, is gaining momentum ([www.cityreaching.com](http://www.cityreaching.com)). International Bible Society will produce for churches and ministries—working together—a special New Testament for a specific city, *Our City, God's Word*. It includes a customized front and back cover, plus inside pages, with photos and articles on your city, plus the Scriptures. To see a sample, visit [www.coloradospringsbible.org](http://www.coloradospringsbible.org) or contact [www.ibs.org](http://www.ibs.org).



**[ ] Gwinn Retires.** Jim Gwinn, 65, is retiring as president of CRISTA Ministries, Seattle, Wash., on January 1. Gwinn served six years on the CMA board of directors (three as board chairman) and has been president of CRISTA since 1987.

The ministry (a CMA Founders Council Member) delivers real-life solutions that demonstrate the transforming love and hope found in Jesus Christ through ten distinct ministries: adoption, alternative education, broadcast, camps, education, humanitarian relief and development (World Concern), Intercristo, senior living, veterinary missions and women's ministries. This year, more than 4,000 people found new faith in Christ through CRISTA's work around the world. Info: [www.crista.org](http://www.crista.org).

**[ ] CFPN Growing.** Christian Financial Professionals Network (CFPN) has grown from 16 founding members to more than 800 in two years. Info: [www.cfpn.org](http://www.cfpn.org).

**[ ] Purpose-Driven Latte.** This year Starbucks coffee cups have included provocative quotes from notable people in "The Way I See It" series. A quote from Rick Warren, author of *The Purpose-Driven Life*, will begin appearing in 2006, according to *USA Today*.

**[ ] 40 Days of P.E.A.C.E.** And speaking of Rick Warren, his Saddleback Church, Lake Forest, Calif., is in its

sixth week of their new global initiative, "40 Days of P.E.A.C.E." Their "Peace Plan" will tackle, what Warren calls, the world's five evil giants: spiritual darkness, lack of servant leaders, poverty, disease and ignorance. Much like their "40 Days of Purpose," Saddleback hopes this will be a global movement. The P.E.A.C.E. plan includes five elements:

- P - Planting churches
- E - Equipping leaders
- A - Assisting the poor
- C - Caring for the sick
- E - Educating the next generation

For more information, go to [www.purposedriven.com](http://www.purposedriven.com) or [www.saddleback.com](http://www.saddleback.com).

**[ ] CSA in Denver, Jan. 19-22.** Christian Stewardship Association's next annual meeting will be at the Denver Marriott Tech Center, Jan. 19-22, in Denver, Colo. Many regular CMA conference faculty members, such as Dick Towner, will be presenting. CMA board members Mark Bankord and Dan Bolin are also on the faculty. Info: [www.stewardship.org](http://www.stewardship.org).



**Postmark or Fax Your Registration  
on or before November 30 to save \$80 per  
person  
at CMA Colorado 2006!**  
(Download the forms at [www.CMAonline.org](http://www.CMAonline.org).)

**[ ] It's Amazing--The 2005 Total Compensation Survey Report!** CMA's compensation survey for 2005 is on the press and will be mailed next week to all who pre-ordered it. *The 2005 Total Compensation Survey Report for Christian Ministries* is an amazing compilation of trends, resources and comparisons—the most comprehensive look at ministry compensation in CMA's history. It's a joint project of CMA and the Best Christian Workplaces Institute. Download the PDF order form at [www.CMAonline.org](http://www.CMAonline.org).

**[ ] CMA Colorado 2006 Program on the Web.** The CMA Colorado 2006 conference brochure, featuring more than 125 faculty members, was mailed to all CMA members earlier this month. Plan to bring your team members to Denver, March 13-16, for CMA's 29th annual leadership and management conference. Ted Haggard, Patrick Lencioni, Jeanette Yep, and Phil Vischer are our keynote speakers. The headquarters hotel will be the new Hyatt Regency Denver at Colorado Convention Center. Reservations will be accepted beginning on Nov. 1. For info, go to [www.CMAonline.org](http://www.CMAonline.org). You'll save \$80 per person

when you register for CMA Colorado 2006 before Nov. 30.

[ ] **Attn: CMA Members in Colorado.** CMA members in Colorado are invited to participate on the "Welcome to Colorado Committee." View the info on the CMA Colorado 2006 website at [www.CMAonline.org](http://www.CMAonline.org) or contact Marsha Lyons, CMA's director of conferences and meetings, at [Marsha@CMAonline.org](mailto:Marsha@CMAonline.org). Future meetings of the Welcome to Colorado Committee are: Nov. 8 (Colorado Springs), Dec. 13 (Colorado Springs), Dec. 15 (Denver) and Jan. 17 (Denver).

[ ] **Section Resource Commission Openings.** CMA's ten section resource commissions, led by section leaders, are recommending articles and writers for the *Christian Management Report* magazine and are consulting on the materials to be regularly posted on the CMA new Management Resource Center at [www.CMAonline.org/mrc](http://www.CMAonline.org/mrc). Some sections have positions open for volunteers. For information, contact the section leaders directly. They're listed in each issue of the magazine in the "Directory of CMA National Leadership" and also at [www.CMAonline.org/mrc](http://www.CMAonline.org/mrc).

[ ] **Exhibit Space Open at CMA Colorado 2006.** If your key vendors are not yet exhibiting at CMA Colorado 2006, or have not yet become CMA Business Members, introduce them to ways they can serve more ministries and churches. Point them to the strategic mix of advertising, exhibits and sponsorships they can employ to reach more customers. Go to [www.CMAonline.org](http://www.CMAonline.org) and click on "Business Opportunities." For more information, contact Joe Voorhies at 800/727-4CMA, ext. 3022, or [Joe@CMAonline.org](mailto:Joe@CMAonline.org).

[ ] **Introductory E-Membership for New Members.** CMA members are encouraged to email their non-member colleagues about the new "E-Membership" level available only to new members for just \$99 (for one member) for the balance of 2005 and all of 2006. (Write "eNews Offer" on the application form.) Better yet, why not bless a new ministry, friend or colleague by "gifting" them a membership? For more information, call Sandy Huston, CMA Member Services Manager, at 800/727-4CMA, ext. 3024, or email [Sandy@CMAonline.org](mailto:Sandy@CMAonline.org).

[ ] **Enrollment Open for 2006 Best Christian Places to Work Honors.** CMA member organizations receive a 10 percent discount when participating in the 2006 Best Christian Places to Work program. Go to [www.bwinstitute.com](http://www.bwinstitute.com) and enter "CMA" as the promotion code. The registration deadline is Oct. 30. Finalists

for 2006 will be announced in *Christianity Today* magazine and at CMA Colorado 2006, March 13-16, in Denver, Colo.

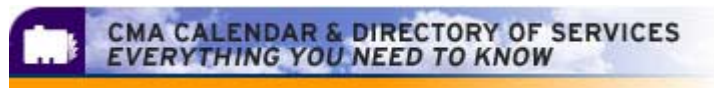
**[ ] Up to \$250 Credit for CMA Job Market**

**Ads.** CMA Christian Organization/Church Members and Business Members (in good standing) may receive free job listings (up to a \$250 value, based on membership level) each calendar year on the CMA Job Market. Submit your ad using the online ad placement form and mention this credit offer. Go to: [www.cmaonline.org/jobmarket](http://www.cmaonline.org/jobmarket).

**[ ] Interchristo: 10% Discount.** CMA member organizations receive a 10 percent discount on Interchristo's hot jobs listings and resume service when accessing the service through CMA's website at [www.CMAOnline.org/jobmarket](http://www.CMAOnline.org/jobmarket).



*Join us in Denver, Colorado, for CMA Colorado  
2006,  
March 13-16, 2006!*



**2005**

- [ ] Oct. 30 - Entry Deadline for Best Christian Places to Work
- [ ] Nov. 7-8 - CMA Board of Directors (Colorado Springs, Colo.)
- [ ] Nov. 30 - Early Bird Deadline for CMA Colorado 2006
- [ ] Dec. 5 - CMA Workshop #3 on The Drucker Foundation Self-Assessment Tool (Sponsored and hosted by ECCU, Brea, Calif.)
- [ ] Dec. 14 - CMA Chapter Presidents Council (Denver, Colo.)

**2006**

- [ ] March 13-14 - Christian Management Partners Summit (Denver)
- [ ] March 13-16 - CMA Colorado 2006 (Denver)

**2007**

- [ ] March 12-15 - CMA Palm Springs 2007 (Palm Springs, Calif.)

## **CMA Directory of Services**

**CMA Website:** [www.CMAonline.org](http://www.CMAonline.org)

**Audio Recordings:**

[www.bestchristianconference.com/cma](http://www.bestchristianconference.com/cma)

**Membership Info:** (949) 487-0900, ext. 3024

**CMA Chapter Meetings:** [www.CMAonline.org](http://www.CMAonline.org)

## **CMA Sponsored Programs**

[ ] **ENVOY FINANCIAL** (A Christian Retirement Coalition Company): provides group benefit and retirement plan design and implementation for ministries and churches. Info: [www.envoyfinancial.org](http://www.envoyfinancial.org).

## **CMA Job Market**

[ ] Management classified ads are updated every Monday noon (PDT) on CMA's website. To run an ad or to review the latest job opportunities, go to [www.CMAonline.org/jobmarket](http://www.CMAonline.org/jobmarket).

**CMA MANAGEMENT MONTHLY** will be sent 11 times in 2005 to all CMA members. Subscriptions for non-members are \$100 per year for 11 issues. Editorial material may be reprinted if credit is given. John Pearson, editor, ([John@CMAonline.org](mailto:John@CMAonline.org)); Suzy West, production ([Suzy@CMAonline.org](mailto:Suzy@CMAonline.org)); and Sandy Huston, circulation ([Sandy@CMAonline.org](mailto:Sandy@CMAonline.org)). Copyright, 2005, Christian Management Association. CMA is a charter member of the Evangelical Council for Financial Accountability and has adopted "The Peacemaker's Pledge" of Peacemaker Ministries.

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