



# CENTER FOR CHURCH LEADERSHIP

www.centerforchurchleadership.org

513-244-8681

“I FEEL LIKE I’M OUT  
HERE  
DOING MINISTRY  
ALONE!”

BY TIM WALLINGFORD AND SHAWN McMULLEN

## THE CENTER FOR CHURCH LEADERSHIP

America is facing a spiritual crisis. Ministers are leaving the vocational ministry today in record numbers with congregations closing their doors. Think of the impact this is having on America. Since the Scripture teaches that God’s plan to transform people and societies is through the church (see Ephesians 3:10), the need to equip, encourage, and sustain those called into ministry is of paramount importance.

### Alarming Statistics

Reports from a variety of on-line sources (Pastor to Pastor, Focus on the Family, Campus

Crusade for Christ, and Global Pastors Network) indicate over 50% of ministers are leaving the ministry. A majority within the first five years of graduation. Financial stress, contention within their congregation and ministers not feeling competent to lead or create culturally relevant ministry are major factors.

### Lilly Endowment Partners with Cincinnati Christian University

Lilly Endowment Inc., an Indianapolis-based, private philanthropic foundation, asked Cincinnati Christian University

to become a partner in addressing this ministerial crisis within our congregations.

To secure the grant, CCU conducted extensive research among Christian Churches and Churches of Christ to discover the key challenges facing our ministers. Four surfaced:

- **Personal and Educational debt (71%)**

One minister shared, “I don’t have enough savings or retirement. I will never be able to retire.” Another observed, “There were 27 students in my graduating class who entered ministry. Twenty three

# 4

KEY CHALLENGES  
FACING OUR  
MINISTERS

# 71%

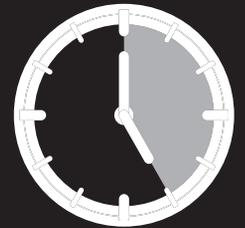
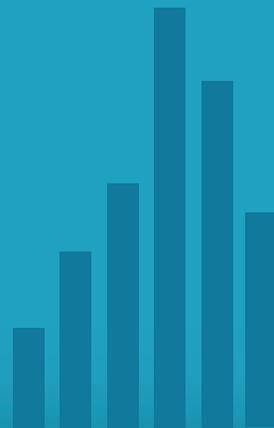
PERSONAL AND  
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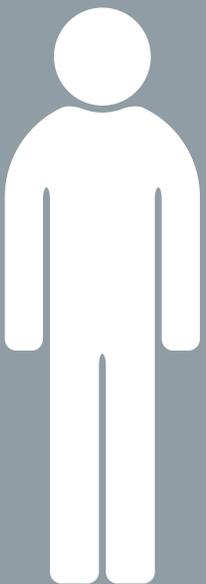
# 51%

CHURCH LEADERSHIP  
IS UNINFORMED OR  
DISINTERESTED IN MY  
FINANCIAL CHALLENGES



# 46%

HEALTHCARE COSTS &  
LACK OF RETIREMENT  
FUNDS



# 46%

MY COLLEGE EXPERIENCE  
DID NOT EQUIP ME FOR  
SUCCESSFUL MINISTRY

Advancing the health, vitality, and growth of the church and its leaders by providing biblical training, coaching, and consulting.

have dropped out due largely to finances.”

• **Church Leadership is uninformed or disinterested in my financial challenges (51%)**

Over 50% of ministers believe they cannot talk to their leadership about personal finances. Ministers struggle to preach on stewardship because of their own personal financial challenges.

• **Healthcare costs & lack of retirement funds (46%)**

A youth minister states, “I drive a taxi on Friday nights to pay off an emergency room visit that cost us \$10,000.”

• **My college experience did not equip me for successful ministry (46%)**

One preacher laments, “I was taught how to exegete a passage of the Bible but I feel underqualified to lead the church. Today’s church is like running a business or organization and I just don’t have the training.” Another minister shares, “I feel comfortable in the pulpit but inadequate leading a staff or creating culturally relevant ministry.”

**Center for Church Leadership**

CCU has responded to these challenges by establishing the Center for Church Leadership. Funded by a grant of nearly one million dollars, the Center exists as a subsidiary of the CCU Foundation—affiliated with CCU but autonomous with a separate budget, advisory council, and board of trustees. While a separate entity, the Center works in

collaboration with CCU and other partner organizations.

Dr. Tim Wallingford serves as the Center’s Director. He brings more than 30 years of effective ministerial experience to this position. Being the lead minister in the small, mid-size and mega church, Tim has also served as adjunct professor for 15 years. Shawn McMullen is the Center’s Director of Church Relations and Advancement. Shawn also served the local church for 30 plus years and as editor of *The Lookout* for 12 years. Shawn also directed the Energizing Smaller Churches Network. The office of Career Services is the Center’s third component, equipping and assisting ministers into new ministries. The Center is supported by an administrative staff.

**The Center’s Network**

The nondenominational position of Christian Churches and Churches of Christ provides many positive benefits. But the downside is we can be disconnected. The Center is discovering that ministers across the country receive little support, mentoring, and coaching. They work with restricted financial resources and have limited access to curriculum and study materials that support the Restoration ideal. One common response heard from these faithful servants is, “I feel like I’m out here doing ministry alone!” To address these needs the Center plans to establish a network of

250 participating churches by October 2016. Our prayer is that the network will grow.

**Ministerial Emergency Fund**

Financial stress is a key reason ministers leave the ministry. Many ministers have little or no health care coverage and no retirement plan provided through the church. Add to this a study that found the average minister hasn’t received a raise in 10 years. The Center’s Ministerial Emergency Fund can provide financial assistance to help ministers cover medical bills, reduce debt, and establish retirement plans.

**Partnering with Ministers/Churches for Life**

The Center for Church Leadership will partner for life with all ministers/congregations who wish to be a part of the Center’s network. Through the Network the Center will provide training resources, curriculum, gifts and grants, coaching and mentoring throughout the four stages of ministry identified as: Call to Class, Class to Congregation, Congregation to Christ-Driven Ministry, and Christ-Driven Ministry to Closure. Within each of these stages the Center will provide top-shelf resources and coaching for the minister and the local church.

“There were 27 students in my graduating class who entered ministry. Twenty three have dropped out due largely to finances.”

**Five ADVANCING Church Priorities**

For a lack of space, let’s briefly

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consider the third stage of ministry identified as Congregation to Christ-Driven Ministry. According to the Center's research, nearly 50 percent of Christian Church and Church of Christ ministers feel inadequately trained to do their jobs—another reason many ministers leave the vocational ministry. This creates a cyclical problem, as pay raises and job security are often based on performance. To help eliminate this cycle the Center will provide quality resources, grounded in biblical principles, to help the local church ADVANCE in the areas of: Stewardship, Leadership, Evangelism, Discipleship, and Preaching.

**Packages within the Stewardship Priority include:**

Preaching & Living Stewardship; Church management and finances; Money matters for ministers, taxes, budgeting, health-care, social security and retirement;

The importance and impact of the Personnel (HR) team; Personnel Information hotline and Stewardship Campaigns.

**Packages within the Leadership Priority include:**

Strategic Planning; Biblical leadership and functions; Discovering your philosophy of ministry; Organizational leadership; and Mentoring staff and Leaders.

**Packages in the Evangelism Priority include:**

Discipleship through worship; Training members for effective personal evangelism; and transforming our neighborhoods.

**Packages in the Membership Priority include:** How transformation occurs in Christ-centered relationships; and Mobilizing members for ministry.

**Packages in the Proclamation Priority include:**

Preaching that brings transformation; and developing and un-

leashing teachers.

Over the next five years, beginning in 2017, the Center will host an annual Summit (March) highlighting one of the five ADVANCING Church Priorities. A toolbox per minister/church will be unpacked throughout the year at Regional Workshops that provides more cutting edge tools. Regional coaches and mentors will assist churches to make application.

**Advancing Church Initiatives**

In addition to the ADVANCING Church Priorities, the Center is embarking on powerful Initiatives!

• **Operation Timothy:** The Center plans to partner with more than 1,000 local churches to restore the importance of preaching and the call to ministry. The Center is prayerfully committed to the raising up 2,000 additional ministers of the gospel in the next 10 years.

• **Strategic Planning:** The Center offers strategic planning for congregations to discover their unique DNA, mission, vision and strategy.

• **Church Resources:** The Center will provide Bible packages for congregations: Salvation by grace; personal transformation; the church; eternity - Judgment, heaven and hell; the Restoration Movement's ideals, and other resources.

• **Legal Services:** The Center will provide assistance to churches in the creation or revision of by-laws and hiring policies in regards to the fairness act. In today's world congregations will need legal advice or the assistance of a Christian lawyer.

• **Mentoring Ministers and Church Leaders:** Every region within the Center's Network will include mentors to support area

ministers. Our target is to begin in October 2016 with 50-70 regional mentors. Each mentor will be assigned to 5-7 ministers in the area. Bob Russell will be a part of annually training these and additional mentors. Each year new resources will come available to the mentorship program: 2017 mentoring staff; 2018 mentoring leaders; 2019 mentoring & developing potential leaders.

• **Urban Church:** The Center will provide a package that will help urban churches clarify their neighborhood calling to impact and transform their communities. All the urban churches within the Center's Network can partner toward urban revival.

• **Cooperative Movement:** This Initiative will work toward racial, cultural and ethnic reconciliation. Ephesians 2 clearly states the gospel breaks down these barriers.

• **Smaller Church:** The argument can be made that congregations in the 50 to 300 range have been neglected. Since 88% of Americans attend a church in this range the Center believes it's crucial to provide special conferences, coaching and helps to enable effective ministry for Christ in their neighborhood.

• **Minister's Jump Start:** One of the Center's dreams is to provide \$1,000 gifts to graduating ministry students as seed money for a retirement plan to encourage a lifetime of sound investing and resulting in additional income at retirement.

• **The Relocation Network:** The Center is hiring a full-time person to assist ministers in relocation. It can cost a congregation as much as \$20,000 to hire a firm that assists in finding the "right" person. The Center will provide this service at minimal cost.

# The Five ADVANCING Church Priorities

A Preview of topics and packages to be offered

## Looking to the Future

The purpose of the Lilly Grant is to provide immediate relief, assistance, resources and tools that enable ministers of the Christian Churches and Churches of Christ to have fruitful and effective long-term ministries. Lilly's goal is that the Center become permanent. To financially sustain the Center's ability to distribute gifts and resources to ministers and churches, one strategy is to ask the 250 participating churches within in the Center's Network to eventually commit an average of \$1,000 dollars a year to the Center in 2017-19.

The quality of resources the Center will provide could cost as much as \$20,000 to \$40,000 for consulting fees and resources. Through the Center the same high quality, cutting edge strategies rooted in the Restoration process will be available to every minister and every congregation for minimal cost.

Some churches will give less. Others can give more. Working within a Network enables the cost to be minimal for everyone! We will not turn any minister or church away because they cannot contribute financially to the Center.

The Center for Church Leadership exists to serve and equip the church. Our prayer is that the Holy Spirit will use the Center, along with other Christian ministries, to fuel a movement that will ADVANCE the church globally to God's glory, honor, and praise. We pray that the Great Commission will be ADVANCED, that we will see revival among our churches, and that the church will have an even greater impact as salt and light in the world.

## Church Stewardship Priority

Stewardship Is Life  
Church Management and Finances  
Creating a Personnel Team  
Money Matters for Ministers  
Stewardship Campaigns

2017

## Church Leadership Priority

Advancing Christ's Mission and  
Global Vision for the Church  
Advancing Christ's Leadership  
Advancing Christ's Organization  
Advancing Mentor Program

2018

## Church Evangelism Priority

Effective Corporate Evangelism  
Effective Personal Evangelism  
Transforming Your Neighborhood  
National and Global Evangelism

2019

## Church Discipleship Priority

Discipling Members  
Unleashing Members to Serve

2020

## Church Preaching Priority

Preaching that Brings Transformation  
Teaching that Brings Transformation

2021

## Take the Next Step! Contact Us!

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Website: [centerforchurchleadership.org](http://centerforchurchleadership.org)

### October 2016: Attend our Launch at Regional sites

#### *Specific locations will be provided in early fall*

- Receive Free Restoration based Teaching/Small group/Class curriculum
- Hear the Center's overall purpose and strategy
- Have the opportunity to become a participating church
- Hear about mentoring/coaching opportunities for ministers
- Receive the Center's Catalog for 2017
- Learn about Stewardship Priority 2017

### 2016-17: Be a PARTICIPATING church No cost!

- Help us serve you by completing a brief survey.
- Receive stewardship resources free.
- Attend tax seminar for ministers in January - February (Tax preparation, Social Security, Housing, Budgeting, Retirement) free.
- Attend the Stewardship Summit in March free.
- Receive mentoring/coaching for ministers and staff free.
- Strategic planning process to determine vision, mission, values, and a three-year plan free.
- Leadership training for elders and staff free.

### 2017-19: Be an ADVANCING church

#### *The Subscription fee is \$1,000.00 a year per church*

- The ADVANCING Church legal services (Help with bylaws and legal counsel).
- Attend tax seminar for ministers in January - February (Tax preparation, Social Security, Housing, Budgeting and Retirement).
- Receive consulting re: Your church's own unique vision pathway (vision, mission, and strategy).
- Receive consulting and curriculum on ADVANCING Christ's leadership: The servant leadership of Jesus with specific functions for elders, deacons, ministers, and the priesthood of believers.
- Receive consulting and curriculum on ADVANCING organizational leadership based on Restoration principles and size of congregation.
- Receive consultation and curriculum re: How to Mentor the Paid Staff
- Receive consultation and curriculum re: The Leadership Pipeline (Developing future leaders)
- Attend the Leadership Summit (All resources included)
- Attend the Leadership Regional workshops (Tool-box included)
- Creating your own Personnel Team
- Receive the upgraded Stewardship package

### WHAT OTHERS ARE SAYING . . .

"ICOM is thrilled with the creation and partnership of the Center for Church Leadership. The purpose and ministry of the Center is something that preachers, churches, and all those

connected with the Christian Churches/Churches of Christ have needed for a long time. Our non-denominational structure has left some holes in our church social networking. Times are changing and our churches are being heavily impacted by society and culture, the transfer of values to next generation, and an influx of people from other church backgrounds who are not familiar with the Restoration Plea. The Center is coming at a good time because of the need, the goals it represents, the vision and leadership of Tim Wallingford, and the men joining this effort who see the need within our churches and preachers.

**David Empson, Executive Director  
International Conference on Missions  
Strategic Planning**

What perfect timing! But then, God's timing always is, right? God has been blessing us, we've been growing, we're about to relocate, but we want to do it right. We want to "make disciples", not just manage a large church. That's when Tim Wallingford and CCU's new Center for Church Advancement showed up, right on time. Tim is helping us transition from who we are now into what God wants us to become. Although guidance is there, he has also been extremely flexible, even to the point of working an 18 month program into a tailor-made 9 month plan for us. We're only half-way through the strategic plan; but it is already helping us to identify who we are, what kind of a community we are serving, and how to reach our maximum potential. Perfect timing!

**Mike Bratten, Senior Minister  
Sunbury Church of Christ  
Sunbury, Ohio**

Several months ago, Tim Wallingford, stopped by the church to share how the Center for Church Leadership was helping ministers in need.

Though my current ministry is great, and the past two decades have had their share of great times; they also had their seasons of trials that left me feeling: emotionally, spiritually, mentally beat up, and financially strained.

When Tim spoke about the minister survey the Center had taken, the needs it revealed, and how they were going to minister to those needs- it was as if they had been listening to my prayers throughout my years of ministry, and those that were quite recent.

God has definitely blessed us in our current church, but there have been some lingering financial challenges which prompted me to contact Tim soon after his presentation. He met with me one-on-one, he listened intently to my story, and then presented a plan of action to see how the Center might help.

Since then, my wife and I have started meeting with a Financial Coach- paid for by the Center for Church Leadership. The hope is to overcome poor financial choices that we have made along the way. Plus, the Center is identifying ways they can redeem poor financial decisions that Churches make towards ministers and their families, like us.

I am encouraged, because the Center for Church Leadership is letting God lead them beside ministers and their families who need the necessary boost and encouragement which God has equipped them to give.

**Anonymous**