

Together

Worldwide Church of God News

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Glendora Offices

New Offices Help Church Employees Serve Local Churches

By **Michael Morrison**, Editor

Come with me on a tour of our Glendora offices. We'll begin on Old Route 66 in Glendora, a suburb of about 55,000 people. There's a small group of office buildings here, and the Worldwide Church of God offices are at the west end of the group.

We enter a small landscaped courtyard, then open one of the glass doors and enter a lobby area. Most of the church offices are upstairs, so let's go up. On our left we see a wood plaque recently given to us by our churches in the United Kingdom, inscribed with the words Worldwide Church of God—Living and Sharing the Gospel. Further to the left are display cases with older ornamental pieces from congregations around the world.

President's Office

At the top of the stairs, we'll find the executive offices. There is a waiting area on the left, with a sofa, chairs and coffee table and a few decorations. In the first office on the right is Deborah Paz, executive assistant to the president, and past that, in the



Worldwide Church of God headquarters in Glendora, CA, viewed from the southeast.

northeast corner of the building, is the president's office (below right).

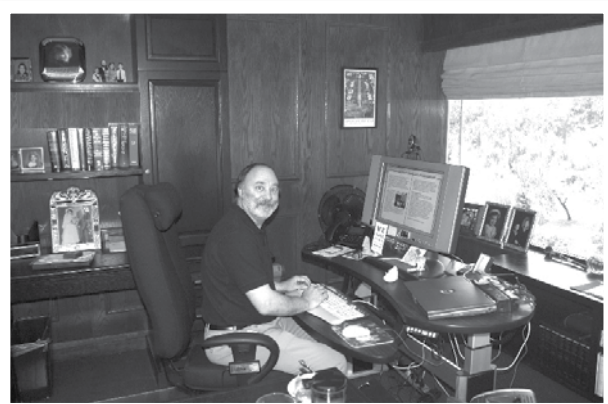
President Joseph Tkach oversees the spiritual and business affairs of the denomination, providing denomination-wide leadership and vision casting and fulfilling the many administrative duties required for national and international incorporation and registration.

Dr. Tkach speaks regularly at church leadership conferences and meetings around the world, keeps current on theological and social issues, and represents the church at the various Christian organizations in which it holds membership, such as the National Association of Evangelicals, Evangelical Ministries to New Religions, Mission America and Standing Together.

All headquarters department heads report to

the president, who also chairs the U.S. board of directors, serves on several WCG non-U.S. national boards, and chairs the denominational council of elders, providing spiritual guidance to the church worldwide.

Next to the president's office is a boardroom, where the board meets (sometimes with telephone connection for board members who cannot be physically present). The north-facing windows overlook a golf course. We can't play on the course, but it does make our view a lot nicer than most



Inside This Issue

1. Offices in Glendora Help Employees Serve Local Churches
7. International News
9. Events
11. Upcoming Events
12. Announcements

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Glendora Offices

from page 1

office buildings have.

On the other side of the boardroom is Mike Feazell's office. Dr. Feazell is WCG Vice President and Director of our Media Department. He serves on the church board and the council of elders, and chairs the doctrinal review team for the church president. Working closely with Dr. Tkach and other church leaders, he sees that WCG literature is biblically, doctrinally and historically sound. We'll say a little more about the Media Department later.

International work

The next office is Randal Dick, superintendent of international missions, and across the hallway, his executive assistant, Barbara Edwards. The work of this office extends to dozens of countries and more than 500 churches. Mr. Dick is the facilitator for a team of people who work in other nations. They identify the areas where the WCG can make the greatest impact for the kingdom of God, and then guide the mission resources of the WCG to their target. They are constantly evaluating the rapidly changing world scene and seeking God's guidance as to how and where he would have us make a difference.

This international team also focuses on identifying emerging leaders. They connect with them and equip them for God's service. As resources allow, they provide ongoing mentoring and oversight.

Mr. Dick is also heavily involved in a systematic transformation of the governance of national churches outside the U.S., in order to equip them for the spreading of the gospel and nurturing of congregations in a manner that better reflects that we are a new covenant people. He is not a voting member of the U.S. board,



Deborah Paz, executive assistant, with Joseph Tkach.

but attends their meetings to provide input on international matters.

Barbara Edwards, his assistant, tells us, "I am both blessed and challenged by having a 'virtual boss' whose responsibilities require him to travel away many times during the year, and our communication is primarily by e-mail. Calendar management and travel arrangements are part of my diverse responsibilities." She coordinates projects, manages information and workflow among the Mission Developers and National Leaders worldwide, and works to facilitate their communications.

Mrs. Edwards acts as liaison between congregations and pastors who want to form sister-church relationships with an international church. She obtains and maintains records of legal entities worldwide and keeps trustee information for submission to our Legal and Insurance departments. She gathers statistics, summarizes data for year-end reports, and occasionally writes articles for publication.



Dan Rogers, Mike Feazell, Mat Morgan, Bernie Schnipert, Joe Tkach and Randal Dick in Mr. Dick's office.



Barbara Edwards, executive assistant in the international missions department.

U.S. Church Administration

If we go across another short hallway, we'll come to Church Administration & Development (CAD). In the main room is the desk of Susan Dick. The side offices are occupied by Pat Shaw, Nancy Akers, Dan Rogers and

Charles Albrecht.

CAD provides leadership training and oversight for the 343 congregations and their related ministries in the United States as well as for 309 pastors and 400 other elders.

Dan Rogers is director of CAD and provides leadership and training for the U.S. pastors, ministers and congregational leaders. Nancy Akers serves as Mr. Rogers' executive assistant, provides support for CAD's training and administrative functions and maintains the credential and ordination files for all ministers.

The office and budget manager is Charles Albrecht, who also coordinates training and development activities for pastors and assists con-

gregations with their budgeting and management activities. In addition to providing development and administrative support, Pat Shaw provides insight for congregations and pastors on church hall and budgeting issues and coordinates payments for congregational apportionments. Finally, Susan Dick coordinates projects and serves as overall office assistant for the department.

Ministerial training and development is done in several ways, including regional conferences, Ambassador College of Christian Ministry, pastoral orientation and other district meetings. CAD also provides leadership for national initiatives such as Generations Ministries, the Office



Church Administration and Development: Dan Rogers, Nancy Akers and Charles Albrecht. Not shown: Pat Shaw and Susan Dick.

Legal Office

If we had turned right at the top of the main stairway and gone down a short hallway, we would have come to an office with a somewhat formal-looking desk (right). Behind it are two offices, one for each employee in the Legal Department: Bernie Schnippert as General Counsel and Evelyn Dailey as Executive Assistant. Together, their mission is to help our local churches, ministers, and members with the legal and business aspects of their religious mission.

They provide legal advice and services to our ministers and volunteers regarding non-profit or church tax issues, bank questions, local incorporation when deemed advisable (including filing articles and drafting bylaws), the purchase and sale of buildings, the giving and taking of leases, insurance matters, the particulars of church Charters, advice concerning legal issues of confidentiality, clergy-penitent privilege, liability for accidents and



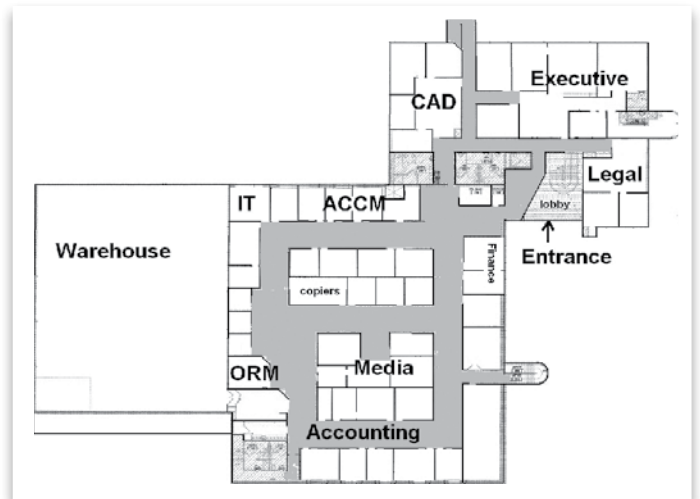
negligence, responding to or initiating litigation when necessary, advice on how to make the church and its congregations beneficiaries under wills, trusts, and the like, and they work with executors and attorneys to effectuate the deceased's intent when the denomination and our churches are named beneficiaries.

In addition to these services for the local churches, the Legal Office handles or directs all the legal work associated with the denominational headquarters, including the purchase and sale of real estate, leases, employer/employee legal issues, contracts for other required independent contractor services, improvements, the required filings for the IRS regarding the denomination's and local churches' tax exemptions, and the like. Dr. Schnippert says, "We get our greatest enjoyment helping our ministers and congregations safely achieve their goals for growth and development."

of Reconciliation Ministries, Church Planting, Women's Ministry and Hispanic Ministries.

The Glendora CAD staff works closely with ten U.S. district superintendents to provide regionalized training and support. Finally, on behalf of the U.S. congregations and pastors, CAD interfaces with the national and denominational boards as well as with other denominations and parachurch ministries, including the National Association of Evangelicals and Mission America.

day-to-day business functions needed to effectively share the gospel, including accounting, human resources, information technology, postal, records and facilities. Mr. Morgan, a 22-year church employee, is charged with the responsibility of overseeing these



Finance Operation employees: Wilma Murphy, Mitch Vasseur, Gwen Moore, Robert Meade, Celestine Olive, Pam Morgan, Carol Knapp, Mat Morgan, Janet Shay, Maureen Warkentin, Bret Miller, Scott Wertz, Paulette Hoban, and Clark Miller.

Financial matters

Let's exit CAD and move south, through a short hallway to the main office area (see floor plan above right). The hallways of these offices form a large figure 8, and we are now in the northeast corner. The first office we come to is that of Mat Morgan, Church Treasurer and Director of Finance (below).

The Finance Operation consists of about one third of the Glendora staff. It provides the framework for the



service areas, with the assistance of Wilma Murphy, Executive Assistant.

In addition to the general oversight of the various finance departments, Mr. Morgan's responsibilities include managing church investments, preparing and monitoring the annual budget, and chairing the pension committee. He also serves as secretary of the board of directors and is therefore responsible for carrying out the directives of the board. The employees who serve together in the Finance area are a dedicated and seasoned group of servants who together have over 311 years of fulltime service to the church.

If we travel down the hallway further south, we'll pass a small meeting room, a storeroom for personnel records, and a file room for CAD records. In the southeast corner we find Janet Shay, Human Resources Manager, and next to her, Maureen

Warkentin, Human Resources Generalist and Pension Coordinator.

With 60 years of experience between them, they serve the church by maintaining proper hiring and reporting procedures for all ministerial and headquarters personnel in accordance with applicable federal and state labor laws, and administering employee benefit programs, including health care, life insurance and pension benefits. The Human Resources Department, working with outside professionals, also serves the church by providing managers with information needed to choose proper risk management tools, like property, casualty, liability and directors' and officers' insurance. The insurance helps mitigate against unexpected events that can occur as more than 300 congregations strive to preach the gospel throughout the United States.

Counting the costs

Next to the Human Resources Department, in the south hallway of the building, is Accounting. Five experienced employees serve in the Accounting Department maintaining the financial records of the church in accordance with generally accepted accounting principles, providing reports to management, and carefully managing cash flow. On our left, in the window offices, are Gwen Moore, Paulette Hoban, and Clark Miller. Across the hallway, toward the center of the building, are Celestine Olive and Carol Knapp.

Specific areas of responsibility within the department include 1) Donation Processing, supervised by Celestine Olive and assisted by Carol Knapp, 2) Accounts Receivable, Accounts Payable and Registrar, supervised by Paulette Hoban, and 3) Payroll, supervised by Gwen Moore. Clark Miller, Accounting Department Manager, has over 36 years of full-time experience with the church. In addition to the day-to-day management of the department, Clark

is responsible for the annual audit, currently being done by PricewaterhouseCoopers.

Near Clark's office, in the southwest corner of the figure 8, is a small kitchen, rest rooms, and one of the stairwells. Also in that corner is another meeting room. At the far end of the room are some double doors (see photo at left), and about a foot behind them are *another* set of doors. The extra doors are needed because there's no floor on the other side—only a 20-foot drop into the warehouse. All our furniture came through those double doors and this meeting room.

Media in the middle

Our media staff is in the center of the figure 8. Across from Curtis May is the small office of Terry Akers, a part-time employee assisting Paul Kroll. If you go around the corner, you'll find Mike Morrison, Paul Kroll, a small library room, a small workroom, and across the hallway, John McKenna, who works part time as a doctrinal advisor and a teacher in Ambassador College of Christian Ministry. There's also a room with copiers,



Terry Akers talks with John McKenna.

printers, and various office supplies.

The Media Department produces *Christian Odyssey*, as well as *Together*, our denominational news publication, and *Good Shepherding*, a journal for WCG elders. The department occasionally publishes booklets on topics of importance and interest to Christians.

Besides serving as managing editor of *Christian Odyssey* and editor of *Together*, Dr. Morrison manages the WCG literature web site, which offers easy access to church literature, contact information, audio and video presentations, church news and denominational historical information.

John Halford, editor of *Christian Odyssey*, doesn't have an office in Glendora—he works from his home in Indiana. If you have an inspiring story that others might like to hear or an article you've been thinking about writing, why not email him at john.halford@wcg.org and tell him your idea?

Public relations officer Paul Kroll handles media inquiries and answers questions about the church from individuals and institutions. He also takes care of doctrinal and Bible questions that come to Glendora. Terry Akers serves part time for the department, assisting with personal correspondence and handling literature requests.

Tony Murphy also works in the media department, but we'll mention

Office of Reconciliation Ministries

Along the west corridor are three small offices: Curtis May, Susan Earle, and Jannice May. Curtis May is a member of the Church Board, a district superintendent, and the director of the Office of Reconciliation Ministries (ORM). Since ORM's beginning ten years ago, it has established more than 20 chapters in five countries:

Canada, England, Ireland, South Africa and the United States.

ORM has a flagship video titled *Reconciliation—A Move Of God*, a newsletter called *Reconcile* and a website: atimetoreconcile.org. Its ministry activities include workshops, conferences, dialogue/mediation, mentoring and training. ORM has held these activities in churches, schools, city halls and police departments. ORM's activities are done primarily with volunteers, with only one part-time paid staff, Susan Earle, and it is funded through voluntary donations.

Jannice May (left) is another volunteer worker. She directs Connecting & Bonding, an organization that works to help pastoral families.





Left: Information Technology: Bret Miller, Glenn Gordon, Robert Meade, and Pam Morgan. Right, Scott Wertz in the records center.

his duties when we come to his office a little later.

Information technology

In the northwest corner of our figure 8 is our Information Technology Department. IT is managed by Robert Meade, a 20-year employee, and assisted by Bret Miller, Technical Support Manager, Glenn Gordon, Sr., a Programmer/Analyst, and Pam Morgan, User Support Analyst and Training Instructor. Glenn has an office in Glendora, but because he requires a wheelchair, he normally works at home.

The IT department serves the church by providing a variety of computer-based tools and services that help members, pastors, and Glendora personnel do their job more effectively. (Editor's note: Actually, without those computers and email, we couldn't do much at all!)

The IT Department hosts church-sponsored Internet web sites, including www.wcg.org, www.christianodyssey.org, www.ambassador.edu, www.atimetoreconcile.org, and many local church websites. They also provide email services to church employees and U.S. pastors.

They offer hardware and software advice and support to local pastors, treasurers, HQ departments and employees, provide data backup and recovery services, data integrity

and reporting services, maintain the HQ phone system, provide virus, spyware and spam protection for church computer systems, support the maintenance of member lists for all U.S. churches, and program and integrate new requests and solutions into existing systems. The systems and services provided by these gifted IT professionals allow the church to share the gospel in a much more organized and efficient manner than ever before.

Last, on the north side of the figure 8 we find Russell Duke, president of Ambassador College of Christian Ministry. Although ACCM offers a few traditional classes, most of the work is done by way of the Internet. They offer on-line classes for Christian growth, and continuing education for U.S. pastors. Assisting Dr. Duke in providing these classes are Drs. Feazell, McKenna, and Morrison.

First floor

We have now completed the figure 8. Let's go back downstairs to see what is there. Behind the reception desk are several empty offices, which we plan to lease out. On the west there's a lunchroom with a kitchen, lots of counter space, and tables for all who work here. At the far end of the lunchroom is a meeting room and the office of Mitch Vasseur, Facilities Manager. It is a bit isolated from

everyone else, but it has a great view of the patio and golf course.

Mitch is responsible for the optimal functioning of all church-owned facilities, including the Glendora building. His areas of responsibility include the maintenance of mechanical, electrical, heating, ventilation, air conditioning, fire safety, elevators, custodial, landscaping and building renovations and tenant relations. His job, in short, is to ensure that our facilities are in the best possible condition to serve the mission of the church.

Outside of the lunchroom, on the north side of the building, is a patio with several tables and sun umbrellas—when it's not too hot, a far better place to eat lunch.

Let's go back through the lunchroom and down the hallway. There we will find Tony Murphy in his office (below), which doubles as the control room of a recording studio. Beginning this summer, Tony will be



taping and editing our new video program called *Speaking of Grace*, which WCG congregations will be able to use for local broadcasts. Tony will also tape a weekly video web message from church president Joseph Tkach.

Also on the first floor is the "office" of Scott Wertz, our Postal & Record Center Manager (left). He serves the church by supervising the postal and record-keeping functions in support of our mission. He is responsible for all headquarters mail, including U.S. Postal Service, UPS and FedEx.

Scott is also responsible for maintaining church literature inventories,

printing and sending offering envelopes and mailing monthly and annual donation receipts for congregations who use headquarters' donation processing services, and provides mailing lists for church publications like *Christian Odyssey* and *Together*. Scott also is charged with maintaining older business records, archived literature, videotapes and other items held in long-term storage. Since these records involve more than 50 years of a wide variety of business activities, the records occupy most of the warehouse space and a climate-controlled room for more perishable books, records, mementos and artwork.

Moving on

We hope our tour has given you a little better picture of our Glendora building and the way in which our staff serves the church.

The church is smaller than it used to be, but our HQ staff is far, far smaller than it once was, and we cannot provide all the services that we formerly did. Although we provide a physical center for the business and administrative functions of the church, the real work is being done by *you*, the readers and members of the church.

This concludes our brief tour. Now we all have to get back to work. 🌐



International News

• **Mission Developer for Latin America:** Hector Barrero has been appointed Mission Developer and Denominational Director for Latin America. Señor Barrero pastors the Bogotá, Colombia, congregation and has for several years assisted and been mentored by Charles Fleming. This appointment enables Mr. Fleming to give his full attention to the needs of the Caribbean.

As Mission Developer for Latin America, Sr. Barrero's primary responsibility will be to equip con-

gregational leaders with the skills necessary for pastoring and leading congregations in mission. As Denominational Director, he will ensure that the doctrinal teachings and ethical standards of the denomination are taught and upheld in all our churches in the region, and that the church's business in each country is conducted in conformity with the church's standards and with national law.

He brings to the job a strong passion for mission and evangelism.

We are thankful that God has raised up such a dedicated leader for our Latin American churches who can maintain the momentum and zeal that Mr. Fleming brought the region.

• **Worship service in Hiroshima:** In March, Bill Sidney, Mission Developer for the Philippines and northeast Asia, made his third visit to Hiroshima, Japan, at the invitation of Shunsuke Nakagawa, our pastor in Tokyo, and his wife, Sizuko Nakagawa. He conducted two Bible studies, a family discussion night, and a worship service for the small group that meets in their home. Mr. Sidney gave the sermon and Pastor Nakagawa conducted the Communion service. 🌐



Randal Dick, Superintendent of International Missions (left) and Charles Fleming, Mission Developer for the Caribbean (right), appoint Hector Barrero (center) as Mission Developer and Denominational Director for Latin America.



Small group at worship service in Hiroshima, Japan. Third from left is Shunsuke Nakagawa, pastor of our church in Tokyo.

A Hope for Africa

By James Henderson

Despite the tragic problems Africans must face, the people that I know in Africa fill me with hope for the continent, for Christianity, and for the Worldwide Church of God! I'd like to take a few moments to relate some very positive and inspiring things that are happening as our church in Africa goes forth in the spirit of Christ.

Take our Lomé congregation in the West African country of Togo. Under the capable leadership of Daniel Yovo, our small congregation there has gone from strength to strength. They are involved in Bible distribution to previously unreached tribes. Also, a medical and social center is being built on the Lomé church grounds (below) so our believers there can proclaim the gospel to the local community through care in action.

More than 2,000 miles east of Lomé is the Kakuma refugee camp in northern Kenya, near the border with Sudan. It is an arid, inhospitable area where outcasts from various countries and wars eke out a meager existence. Yet God is at work there.

Like many refugees, church member Musafiri Nyenye (right) fled from the eastern Congo and was placed in Kakuma by the U.N. High Commissioner for Refugees. He and a friend decided to plant a church, and now we have three congregations in the camp. Food has been a major concern, and I am delighted to thank members and congregations from all

over our worldwide fellowship who have sent money to buy supplies for our refugee members and families. Last week Musafiri wrote to me to express gratitude for the assistance given.

About 2,000 miles south of Kakuma, in the small town of Newcastle, South Africa, member Morrison Belebana has been instrumental in raising up a church (below right). They meet in a garage each week and have begun their own choir. This is another of the many examples of the church-planting activity that has been taking place in Africa over the past several years.

There is so much I would like to tell you about. So much about people who represent a hope for Africa and for Christianity and for our fellowship. Maybe you will allow me to list some names, as Paul did in Romans 16.

Space does not permit me to let you know more about the labor of love by Rose and Sergie Subiah among the blind community in Glenwood, South Africa; of the South African church plants being nurtured by Lennie Christoffels, Freddie Europa, Caleb Makhela, Bennie Maake, Johan Retief, Allison Mthembu; of the massive work being done by Kalengule Kaoma and his ministerial teams in Zambia, Malawi and Zimbabwe; of the gospel outreach in the Indian Ocean being conducted by Rigobert Rafiringason in Madagascar and Yves Nayna in Mauritius; of the lively churches we have in Lesotho



and Botswana; of the activity of our church being supervised by Kimani Ndungu throughout Kenya, Uganda, Tanzania and Rwanda; of the ministry of Oliveira Kitambala in war-weary Angola; of the faithful and brave work of Luta Butochima in the dangerous eastern Congo and of the struggles of our ministers and brethren in Kinshasa and western Congo; of the active evangelism of our Jean-Jacques Ndoudoumou and his church council in the Cameroon; of the work of Es-sien George and the Nigerian ministry; of the joyous communities we have in Ghana under the direction of Emmanuel Okai and the ecclesiastical council there.

There are so many men and women I have not mentioned. I could go on for pages more. They all represent a hope for the future. And they all send their thanks for your prayers of love and support. 🌐

