

SUMMER 2020

DESTINY

M A G A Z I N E

NOW WHAT?

*COACHING DURING
TRANSITION*

**DEALING WITH
DISCOURAGEMENT**

WHY NOW?

**BUILDING A NEXTGEN
LEADERSHIP CULTURE**



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DESTINY LEADERS

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A WORD FROM PHIL & CATHY

Welcome to this edition of the Destiny Magazine! We are excited to have you as our guests. We want you to be refreshed; we know you're weary. We have prepared something good for you.

This issue is filled with great articles designed to help you navigate one of the most difficult seasons in world history, from the Pandemic of 2020 to the social unrest associated with the tragedy of George Floyd's murder. We understand that this season has forced you all to dig deep, to be creative, determined and patient. You have had to commit and invest yourself in leading people toward the only true solution for all of these issues, Jesus Christ and the hope we find in Him. He said, "I am the way, the truth, and the life..." In Him we discover everything we could ever need is wrapped up in everything that He is.

In this edition you will find **encouragement** as well as **information** about missions, leadership, progress and about Destiny Leadership Institute and how we can help you train a new generation of leaders. You will discover several takeaways from this season and a look ahead into what God has for you in the future. Enjoy! We love you and are so proud of you and your teams!

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stones of the crossing

DR. PHILLIP BRASSFIELD

2020 has already become a year for the record books. The COVID 19 Pandemic has left the world reeling. Never before in the history of the world has virtually every nation and economy been completely closed at the same time. People's lives and patterns have been upended and left in shambles. During the day we wear masks and keep our distance. In the evening we watch for the latest news, which is dominated by political vitriol, economic uncertainty, infection rates and death tolls.

Then, with the senseless horrific murder of George Floyd in Minneapolis, the fuse on the powder keg of racial injustice was ignited and set off flash points of protest and unrest around the nation. The world has been shaken.

Many are saying that they feel a sense that we have crossed over into something new, never to return to the comfortable and secure norms of yesterday. And if you're a church leader, you probably feel the pressure to have an answer; I know I do. After all, leaders lead, right?

SEASONS OF TRANSITION

The book of Deuteronomy and Joshua chapters 1 through 4 are the record of an amazing story of transition and leadership. From the beginning of the book of Deuteronomy to the 4th chapter of Joshua is less than two months time (60 days). The transition we see recorded in these two months is a major one and I believe holds lessons for us as we move through the disruption and transitions we are experiencing today.

Moses, who is 120 years old and nearing the end of his ministry, leads the Children of Israel on an eleven-day journey from Sinai to the plains of Moab. There he delivers a series of farewell addresses to the children of Israel who have survived the 40 years of wilderness wandering. Moses numbers the people; there are over 600 thousand men besides women and children, maybe 2 million in all. He renews the covenant between God and the people and says good-bye. He is then called to the top of the Mountain (Mt Nebo) to see into the Land of the Promise, one last time. There he will die.



After 30 days of mourning, God tells Joshua, 'It's time to possess the promise. Prepare to cross the Jordan.' Imagine the feeling Joshua must have had! Forty years of "almost" followed by failure, fruitlessness, fatigue and frustration. Imagine the questions, the excitement, and the concerns. "Wait, Lord, it's not really the best time... it's the rainy season; the river is flooded. It is impassable. Normally only 100 feet across and there are multiple fords (shallow crossing points), it is now potentially a wide, raging river and 50 to 150 feet deep in places."

God says, 'Now!' Have you ever felt like you were facing an insurmountable challenge at the worst possible time? And as the leader you are expected to lead into it, through it and out of it, with victory?

The people line up. They watch from a ½ mile away from an elevated position as the Priests carry the Ark toward the water.

When the priests step into the raging water, God stops the water at a city called Adam about 19 miles upstream. This was not like the previous miracle they had heard their parents talk about when God, with a mighty wind, parted the waters of the Red Sea. No, in this case God turned the water off. With a flow rate of 5 miles an hour, the priests are going

to have to stand in the water for over 4 hours before there is a change in the water level. How would you like to have been there waiting for a miracle... ten minutes, 30 minutes, one hour... two... ?

Then the water level begins to change dramatically!

After the people and the priests came out of the riverbed and all had passed over, Joshua told the tribes to take a representative of each tribe and have them build two stone monuments/memorials of stones from the riverbed. Build one in the riverbed and one on the shore where Israel would camp the first night in the Promise Land, a village called Gilgal.

This is an amazing story of great transition, a crossing of epic proportion in the natural. But it also represents a crossing of more than geography. Let me pull out several stones from their crossing, lessons we learn during times of trauma and transition.

These are stones of the crossing:

1. LEAD WITH COURAGE AND BOLDNESS.

Bold Leadership is what it takes to move toward your destiny in times of transition. Joshua said, 'we are crossing in three days.' After 40 years

of wandering, paralysis, and excuses that caused Israel to travel aimlessly in the same wilderness for years and years, it was going to take something pretty dramatic to get them to move on into the promise God had given them years before. Joshua said, 'get ready because we are crossing in three days.' Sometimes in seasons of trauma and transition, God can actually use the circumstances we are faced with to move us forward and break us out of patterns that aren't productive and that hold us out of our promise.

2. TRUST GOD'S TIMING.

God always has a plan, and associated with that plan is a timeline. The scripture says that we make our plans, but God orders our steps. **Ordering our steps certainly has to do with strategy, but it also has to do with timing. The "when we do something", is as important as the "what we do", every time.** It's not just good timing we need, it's God's timing. Great leaders learn to trust God's timing. It's a foundational stone of peace! The timing seemed bad because of the flooded Jordan River.

The circumstance of the flooded river was a great obstacle for so many. It would have been for all of us. It was scary and the future beyond it was uncertain. But, the Jordan river only floods in the rainy season. The rainy

season meant that it was about to be harvest time in the Promise Land. What seemed like an ill-advised action taken in the face of a great obstacle was actually perfect timing, although Israel didn't know it until sometime later. The manna of a previous season of God's provision was about to cease (without food they would have starved that first year, even in their promise). God commanded the people to prepare themselves for the crossing while God prepared the Promise Land for the people. On one side of the river, it was stupid; on the other side, it made perfect sense and was the difference between life and death.

3. MAKE A LEADERSHIP COMMITMENT.

When we are totally committed, our heart responds with the **courage** to act.

It takes commitment to march into a flooded river. Joshua commanded the people to follow the Ark of the Covenant into the water. The Ark represented the people's agreement with God and His presence with them. When we agree with God and commit to God's purpose, He always joins us in the effort. **There are times when we have to follow God into the impossible.**

Andy Andrews said, "When confronted with a challenge, the committed heart will search for a solution. The undecided heart searches for an escape."

During this season the world has been experiencing because of the virus and social unrest, the body of Christ has had to practice what we have preached. For so long we have said that the church is not the building, it is the people. We have said that God has made of all nations one race in Christ. Now our theological declarations have had to become our practical reality. While our buildings have been empty, and our parking lots largely vacant,

Christian leaders have preached to unseen people in distant locations and began to lead conversations on racial reconciliation. The Church has been the Church despite social pressure or empty buildings. **And we are better for it!**

We have had to choose to follow God and rely on our covenant with Him and His faithfulness rather than depend on what we could see in the natural. We used our teams, buildings and stages to preach to people who were not in them. We held meetings in empty rooms that were actually attended by more people than would fit if they were actually present. We've had bold conversations on the topics of racial relations and unjust realities. We have marched for justice alongside our black brothers and sisters.

Because of it, God has joined us!!! God has visited us!!! God has helped us!!! It's been a flooded river for sure, but it's harvest time in the Promise Land!

4. PATIENCE.

The fourth stone is the understanding that sometimes miracles take a while. Every miracle is not like a microwave; sometimes it's more like a crock-pot. In Joshua's story, the priests had to stand in faith while waiting for a change in the water level. It took hours and hours. But from the moment they stepped into the water, they stood in the water of a miracle. Sometimes, it takes time for miracles to manifest. Sometimes, we are forced into steps of faith by our circumstances and it takes a while for the miracle to show up. Patience helps us learn to expect and anticipate what God is going to do. Patience is a rock built into every great achievement.

5. REMEMBER WHAT GOD HAS ALREADY DONE!

Learn from History. Joshua commanded the people to never forget to remember, tell your

children when they see these stones and they ask, "what do they mean?" These stones represent what we learned as a people when God called us into a promise in the face of a desperate obstacle and worked a miracle in the process. I have always told leaders, "You cannot be faithful and not become fruitful." When you enjoy the fruits of the harvest, don't forget to remember it was God all along. Tell future generations they can trust God!

I challenge everyone who has crossed through the difficulties our nation has experienced: when the Lord has fulfilled His promise on the other side, tell your children to never forget to remember. Tell them, 'I remember a moment in history when the world stopped, but the Church didn't, when the Church reinvented itself and carried on.' Tell them of a day when the Lord sent provision in abundance when, by all accounts, there should have been lack. Talk to them about a season when new lands were taken for the glory of God, and of a moment when you witnessed the greatest single day of church planting in history when local churches moved to cyberspace. Tell them about how the Church led the way to racial equity and declared that love and peace through Christ is the answer. Tell them these are the things you learned when the Church changed forever, an epic day when the Church was faced with disaster, but instead of being destroyed, grew BIGGER, BETTER and STRONGER.

Together we are crossing. And we will come through and out of this. As you pass through, grab a stone, pick up a souvenir. Take something with you as you move through and out, and with what you take, build a memorial for future generations.



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DEALING WITH DISCOURAGEMENT

PASTOR LANDON GALLOWAY

I believe the greatest threat to Christian leaders in this season is not disease, division, or disunity— it is discouragement.

The events of 2020 have been difficult on everyone, and particularly difficult on those called to lead. We have been forced to make countless decisions, and have faced criticism as we have attempted to navigate the harrowing circumstances placed before us. I'm not sure that any of us felt equipped and ready to lead through the simultaneous crises of a global pandemic, economic collapse, and racial injustice. These feelings of inadequacy and frustration can discourage even the strongest of us.

The prophet Elijah shows that even the strongest, most spiritual people deal with discouragement, disappointment, and despair in difficult seasons. 1 Kings 18 details Elijah's courageous defeat of the prophets of Baal. God's prophet challenges the prophets of Baal to a duel. Both parties would cry out to God, and the God who replied by fire would be validated as the true Divine being. Baal was associated with lightning, so creating fire should be in his wheelhouse. However, the cries of Baal's prophets fall on deaf ears while Elijah teases and mocks their useless entreaties to their impotent god. When Elijah's turn comes, he first drenches the sacrifice with water. This is a bold move for at least two reasons. First of all and most obvious, water isn't exactly flammable. Second, the land has experienced three years of drought. I can imagine that many people weren't happy to see Elijah dump the precious little water remaining on the altar. Elijah took a bold stand— the boasting, the teasing, the soaking of the sacrifice. He went all in with his belief that God would respond. And, God responded! He sent fire and established Himself as the one true God. Elijah slaughtered the prophets of Baal, and declared the end of the drought. Israel would finally see rain after three dry and barren years.

What an incredible victory! Though Elijah had many mighty moments, I would argue that this was the pinnacle of his ministry. It was a huge win, by anyone's standards. Not only had the miracle validated God as the true God, it also served to validate Elijah as God's chosen prophet. However, mountaintop experiences do not last forever. If 1 Kings 18 presents Elijah at his highest, 1 Kings 19 shows the prophet at his lowest:

Now Ahab told Jezebel everything Elijah had done and how he had killed all the prophets with the sword. So Jezebel sent a messenger to Elijah to say, "May the gods deal with me, be it ever so severely, if by this time tomorrow I do not make your life like that of one of them." Elijah was afraid and ran for his life. When he came to Beersheba in Judah, he left his servant there, while he himself went a day's journey into the wilderness. He came to a broom bush, sat down under it and prayed that he might die. "I have had enough, Lord," he said. "Take my life; I am no better than my ancestors." (1 Kings 19:1-4 NIV)

Elijah was reminded that he won the battle, but Jezebel still had the power to win the war. He thought the victory on Mt. Carmel would be the culmination of his ministry and that his enemies were defeated once-and-for-all. The disappointment drove him to despair. He travelled to the southernmost part of the region, in an attempt to get as far away as possible from Jezebel. Once there, he left the only person with him- his servant- and went another day's journey. This is the danger of discouragement and despair- it often drives us to isolation. When we feel discouraged, we actually need people in our lives who speak into us and to stick with us. However, our tendency is to isolate. A pity party is usually a party of one.

Once he is all alone, he begins to pray. We often think about the powerful prayers of Elijah. He prayed and the sky was shut for three years. He prayed and the heavens were opened and the drought ended. The powerful man of prayer now utters another prayer, but thankfully this one was not answered. "Take my life," he cries out. Unfortunately, the journey from "I'm having the time of my life" to "Take my life" is not always a long one.

Elijah's discouragement and despair was fueled by three factors, and I believe these factors also contribute to our seasons of discouragement and despair.

1. FEAR- He feared for his life, and ran to escape Jezebel. He had spent most of his life with faith in the driver's seat. Fear was nowhere to be found during his bold actions of Mt. Carmel. However, fear has now supplanted faith. He is operating from the assumption that the worse is going to happen. Fear is often irrational. If God can defeat 450 prophets of Baal, when does one Jezebel present an insurmountable problem? We all have fears- fear of criticism, fear of rejection, fear that we aren't enough. Fear is natural, and some level of fear is even healthy (you should be afraid to play in traffic). However, discouragement sets in when fear supplants faith as the primary driver in our lives.

2. FAILURE- Notice what Elijah says immediately after he requests God to take his life- "I am no better than my ancestors." He tried to defeat Baal, gave it his best shot, but he failed just like those who came before him. Many leaders are task-driven and find their value in what they are able to accomplish. Elijah had confused his role and God's role. God's role was to defeat Baal; Elijah's role was to be faithful and obedient to God. When you are truly following God, you can take failure a little less personal. We plant. We sow. God gives the increase. Our primary task is faithfulness, not fruitfulness. We become discouraged when we think that moments of perceived failure makes us failures. Some things you do are going to fail, but you are never a failure as long as you are faithful.

3. FATIGUE- In the next few verses, we discover that Elijah quickly fell asleep. The intense pace of ministry had taken a physical toll on the prophet. Discouragement is often exacerbated by our physical condition. When we don't keep Sabbath, sleep well, and take care of ourselves in general, our mental and spiritual condition suffers.

Elijah eventually recovered from his season of despair. The text records four steps that are necessary to overcome discouragement.

1. TAKE CARE OF YOURSELF PHYSICALLY.

Then he lay down under the bush and fell asleep. All at once an angel touched him and said, "Get up and eat." He looked around, and there by his head was some bread baked over hot coals, and a jar of water. He ate and drank and then lay down again. The angel of the Lord came back a

second time and touched him and said, "Get up and eat, for the journey is too much for you." So he got up and ate and drank. Strengthened by that food, he traveled forty days and forty nights until he reached Horeb, the mountain of God. There he went into a cave and spent the night. (1 Kings 19:5-9a)

God did not rebuke him, but replenished him. He slept, ate, slept, ate, went for a long walk, and slept again. Sometimes, the most spiritual thing you can do is take a nap. Before God could speak to him in a still, small voice, He needed him to be well-nourished and well-slept. Elijah, you just aren't you when you're hungry and sleepy. When you feel overwhelmed by life and ministry, audit your daily habits and routines to make sure that you are allowing proper time for rest and self-care. Your spiritual funk may be more physical than you think.

2. OPEN UP TO GOD AND OTHERS.

And the word of the Lord came to him: "What are you doing here, Elijah?" He replied, "I have been very zealous for the Lord God Almighty. The Israelites have rejected your covenant, torn down your altars, and put your prophets to death with the sword. I am the only one left, and now they are trying to kill me too." (1 Kings 19:9b-10)

Elijah was honest about his feeling of inadequacy before God. He did not downplay his despair or sugarcoat his issues. There is a special power that comes with being honest before God. God can't heal what we won't reveal. So often, we just try to "suck it up" when we are feeling down and discouraged. We give ourselves pep talks about how others have it worse, and refuse ourselves the opportunity to grapple with our grief. An important step to overcoming discouragement is admitting that you are feeling discouraged. Be honest with God and with others.

3. GET IN GOD'S PRESENCE TO GAIN PERSPECTIVE.

The Lord said, "Go out and stand on the mountain in the presence of the Lord, for the Lord is about to pass by." Then a great and powerful wind tore the mountains apart and shattered the rocks before the Lord, but the Lord was not in the wind. After the wind there was an earthquake, but the Lord was not in the earthquake. After the earthquake came a fire, but the Lord was not in the fire. And after the fire came a gentle whisper. When Elijah heard it, he pulled his cloak over his face and

went out and stood at the mouth of the cave. (1 Kings 19:11-13a)

He learns that God is working not just in the big miracles but also in the small moments...that the God who showed His power by fire is the same God who whispers in times of discouragement. God is not just a God of wonders but a God of whispers. And just because He is quiet, doesn't mean He is absent. In seasons of discouragement, we tend to think that God is far away. We often confine His presence to our big moments, but we must remember that God is speaking to us even when He is just whispering. A little later in the passage, we are told that God promises to leave 7000 who will never bow to Baal. Elijah feels like He is the only one left, but in fact, he is not alone. When we get in God's presence and hear His voice, we usually discover that things aren't as bad as it seems and that we aren't as alone as we feel.

4. GET BACK TO WORK.

The Lord said to him, "Go back the way you came, and go to the Desert of Damascus. When you get there, anoint Hazael king over Aram. 16 Also, anoint Jehu son of Nimshi king over Israel, and anoint Elisha son of Shaphat from Abel Meholah to succeed you as prophet. Jehu will put to death any who escape the sword of Hazael, and Elisha will put to death any who escape the sword of Jehu. Yet I reserve seven thousand in Israel—all whose knees have not bowed down to Baal and whose mouths have not kissed him. (1 Kings 19:15-19)

God was patient with Elijah during this time of discouragement. He fed him, and allowed him to rest. God spoke to him in a still, small voice, and encouraged him that he wasn't alone. However, every season of discouragement must eventually come to an end. At some point, you must get up and get back to work. Elijah still had a lot to accomplish in his life. He had kings to anoint and prophets to train. He still had fruitful years of ministry ahead, and he had a responsibility to set the next generation up for success. Don't let one of life's seasons become your life story. After taking some time to rest and to be refreshed in God's presence, shake off the dust and go to the next village. There is still work to be done, and I know that your best days are still ahead of you.



Landon Galloway is Director of Education at Destiny Ministries and oversees Destiny Leadership Institute. Landon also serves as campus pastor of Grace Church in Tomball, TX. Landon is married to Sarada and they have two daughters, Vanna and Zarra.

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WHY

DR. DEBRA ALLEN

On May 25, 2020, the world witnessed the senseless, cruel, death of George Floyd in Minneapolis. Anyone can replay the death captured on camera and understand that people are shaken. Reality hit all of us in the face and we can no longer ignore the cry for help that reached the ears of God. George Floyd was not the only one that has died at the hand of racism. The list can go on and on. But his death, I believe, was a wakeup call for all. A clear message is being sent that enough is enough. People want answers, solutions, and change. What is happening now cannot be fixed with a Band-Aid; it requires surgery to get to the root cause of the problem. I also believe it is a clarion call for the church. It is an opportunity for us to take a stand and lead the charge. We need to let our voice be heard on the matter at hand. Racism is about dominance and it goes against creation. The first place to start is with the "image" problem.

CREATED IN HIS IMAGE

In Genesis 1:26 God said, "Let us make man in our image and after our likeness: and let them have dominion over the fish of the sea, and over the fowl of the air, and over the cattle, and over all the earth, and over every creeping thing that creepeth upon the earth." If we consider the likeness of God, we would look in the mirror or look in the face of others, and see God. Being created in God's image declares that we are human with the breath of God in our lungs. We have been given life and we should always value it. If

we obey the scripture, we would not try to dominate each other. Adam was told to have dominion over the animals, fowls, fish and every creeping thing. If people understood, respected, and adhered to the fact that we are created in God's image and His likeness, some of the problems of today like hatred, jealousy, prejudice, strife, and racism would cease. But people, in general, don't have a clue nor care. It is our responsibility, as the church, to deliver a clear and understandable message on this gift of life that comes from the love of God. Love never fails.

TO LOVE GOD IS TO LOVE HIS PEOPLE

Earth is in a crisis. What are we going to do? We are going to share with people God's unconditional love. The message and the demonstration of love must be the same. Jesus answered the question regarding the greatest commandment. His response in Mark 12:30-31 was: "And thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy mind, and with all thy strength: this is the first commandment. 31 And the second is like, namely this, "Thou shalt love thy neighbor as thyself." There is none other commandment greater than these. Our love for God must fuel our passion to love and help His people.

We are God's ambassadors in the earth. I believe this can be the church's finest hour as we rally the intercessors, the ministers, and teams in the church and train them to deal with social and emotional issues. We need to have a plan and work the plan. Developing a good plan of action requires us asking the right questions.

NOW?

Some of those questions are:

1. WHAT ARE THE ISSUES AND HOW CAN WE ADDRESS THEM?

**2. HOW CAN WE, THE CHURCH, THE BODY OF CHRIST,
HELP THE PEOPLE HEAL?**

**3. ARE THERE ANY CHANGES THAT WE NEED TO MAKE IN OUR
LOCAL CHURCH STRUCTURE CONCERNING DIVERSITY, EQUITY,
AND INCLUSION?**

4. HOW DO WE MODEL HEAVEN HERE ON EARTH?

**5. WHERE DO WE BEGIN TO DEAL WITH UNITY AND RACIAL
RECONCILIATION?**

For change to occur, there must be more open discussions at the dinner table, in the workplace, in our families, in our neighborhoods, in our communities, and in all places in which we have influence. The church representatives must be at the table where decisions are made and policies are formed. There are many barriers that must be torn down. We must be willing to take a risk. We are change agents and there must be change. Let's seek God's face continually as to what we can do to make things better. Let's support change. Let's instigate change. Let the change of the new creature in Christ that permeates our lives motivate us to help others change.

As CEO of New Hope World Outreach, I participate in a meeting of CEOs of nonprofits that are funded by a local agency. The goal is to have honest and difficult conversations about race relations, white supremacy, and systemic bias internally as well as externally. We meet every two weeks to discuss the sensitive issues of racial relations and to assess the workplace climate. The ultimate goal is to share ideas and collectively form solutions to the problem.



AN EDUCATOR BY PROFESSION, DR. DEBRA ALLEN HAS OVER 30+ YEARS OF EXPERIENCE IN HIGHER EDUCATION TEACHING AND ADMINISTRATION. SHE IS A MOTIVATIONAL SPEAKER, VISIONARY, FACILITATOR, GRANT WRITER, AND CHURCH PLANTER. DR. ALLEN IS THE CEO AND FOUNDER OF NEW HOPE WORLD OUTREACH IN FORT LAUDERDALE, FLORIDA WITH TWO CAMPUSES IN GEORGIA. SHE PROVIDES OVERSIGHT FOR THE SANCTUARY INTERNATIONAL MINISTRIES IN FLORIDA.

THROUGH HER BUSINESS, STRATEGIC RESOURCES AND SOLUTIONS, DR. ALLEN CONDUCTS SEMINARS IN GRANT WRITING, LEADERSHIP DEVELOPMENT, CHURCH GOVERNANCE AND MANAGEMENT. HER GREATEST LOVE IS THE STUDY AND TEACHING OF THE WORD OF GOD AND IMPARTING THAT LOVE TO HER STUDENTS.

SHE IS THE AUTHOR OF THE BOOK, *FORTY DAYS OF PRAYER THY WILL BE DONE* AND *REACH DESTINY AWAITS*. *FORTY DAYS OF PRAYER* IS FILLED WITH INSPIRATIONAL MESSAGES TO HELP ONE GROW IN HIS OR HER PRAYER LIFE AND RELATIONSHIP WITH GOD. IT IS A JOURNEY DESIGNED TO LEAD THE READER THROUGH DISCOVERY AND RENEWED CONFIDENCE IN THE FACT THAT GOD DOES ANSWER PRAYER. IN THE BOOK *REACH*, APOSTLE ALLEN EXPLAINS FROM THE WORD AND EXPERIENCE, THE RESTORATION AND HEALING PROCESS THAT TAKES PLACE WHEN ONE EMBRACES THE TRUTH OF GOD'S WORD. *REACH* IS ABOUT RELATIONSHIP AND THE SIMPLE MESSAGE OF FAITH, TRUST, AND PERSEVERANCE THAT CAN HELP ONE OVERCOME ANY OBSTACLES IN LIFE.

ADDED TO DR. ALLEN'S ACCOMPLISHMENTS IN LIFE ARE TWO BEAUTIFUL DAUGHTERS, DR. STEPHANIE JONES, A VETERINARIAN IN FT. LAUDERDALE AND DR. CHANDRIA JONES, A SENIOR RESEARCH DIRECTOR FOR WESTAT IN ROCKVILLE, MARYLAND. APOSTLE ALLEN IS ALSO RAISING HER NIECE, DIONDRA WHO CAME TO LIVE WITH HER IN 2011.



WHY DESTINY LEADERSHIP INSTITUTE?

The purpose of Destiny Leadership Institute (DLI) is to make biblical and leadership training available anywhere in the world, enabling Christian leaders to develop **character**, discover **calling**, increase **competence**, and operate within their respective organization's **culture**. The training is designed to raise the quality of service coming from every level of leadership—not just those entering full-time ministry. The program is interactive, flexible, and affordable, so that emerging leaders can discover their purpose and develop their gifts, without interrupting other duties (i.e. family, work, local church ministry obligations). DLI seeks to be part of the answer to the prayer that Jesus instructed his disciples to pray, *"The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field. (Luke 10:2)"*

The mission of DLI is to train Christian leaders through both study and service. Students learn Bible, theology, and leadership through online courses, while serving as interns in their local church under the guidance of spiritual leadership.

GUIDING PRINCIPLES

- We believe that **character** is foundational to leadership. We do a great disservice to people when we teach them what they are supposed to do before we teach them what kind of person they are supposed to be.

- We believe that each person has a unique **calling**, that is to be discovered and developed.
- We emphasize the importance of **competence**. God expects excellence, which we define as "doing our very best every time."
- We are not competitors with the local church; we are partners with the local church. Thus, we seek to train leaders to operate within the structure and **culture** of their respective local church.

WHAT YOU WILL GAIN?

- **A practical understanding of the Bible.** Upon completion of the program, students should possess a practical understanding of the Bible including its major themes surrounding creation, fall, redemption, and restoration. Central to this understanding is a grasp of the gospel of Christ. Students will be given the tools to construct a framework for lifelong learning of biblical themes and truth, and are encouraged to continue the development of a scholarly approach to biblical truth along with an open heart to receive and apply biblical truth in their lives, while sharing that truth with others.

- **A practical understanding of theology.**

Upon completion of the program, students will understand the parameters of sound Christian theology and its implications in ministry and the Church. Christian doctrines such as God, Christ, the Holy Spirit, humanity, sin, salvation, and the Church will be examined in light of their biblical and historical formations, with emphasis on understanding and application in every area of life and practice.

- **A Christian worldview.** Upon completion of the program of study, students will have enhanced their grasp of what it means to view the world and all of its related activities from a Christian perspective. Students will be equipped with the tools to apply biblical and gospel truth in every arena of thought, word, and action, carefully avoiding the common malpractice of secular/sacred divide, but rather recognizing that God's truth has implications of all of life and governs our interactions with others and society as a whole.

- **Spiritual maturity.** Upon completion of the program, students are expected to have developed spiritual disciplines which serve as a means of God's grace at work within them bringing them to a greater spiritual maturity in Christ. Students will have opportunities to practice and develop these disciplines within the context of their studies.

- **The ability to lead as a servant.** Upon completion of the program, students will have an understanding of the leadership example of Jesus, and will have applied the principles of servant leadership in multiple ministry settings. Students will be expected to model these principles in the context of their local church and demonstrate them throughout their studies in relation to their local context and towards fellow students as well as towards faculty and staff of DLI. It is expected that the understanding and application of these principles will enhance the students' experience in learning and also lend itself to the goals of spiritual development and maturity.

**FALL SEMESTER BEGINS SEPTEMBER 7TH.
ENROLL AT [DESTINYLEADERS.COM/DLI](https://destinyleaders.com/dli)**

ALUMNI SPOTLIGHT: PASTOR JONATHAN WILLIAMS



One of the most impactful decisions I have ever made in my life is growing in my relationship with God through a more in-depth study of his word with Destiny Leadership Institute. My experience with DLI has left a lasting impression on me, and I will never be the same because of it. The content of this program is incredible, and the impact of what I learned from it has been transformational.

A little about myself, I grew up in a fantastic Christian home with a strong man and woman of God that truly paved the way for my brother and me to begin and grow a relationship with Jesus. Later in life, I was lead to college and graduated with a bachelor's in business administration. I felt the call to promote Jesus through carriers in real estate and financial management. While pursuing those carriers, I felt an urge to serve in the church. I was able to start on the media team and help there for a while. Later, an opportunity became available to lead our youth program. I started as a youth leader, then became ordained as a pastor. I knew God was calling me like He calls us all to a higher level in Him. That higher level I was feeling came with a decision to be a student of DLI. I had a four-year degree in business management and thought I had enough experience and education to understand how to lead in ministry, but I was blown away by how much I didn't know. DLI taught me in two years what I believe would have taken a lifetime to learn by myself. Upon graduating from the program, I understood that DLI doesn't only teach us the bible and ministry skills. It teaches us how to learn and continue to learn about God and ministry. I learned our education and growth in God are never complete.

In the past, upon graduation, I assumed it marked the end. The enlightenment I received from DLI is graduation is the beginning. It was the beginning of my life's most exciting adventure. A little while after graduating, our senior pastor was called to move to another ministry, and I found God knocking on my door and calling me into another role. I am not sure if I have ever been fully ready or prepared for most of the significant decisions in my life. This decision was different because of the strong foundation and community of believers that could support me in becoming the senior pastor that I had made through DLI. You see, DLI doesn't only teach; it touches our lives in so many ways. One of those ways is in the community it builds with other students in your class that you get an opportunity to make.

If you are interested in DLI, I would recommend it a million times over. It has been one of the most impactful investments/decisions I have ever made in my life. It has been the spark that ignited a fire within me for God and more of him that nothing can put out! When you become a student of DLI, remember this statement from Pastor Landon, "Don't just be a student in DLI but be a student of DLI." Completely submit to its leading and watch how God will elevate your life as you commit to him!

GREAT LEADERS ANSWER THE RIGHT QUESTIONS

DR. PHILLIP BRASSFIELD

Do you know where you are going? Have you thought, 'What's next?' Has the pandemic that grips the world and all the changes it has demanded caused you to wonder what the future is going to look like? All this can leave you feeling overwhelmed, disoriented and anxious.

During seasons of transition, the chaos of the world around us can cause us to answer questions no one is asking or to focus on the wrong questions, which leads to confusion. Answering questions is part of what a leader does during these seasons. People need answers but they should be in response to the right questions. They should be filled with hope and offer solutions that provide light, direction and help to move us forward.

Here are three critical directional questions you can answer that are sure to help your people move forward in times of transition:

1. WHERE IS GOD IN IT ALL?

I have always coached leaders that in every circumstance and situation requiring decisions and leadership, first be reconciled to God! **Before you speak - seek.** Before you speak to others,

seek God. Seek His wisdom, guidance and counsel. Look to the Scriptures. In uncharted waters and new seasons, the first and greatest question is this one: 'Where is God in this situation and what does His Word teach us? When we ask this question, we will discover He's where He has always been, doing what He has always done. I'm thankful for the Scripture in Malachi 3:6 where God gives us a glimpse into one of His fundamental characteristics when He says, "I am the Lord, I change not..."


While seemingly everything around us is changing at breakneck speed, and the lay of the land is changing like a land being torn apart by a massive earthquake, the Lord is not shaken. He is undeterred, undisturbed and unrelenting in His purpose and plan. The rhythm of His march toward His purpose is perfect in timing and strategy. Let the Rock of Ages be the foundation of your answers, solutions and plans. So, let's settle that right up front. I'm with Him. I'm going where He is going and going to do what He does, no matter what changes are required of me. This attitude puts me in a flexible posture of humility, one which a servant assumes in the presence of His Master. As a leader in the Kingdom in times of transition, a sure attitude of success is to

always consider yourself as second in command. Make sure the people know your position as second to the Lord. It will bring them great comfort.

2. WHAT IS ETERNAL AND WHAT IS TEMPORAL?

Many of the styles, techniques, and traditions we have held on to so tightly were never timeless; they were simply timely. They served a purpose and were even comfortable, but were not eternal. The word *temporal* is where we get our word *temporary*.

Great leaders in seasons of transition answer this question and help us discern the difference between what was meant to serve for a season and what was meant to last forever. For example, we often say we are committed to the message and use the method. Great leaders always keep that truth in mind and before the people. What is the difference between the core eternal message and the contemporary method that we use to share it? The first is a non-negotiable; the second is always up for discussion and reinterpretation. Asking the "eternal vs temporal" question is a great way to humble ourselves, and the methods we employ. It helps us stay grounded, keeping the main thing the main thing. It also encourages people to



assume this posture as well. Too often we sacrifice the eternal on the altar of the immediate. This is not a solid foundation and people will sense it. But when they know that you are always moving into the new with a strong sense of what really matters, they will follow you into an undefined future.

3. WHAT IS ESSENTIAL? What are we commanded to do? Biblical Commands define our purpose; contemporary methods serve that purpose. Great leaders help us not to confuse the two. We say, and rightly so, the Word of God is immutable and unchangeable. Jesus himself said that *"Heaven and earth will pass away, but My words will by no means pass away"* (Matthew 24:35). Therefore, when we are in seasons of transition, when we are uncertain about the future, we can ask ourselves, "Is there a command to follow?" **Before we seek to lead, let us first seek to obey. Obedience is the best way to enter any uncertain future.** As disciples of Jesus Christ, we have clear commands to follow into every generation and circumstance. For example, Jesus came into the world and His first message was *"From that time Jesus began to preach, and to say, Repent: for the kingdom of heaven is at hand"* (Matthew 4:17). In Mark 16:15, Jesus said, "Go into all the

world and preach the gospel to every creature...". In John 20:22, "on the same day Jesus was resurrected from the dead he said, 'Receive the Holy Spirit...'. And in Matthew 5:16, *"Let your light so shine before men, that they may see your good works, and glorify your Father which is in heaven"*. Christianity in any season is pretty simple: Repent, Relate, Receive, and Repeat.

During seasons of transition, things tend to move toward complexity and eventually anxiety. Great leaders calm their followers by simplifying the complex. Push toward simplicity. Identify what is essential and make it clear and simple.

There are certainly more questions that will need to be answered, but these three will give you a good start and will help to provide you a "God First" orientation. People move forward when fear has been overcome by faith - when they can see the future through your eyes of confidence. Let people know you have your future in focus, founded on these strong answers to fundamental questions.

HOW TO CHANGE NOTHING (AND EVERYTHING) IN MINISTRY RIGHT NOW

TERRY A. SMITH

Amid a global pandemic, everything is different. From our work location to our Sunday worship experience to our available groceries, almost every aspect of life is different.

As leaders of organizations and churches we've been asking ourselves how we can possibly manage to change everything we do at neck-breaking speed. We strategize and plan and learn new platforms and tools, and we devour newly-published best practices to help us adjust.

What if we're missing the more important question, the question that reminds us that we already know how to do this? We've been trained and equipped to lead and minister as intentionally hospitable leaders, and the current climate we're living in doesn't have to change that reality. Instead, let's ask:

How do we change nothing?

How do we continue to be who we fundamentally are, particularly as it relates to our organizational mission, vision, values and culture?

For The Life Christian Church in West Orange and Paramus New Jersey, where I serve as Lead Pastor, this is a particularly challenging question because our mission, vision, values and

culture are overlaid with a simple but implication laden word: "Hospitality."

Our philosophical operating system is hospitality.

But how can we practice hospitality in a world where everyone is mandated to quarantine in their own homes? If we cannot figure out how to practice hospitality in this present inhospitable environment, then we can no longer be who we are. And that is unacceptable.

In my book *The Hospitable Leader: Create Environments Where People And Dreams Flourish* I define a hospitable leader as someone who "creates environments of welcome where moral leadership can more effectively influence an ever-expanding diversity of people." Hospitable leadership is a worldview, a mindset, an approach.

Hospitable leaders know **how to create a sense of home**

Thankfully it can be practiced in many different ways - including as we are learning - an all online ministry. Consequently, as we have changed virtually everything as to how we do ministry during this season, **we have not changed who we are**. We have learned how to create environments of welcome through new technologies and mediums and are influencing a greater diversity of people than

ever before. We are looking at this season as we always have, through the lens of hospitality.

We believe that people desperately **need to experience hospitable leadership more now than ever.**

The good news? It's entirely possible, even as we conduct ministry online.

People need to feel home while at home

It is possible that never before have people spent so much time at home yet felt less at home. I am not suggesting that our physical homes are inhospitable, but that the atmospheric conditions of the world at large are cold and constantly encroaching. Pandemic. A daily deluge of terrible news. Sickness. Loss. Grief. Fear. Uncertainty. Loneliness. Division. I like to say that home is where the heart is warm and that hospitable leaders are experts in warming hearts. So how do we warm people's hearts when we cannot invite them to physical environments of welcome? When we cannot physically gather? When the operative phrase for societal survival is social distancing?

A primary way to warm hearts is to let people know how much we care for them and what they are experiencing. If there's ever been



a need for leaders to find ways to say “I care” and show it by what they actually do, this is it. And we have discovered – along with many of you – that this can be done in an all-online reality. ***We can and must warm hearts through every available means.***

So our very diverse team is having regular but essential meetings that begin with exploring “in your interactions with people inside and outside of our congregation what is your sense of what a diversity of people are experiencing and feeling?” Then we are designing ministry and methodologies to address people's felt and real needs. For instance:

Our weekend programming and teaching series gently shout “we feel you.”

We have set up 24-hour Prayer and Help Lines.

We have fostered community by increasing the number of active small groups and offering all of our groups online.

Our ministry teams are meeting – virtually of course – more than ever, though many of them are not able to physically serve at this time. They meet because the people need each other.

And we have stood up 16 hours a day of need meeting online programming that anyone can connect to from anywhere. TLCC TV includes daily programs for children and parents stuck at home – live daily devotionals – worship hours, and a lot of fun programs like exercise programs and story hours. I do a regular live show called “ask me anything.” We are having a great time doing this and the grateful response has been overwhelming.

I love the story of Jesus joining those two guys on the road to Emmaus. (Luke 24) They were discussing the crazy and confusing news of the moment and Jesus just showed up and began to walk with them. Later they said that they should have recognized Him because ***their hearts were burning in them while He was with them.***

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We must find ways in every season to meet our people wherever they are on their journey – to walk with them – to teach them – and to touch that place in their heart that burns when they feel at home. Only then can we hope to lead them well. How might you help your own community meet the need to feel home while at home?



Terry A. Smith is the author of the new book *The Hospitable Leader: Create Environments Where People And Dreams Flourish*. He has served

as Lead Pastor of The Life Christian Church for twenty-seven years. TLCC – a non-denominational faith community with campuses in West Orange and Paramus, New Jersey – is known for its vibrant diversity and robust leadership culture with people from more than 132 distinct communities in the New York City Metro area participating in the life of the church.

This article is the first of five welcomes in a 5 part series. Originally published online at www.terryasmith.com in May 2020. Edited for print. Used with permission.



VINTAGE CHURCH

PASTOR STEPHEN MARTIN | HARKER HEIGHTS, TX

Psalm 68:6a "God places the lonely in families; he sets the prisoners free and gives them joy."

Growing up, I came from a broken home. My dad left when I was five and my mom raised me, my twin sister and older brother by herself in rural Oklahoma. I remember even before Christ thinking as a six year old kids, life has got to be better than this. I knew something was missing and just before my tenth birthday, a close friend to my mom invited me to her church and that is where I would surrender my life to Christ. That's when my life was changed forever and my desire to build the local church was born. Over the next decade I would be mentored and raised by several families in the church, one of whom I would take the name Martin. As I look back, I see that Jesus saved my soul but His power through the local church redeemed my life. No one in my family followed God, I was the first but I wouldn't be the last. Later my mom, twin sister and older brother would all come to know Christ because of the change they witnessed in me. I would go on to serve the church in any and every capacity available, from cleaning toilets to serving teenagers to solving technical and logistical problems.

The instrument God used to rescue me would become the greatest call of my life. I met and married my wife, Kyla, in 2005 and we moved the very next month to help our youth pastor plant a church in Saint Louis, Missouri, Element Church.

We both completed our undergraduate degrees while in Saint Louis and God began to speak to us about our future, specifically serving military families. Kyla would accept a Health Professionals Scholarship from the United States Army and complete medical school in the spring of 2013. By that Fall we moved to Fort Hood, Texas and started gathering people to launch a brand new church in Harker Heights, Texas.

We started meeting new people and sharing our own story of life change through the local church and one by one people started joining the team. On Sunday, January 19, 2014 at 10:00 am we launched Vintage Church in a Cinemark Movie Theatre. We started with one big idea, that church wasn't a place you went to, it was a family you belonged to.

Biblically, the Church is more than an organization, it's a spiritual family. The mission and vision God gave us was Reaching People and Building Family. How? By helping each other take steps closer to Jesus. It was with this shared purpose that our church continued to grow and thrive as we grew from a few people meeting in my living room to a church of thousands.

After just eighteen months of being a portable church in a movie theatre, we leased our first permanent facility and completed a four month remodel of an old bingo hall in Harker Heights. After twelve months, we quickly outgrew this

space and in May 2017, we purchased ten acres and an infamous night club that would become our new permanent location.

Through every season of change and expansion, our purpose has remained the same. To build family, God's family. Even our name, Vintage Church, is derived from the idea that we are building on someone else's foundation, Christ's. The Church was here before us and it will be here long after us, we are its steward today. It is our time in God's family to build and take our place in His Plan for humanity.

Over the years we have grown in our passion to build spiritual family by making disciples. As we look into scripture, specifically Jesus' parable of The Seed and The Sower, we see a theological framework for discipleship. To be sure discipleship isn't some program or event but it does have a process that we can observe in people based on the law of sowing and reaping. This parable is mentioned in every synoptic gospel. In Mark 4 Jesus explains to his disciples that understanding this parable is the foundation to understanding every parable. He says the seed is the word of God and the soil is the condition of a persons heart. The first seed is immediately stolen away and the second seed falls away because it has no roots. The third and fourth seeds remain but only one bears fruit, the other is choked out by the worries of life, the

deceitfulness of wealth and the desire for other things.

Most people use guesswork when developing and discipling people. Those passionate about it will apply lots of hard work but the results are often difficult to measure or duplicate in others. What we need is a Biblical framework. Using the parable of the seed and the sower as a frame work for spiritual growth, we see that Christians find belonging in God's family in four essential areas: Connection, Service, Growth & Leadership.

We then strive to provide places and spaces for people to develop and belong in each of these types of environments. For example, we provide friendship in relational environments where people connect in weekly services, small groups, events and outreach. We provide places for people to serve on teams, as small group leaders and in community serve projects and outreach. We've also found that people primarily struggle growing in four areas personally: Faith, Freedom, Family and Finances. To help them grow in each of these areas, we provide an 8-week course in the Spring and Fall each year. Even if people are connecting, serving and growing but aren't leading, they will struggle to find lasting fulfillment. We provide leadership and discipleship

environments where people can be coached one on one and in small groups in practical areas of life and self leadership.

This emphasis on personal discipleship has really become the engine of our continued growth and success. Our church is located just outside the largest military installation in the world and over eighty percent of our church is active duty military. That means that each year nearly forty percent of our church moves to another installation. Even with this massive turnover, because of our emphasis on discipleship, we've continued to grow over twenty percent each year.

As God continues to write our story, we see our church as a place where spiritual family is built and exported all over the world. We see a church model that others can implement to develop and deploy world class Christian leaders into the local church and marketplace.

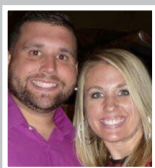


STEPHEN MARTIN HAS BEEN IN MINISTRY, SERVING THE LOCAL CHURCH FOR MORE THAN TWENTY YEARS. BORN AND RAISED IN TULSA, OKLAHOMA, STEPHEN BEGAN SERVING IN MINISTRY AS A TEENAGER, AND THEN AS AN INTERN AT HIS HOMETOWN CHURCH, CHURCH ON THE MOVE.

STEPHEN IS PASSIONATE ABOUT SERVING AND RESOURCING THE LOCAL CHURCH—SPECIFICALLY CHURCH LEADERS. IN 2009, HE STARTED ONE CHURCH RESOURCE, A GLOBAL, ONLINE, SHARING NETWORK FOR PASTORS, CHURCH LEADERS, AND CREATIVES.

IN 2013, STEPHEN AND HIS FAMILY MOVED TO TEXAS AND PLANTED VINTAGE CHURCH JUST OUTSIDE OF FORT HOOD, THE LARGEST MILITARY BASE IN THE UNITED STATES. TODAY, VINTAGE CHURCH IS A CHURCH OF THOUSANDS AND CONTINUES TO MAKE A SIGNIFICANT IMPACT IN THE CENTRAL TEXAS REGION.

WHEN HE'S NOT PASTORING PEOPLE OR COACHING LEADERS, STEPHEN LOVES SPENDING TIME WITH HIS FAMILY, HUNTING DEER, AND READING. STEPHEN'S WIFE, KYLA, IS A FAMILY MEDICINE PHYSICIAN IN THE UNITED STATES ARMY, AND THEY HAVE TWO BEAUTIFUL DAUGHTERS, ADILYN AND BREELYN, A SON, GREYSON AND ANOTHER SON ON THE WAY.



DREW & DIANA BRASSFIELD JOIN THE VINTAGE PASTORAL TEAM

Drew and Diana Brassfield are the newest members of the Vintage Church Team. Early in January, they attended a Destiny Connect Event at Oasis Church in Round Rock, Texas, along with many other Pastors from around the area. One of those Pastors happened to be Pastor Stephen Martin, Senior Pastor at Vintage Church.

During their time at the connect event they did just that, and got connected. Drew at the time was serving Church of the Hills as the Senior Pastor, and desired to learn and help his church grow and be more efficient. So he decided to get connected and build a relationship with Pastor Stephen, who was kind enough to take some time, and began to speak into their lives not only as a friend, but as a mentor and coach.

During the process of their friendship, God lit a spark between both the Brassfields and the Martins, and from there the invitation came to join the pastoral leadership team at Vintage. Obviously, one of the big questions was how was this going to work in a pandemic? Drew and Diana had faithfully served Church of the Hills in Lometa, Texas for over 4 years, and wanted to make sure the church was back in session before their move was made.

They talk often about how you leave one season is how you enter another. During their time at Church of the Hills, they mentored a DLI alumni, Jonathon Williams, who would ultimately step in and become the Senior Pastor at Church of the Hills.

After making sure that the Church was back in session, and in good hands, Drew and Diana began to prepare their hearts to serve Pastor Stephen and Kyla and the Vintage church family. During the process of transition, there were many prophetic words of confirmation about this move, and how God was putting it all together. Drew speaks of a moment when he knew Vintage was going to be home, and it's when he and Diana were having dinner one evening with Pastor Stephen, and Pastor Stephen began to share his heart about the future of the Church and how they wanted to impact not only Harker Heights, but all of Texas.

Although Church of the Hills will always have a special place in Drew and Diana's hearts, they know they are following the plan of God for their family, and are extremely grateful for the opportunity Pastor Stephen and Kyla have given them to serve on the team. Both families believe the best is yet to come!

The love of Christ for Iran and beyond.



Elam was founded in 1990 by senior Iranian church leaders with a vision to serve the growing church in the Iran region. From the beginning, Elam's passion was to train and equip Iranian Christians to reach and disciple their country men. In 1990 six emerging leaders arrived in England from Iran to begin their fulltime ministry training. They lived in a small, two-bedroom flat and used the kitchen as a classroom. Since then, Elam has seen many years of God's faithfulness. By God's grace, the ministry is growing and is being used to strengthen and expand the church in the Iran region in a significant way.



Ali is a young man who works in the shipping industry in Iran.

On June 7th, 2020, he was browsing Instagram and - to his surprise - saw that many of his friends were sharing the same live video.

Intrigued, he clicked and began to watch. His heart leapt with excitement as he realized it was a Christian worship service being broadcast from a neighboring country.

Afterwards, Ali left an extraordinary message for the team organizing the service: "I have been wanting to hear more about Jesus for three years," he said, "And today I found your service. Today, I prayed the prayer of salvation!"

Ali has since started to walk through the Safar discipleship journey with a fellow Christian in the region.

The service Ali stumbled across was one of a series of three online Sunday church services hosted to mark the occasion of Pentecost. The three services have been particularly evangelistic in emphasis: many believers invited non-Christian friends to join via Instagram, Telegram, YouTube and Facebook.

As a result, thousands of Iranians and Afghans heard the gospel preached in their own language during June. Many have put their faith in Christ. One believer told me with excitement that he had invited four

friends to join the services. None of them were believers and he hadn't been in touch with one of them for eight years. In the space of two weeks, all four of them have become Christians. This is the remarkable spiritual openness we continue to see across Iran and the wider region.

PLEASE PRAY:

- For Ali and the others who have put their faith in Christ through the services;
- For the people connecting with the new believers to help disciple them;
- For ongoing online ministry to reach more with the Good News of Jesus.

For more information about this ministry please visit elam.com.



IN TODAY'S CHAOTIC WORLD...

SO MANY OPINIONS, SO MANY VOICES, SO MANY HURTS, SO MANY WRONGS...
WHAT ARE WE TO DO? HOW DO WE RESPOND? WHERE DO WE STAND?

WE HAVE DECIDED!

JOIN US IN A FIRM COMMITMENT TO MEET THE CHALLENGES OF TODAY, TO REACH
TO THE OPPRESSED AND STAND WITH THOSE WHO HAVE BEEN WRONGED.
BEFORE WE JUDGE, BEFORE WE ASK QUESTIONS. LOVE FIRST!

Love
F i r s t .

A NEW CAMPAIGN FROM DESTINY. VISIT [DESTINYLEADERS.COM/LOVEFIRST](https://destinyleaders.com/lovefirst) FOR MORE
INFORMATION, PRODUCT AND MEDIA.

Building a NextGen Leadership Culture

JARRED MOSS

Youth and Young Adult ministry is wonderful but anyone at the helm knows it is a daunting, demanding task. Spiritually and relationally, yes. But it also involves the practical brick-building things like service, small groups, social media, games and supplies, campus outreach, pizza/coffee (because lets get real: possibly the biggest difference in youth and young adult ministry is whether we're serving pizza or coffee...I'm kidding. . . sort of 😊) and to accomplish all this we need help. You've heard it said 'recruit some volunteers,' but I say one of the greatest things we can attain as youth and young adult leaders is **a leadership culture.**

Culture is so powerful. Culture is the thing that is all around us. Culture is what is caught regardless of what's taught. Culture is what is taking place when nothing planned is taking place. Culture is the language, communication, style, cause, and atmosphere that keeps driving the ministry when there's no microphone, no meeting, no platform, and no branding. Culture is as real as the walls of our buildings and the logo's on our instagram account. Culture keeps working when we, pastors and leaders, aren't.

Because Culture is such a powerful thing, it's important for every young leader to take heed how we might be building our culture and

fleshing out the vision of our house into the atmosphere for all to catch and flow with. Certain questions emerge: What kind of culture do I want our youth to have? What is the atmosphere and temperature I want our young adults to acclimate to?

A culture of Excellence? A culture of Honor? A culture of Prayer? Purity? Exactly what our culture looks like will be different for every local Church, with different specifics, but the heart of the culture should always be guarded, tended to, and cared for. A leadership culture is your friend in nextgen ministry. And it's very different than a volunteer culture. Here's how:

- **VOLUNTEERS SERVE. LEADERS LEAD.**

- **VOLUNTEERS HAVE A FUNCTION. LEADERS HAVE A CALLING.**

- **VOLUNTEERS RELATE TO YOU BASED ON THE ROLE. LEADERS RELATE TO YOU BASED ON FRIENDSHIP.**

- **VOLUNTEERS HELP IN MINISTRY. LEADERS HAVE OWNERSHIP IN THE MINISTRY.**

And the cool thing is: leaders do everything volunteers do as well.



Many nextgen pastors struggle every year to re-recruit volunteers but a thriving, growing sustainable ministry almost always has, at its center, a leadership culture. Leaders walk differently, think differently, act differently. It's the difference between the good shepherd and the hireling. Many volunteers are happy to help, but they don't carry the burden or burn with the cause of the ministry. Leaders will outwork volunteers and raise up volunteers and be, themselves, volunteers.

If this is true, then one might beg the question: "Why don't more ministries get leaders rather than volunteers?" When Jesus called some of his own disciples he said to them, "follow me and I will make you fishers of men." The reason is simple: Volunteers can be recruited, but Leaders have to be made.

To have a leadership culture, you have to raise up leaders, and to do so takes time, attention and tenacity, but oh is it worth it. When you have a leadership culture, your nextgen ministry will catch fire as your leaders LEAD. Lead people to Jesus, lead discipleship groups, lead campus clubs, and more. They'll lead students to Christ, to Church, and then to serve as volunteers and, ultimately, to be leaders themselves! This is why it's so valuable to have a leadership culture.

At this point you might ask, "Well how do we get a leadership culture?"

A great place to start might be joining, and inviting your team to join, the Destiny Youth & Young Adult Ministry forum on Facebook. We're having a blast in it and would love for you to join the party. But even if you do, you're still going to have to do the work:

First, you have to make some leaders.

You do this by investment. Giving what you've got to who you've got. Leaders always start by being followers. They follow you in discipleship. This may take place in a small group or service or one-on-one.

Next, they take the step of serving.

Long before Jesus gave the disciples authority, he gave them responsibility. Youth and Young Adults need a sense of purpose and ownership in the ministry and this often comes by greeting, setting up, running sound or even running errands. Get your students in the game!

Third comes education. This may take place by way of a summer internship, a weekly Leadership class, or a great in-depth program like Destiny Leadership Institute. Your track will be different depending on your Church's vision.

Finally, comes authority. When you're leaders-to-be are of age and maturity, let them lead! Help them find their place in a small group, a campus club and beyond. Over time let them take over parts of the services and systems, and eventually even parts of the ministry! Ownership is what will set leaders apart from volunteers and when they buy in, your stock will go up!

Once you have leaders, It's time to sound it out! I believe we should plan, speak, and display the value of 'being a leader' in our culture. Always talk to your college students about how awesome it is to be a leader. Let your high schoolers know how great the intern track is. Do exclusive leader hangouts and meetings, and take pictures and post and promote to showcase just how great, and FUN, it is to be a youth/young adult leader. When you have exclusive, intimate relational interaction with your leaders and your students see it, many will long for that same opportunity and begin to dream of the day they can 'be a leader.'

And when your nextgen students start thinking and talking like that, congratulations student pastor: You have a *leadership culture*.



JARRED, ALONG WITH HIS WIFE EVELYN, CURRENTLY SERVE THEIR HOME CHURCH, THE RIVER, IN SEARCY, AR AS THE STUDENT PASTORS. JARRED IS A DLI GRADUATE AS WELL AS AN INTERN GRADUATE OF BETHANY CHURCH IN BATON ROUGE, LA. EVELYN IS AN INTERN GRADUATE OF INTERNATIONAL HOUSE OF PRAYER UNIVERSITY IN KANSAS CITY, MO. TOGETHER, THEY HAVE BEAUTIFUL YOUNG DAUGHTERS: ADDI-DREW (4) AND ELLA (1), AND ARE EXPECTING THEIR THRID DAUGHTER THIS FALL. JARRED SERVED THE DESTINY STAFF AS A RESIDENT INTERN 7 YEARS AGO, AND HAS SINCE HELPED WITH VARIOUS STAFF ROLES, CURRENTLY DIRECTING DESTINY'S YOUTH MINISTRIES AND PRODUCING THE DESTINY LEADERS PODCAST. JARRED AND EVELYN HAVE A GREAT DESIRE TO SEE THE YOUTH MINISTRIES OF THIS GENERATION EMBRACE THEIR LOCAL CHURCH'S VISION, CELEBRATE THEIR UNIQUE CALLINGS, AND FULFILL GOD'S PURPOSE FOR THEIR GENERATION.

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NOW WHAT?

COACHING THROUGH TRANSITION



DR. PHILLIP BRASSFIELD

As we move away from the epicenter of this pandemic and are negotiating the new norms that will undoubtedly follow, let's use this opportunity to reset our focus. Resist using a past frame of reference as a compass to guide your forward. A rearview mirror is only a fraction of the size of the front windshield. It's that way for a reason. It's there to give you perspective about where you have come from, but moving forward requires a clear vision of what's ahead, not what's behind. During this season, the fear threshold of most people has been adjusted dramatically. Take advantage of this reality and make the changes you need to make to move forward.

Here are several coaching suggestions to help you and your leadership team move forward:

- **Simplify.** Because of social distancing and the other effects of the pandemic, people are living and thinking a bit more simply. Get in that flow. Simplify your approach to everything.

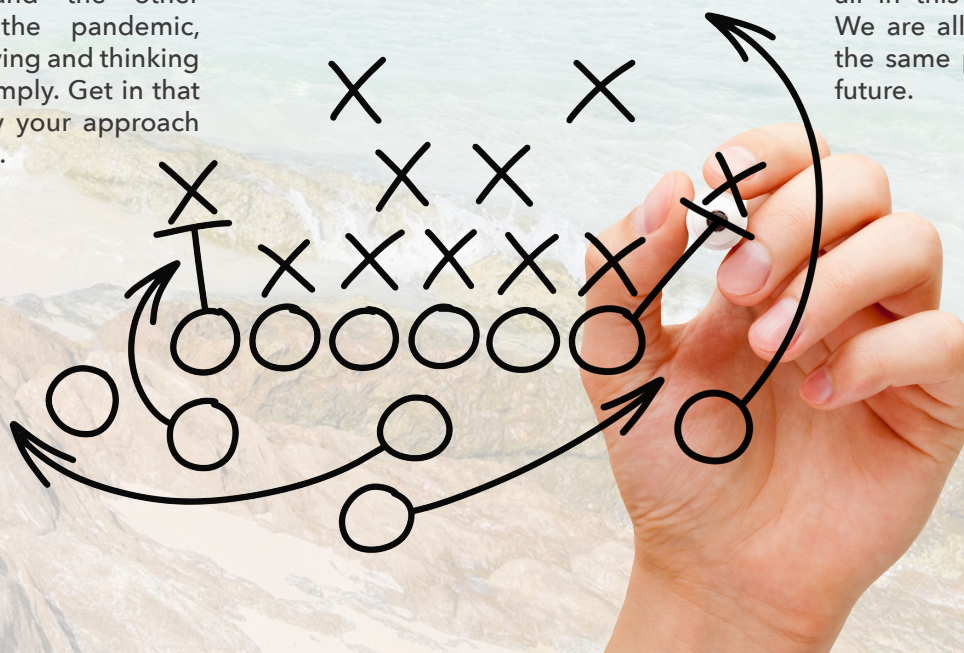
- **Clarify.** Audiences are going to be generally smaller (at least for a while). Speak the language of today and of the audience you are interacting with. If you need help, ask for it. Share your ideas with others, someone older, younger, more technologically experienced, someone from a different culture. Craft your message to your audience and the occasion with the goal to clarify your message. Try to always speak a message that is on time and on target and relatable to your audience.

- **Change.** Pray for the courage to let go of some stuff you have been holding on to that is not moving you forward. Think God's will and purpose, not personal preference. Determine what needs to change and change it. Effectiveness is always in style.

- **Decide.** Decide on some things. Get off the bubble. Decide on the things you need to keep and work on them. Seek new and creative ways to establish, introduce and sustain them, but become relentless. The eternal truths of God and His Kingdom are always the *pearl of great price*. Sell the farm if you have to, sell out to what is eternal. That was Jesus' idea.

- **Learn.** Learn from others. Focus on becoming a good student and less on being an expert. But always seek to share what you have discovered and celebrate when others get something figured out.

- **Give.** Give yourself and others lots of grace. Refuse to argue or debate nonessentials. Commit to encourage, support and assist in every way you can. We are all in this together. We are all going to the same place, the future.



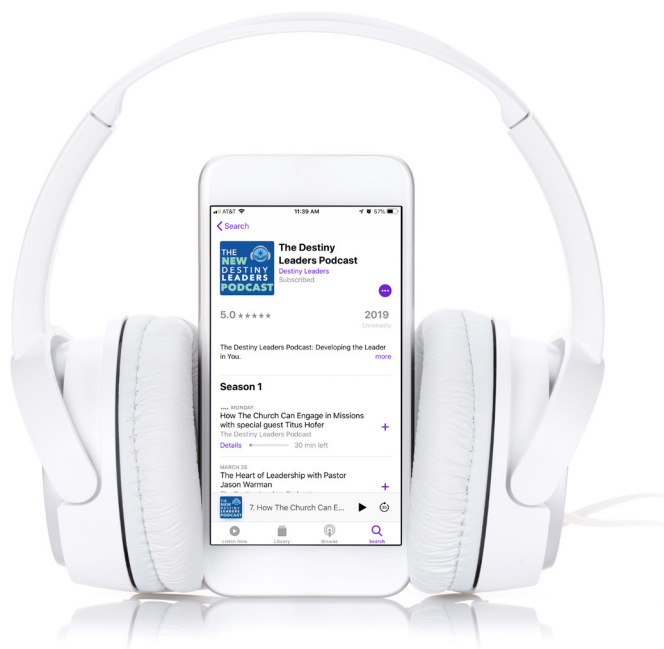


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