

HIGHLIGHTS

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Tim Faulkner

God's Work Outlasts Us

The Martins

A Farewell to the IBC

General Secretary

Passing the Baton of Leadership



God's Work Always Outlasts Us

And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ (Ephesians 4:11-12, ESV).



by Tim Faulkner
General Secretary

What Paul says in these verses might be summarized as “God’s work always outlasts us but never overlooks us.” The responsibility to grow Christ’s church belongs to stewards. Some are to prepare. Everyone is to participate. The church is the hero.

As we began to say goodbye to the church in Naples a couple years ago, Jacki and I had an opportunity to reflect on our role over the time that we had been there. We had played many roles in that church, but as missionaries we were always trying to develop successors and turn over our ministries to people who would be there long term so that we could leave the church in good hands. We realized that our role had become very important in that church and yet our desire for that church was not just to be healthy for the time of our lives, but beyond us for generations. God impressed on me the idea found in Paul’s words in Ephesians 4. Whether our time in a local church is short or long, we are simply stewards of what Christ is doing through His church.

As I step into a new chapter of ministry as the General Secretary of the International Baptist Convention, those who have been around me enough over these past four years know that I have a very strong sense that God has been preparing me for this. It wasn’t too many years ago that Jacki and I were talking, and I was asking her “Do you think that God perhaps led us not only from small towns in upstate New York to the city of Philadelphia and then overseas to Naples, Italy, to minister in a different culture with a different language, only to then take us on to something else that we never saw coming?” Indeed, God developed in us this idea that has been confirmed, that these steps in our development and these stages in our lives were so that we might steward well a new season with the International Baptist Convention.

It’s been millennia now since Christ left His disciples with the commission to make disciples. That group of apostles, empowered by the Spirit, gave birth to the local church, that because of persecution and other reasons, has spread around the globe. Today, we recognize that through the English language we have a unique opportunity in the International Baptist Convention to continue to make disciples of Jesus Christ. And we recognize that we have a context that we often call unique where we may have a very limited time to minister to the people who are in our churches. But I think that the message is the same whether the time is short or long, we are simply stewards of Christ’s work.

It is with great joy that I step into this role as GS and Jacki accompanies me in this. I am excited to be able to minister to you, serve you, and encourage you, the pastors and leaders of the International Baptist Convention. We recognize the value of your role for the people who will spend time in your church and will come to Christ in your church and for the people who will spend some time in your church and then be launched to other places where they will continue to make disciples for Jesus. We feel tremendous gratitude to the Lord for all that He has done in our lives and for the opportunity that He is allowing us to have in this role.

We want to get to know you and your families, and we want to be there for you, rejoicing with you and suffering with you. We want to help you, as all of us figure out how to appropriately minister in the context where the Lord has placed us. In so doing we find encouragement in the verse that I was given when I was baptized: “Therefore, my beloved brothers, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labor is not in vain” (1 Corinthians 15:58, ESV). God’s work always outlasts us but never overlooks us. 

STEWARDSHIP:

God’s work always outlasts us but never overlooks us. God gives us enough time and resources to accomplish what He wants us to accomplish both alone and with others. Our focus is multi-generational.

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COVER PHOTO: Jimmy Martin passes the baton of leadership to Tim Faulkner by Judith Lynn Maxwell

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Passing the Baton of Leadership

During the final session of the IBC's Annual Convention Meeting, General Secretary Jimmy Martin passed the baton of leadership to incoming General Secretary Tim Faulkner. Martin will retire at the end of the year, completing 18 years of service as the general secretary and 10 years as a pastor in the IBC.

Martin passed the baton literally – giving Faulkner one engraved with the names of the founders and general secretaries of the IBC. “I was handed the baton of leadership 18 years ago, and today I am handing it to you, Tim,” Martin said.

Martin continued encouraging and challenging Faulkner.

“The Apostle Paul compared the Christian life and ministry to running a race, Martin said. In a relay race, there is an ‘incoming’ and an ‘outgoing’ runner. At different times, and in different races, runners must play each part.

“With the help of God, I have tried to sprint toward the changeover zone, which is where we are today. I have sought to keep from dropping the baton during my leg of the race. You and I have had an opportunity to spend time together to make the transition a successful one.

“Tim, God has prepared you for your leg of the race. You have experience as a missionary and pastor and leader in the IBC. You have the strategic vision to see the lanes ahead. You have the energy and stamina that God's Spirit gives to help you to be faithful and effective. As you depend on the Lord, He will enable you to run the race set before you.

“It is your leg of the race to run as the leader. Some may think they know better than you how to lead, but God has put you in this place of leadership and, while you can and must learn from and depend on and work with many others, you are the person God has called – and the Convention has called – to lead. Lead humbly but lead confidently. Let the Lord use the gifts and abilities He chose to give you to run the race He has set before you.

“I and many others will be praying for you and cheering you on. We are here to give assistance and encouragement, but the race is yours to run. In the end you must answer to the Lord, the One who matters most.

“And I am confident that when you come to the occasion where you will pass the baton to the next runner, you will be able to do so with confidence that you have not run in vain nor aimlessly but with speed and skill and purpose and diligence.

“The baton also references 2 Timothy 2:2: ‘And the things you have heard me say in the presence of ma-

ny witnesses, entrust to reliable men who will also be qualified to teach others.’

“May the Lord bless you as you take the baton and begin your leg of the race.”

Laurie Martin also presented Jacki Faulkner with some gifts symbolizing her role as the general secretary's wife – a travel bag, a journal, and coffee cups. The installation service also included a charge to the Convention from GS Search Team Leader Nick Howard and a prayer of dedication by Carsten Lotz, pastor of International Christian Fellowship, Oberursel, Germany (see article on page 4).



Nick Howard offers a challenge to the convention and the Faulkners.



Laurie Martin presents Jacki Faulkner with a coffee cup representing part of her ministry.

Prayer of Dedication for the Faulkners

If anyone is above reproach, the husband of one wife, and his children are believers and not open to the charge of debauchery or insubordination. For an overseer, as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, but hospitable, a lover of good, self-controlled, upright, holy, and disciplined. He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it (Titus 1:6-9, ESV).



Dear Lord God, our One, True Chief Shepherd, the One before whom all pastors and elders must bow,

Our Father, we praise You for who You are and how You have revealed Yourself perfectly and fully in the person of Jesus Christ, who came not to be served, but to serve.

We worship You and praise You because You, our Chief Shepherd, came low in order to serve our greatest need, which is the sin that held our hearts captive, deluded our minds, and separated us from You.

Lord, we call upon You now and ask that you fill Tim and Jacki with your Holy Spirit. Lord, we have set apart this couple to oversee and shepherd this flock of IBC churches. Lord, You have said, "To whom much is given, much is required."

So, we ask that You empower Tim and Jacki for the task at hand. Empower them with Christ-like humility that they can go low for IBC churches so that Your church may rise to the high calling of making disciples and planting churches. As we read in Titus, we need Your sanctifying and empowering Holy Spirit to lead lives that are pure and upright and godly. Tim and Jacki cannot do this task without prayer-

ful dependence upon Your Holy Spirit, so we ask for Spirit empowerment.

Lord we ask that you protect Tim and Jacki from the evil one. We know that leadership comes with a unique set of temptations. So, we ask that You give Tim and Jacki a discerning spirit to resist the lures of power and money and the desires of the flesh.

Lord we ask that You give Tim and Jacki Your vision for Your church ... Your power for Your mission ... and Your love for Your people.

How abundant are the good things that you have stored up for those who fear you, that you bestow in the sight of all, on those who take refuge in you.

In the shelter of your presence you hide them from all human intrigues; you keep them safe in your dwelling from accusing tongues.

Love the Lord, all his faithful people! The Lord preserves those who are true to him, but the proud he pays back in full.

Be strong and take heart, all you who hope in the Lord (Psalm 31:19-24, NIV).



Carsten Lotz

PASTOR PROFILE

VICTORIA ALEKSANDRAVICENE AND ROBERTAS ALEKSANDRAVICIUS
Associate Pastors, Multination Church, Frankfurt, Germany



YEARS AT CURRENT IBC CHURCH: 2 years.

BRIEF PROFILE OF YOUR CHURCH: Multination Church is an international church in the heart of Frankfurt. We have a passion to see the expat community of this and other global cities of the world

come to know Jesus Christ. Our church is known for its hospitality and mutual care.

WAYS YOU ARE INVOLVED IN THE IBC: We are eager to build

stronger relationships and are grateful for the support of our wider international Baptist family.

OTHER MINISTRY INTERESTS: Robert is passionate about growing in the area of youth work. Victoria is very creative and works closely with Multination's design team.

PERSONAL INTERESTS AND HOBBIES: We both love reading and watching movies together. We love meeting new people, travelling, and enjoying good food.

FAVORITE/LIFE BIBLE VERSE:

Robert: Hebrews 12:1-3; Victoria: Ephesians 3:14-21

2020: An Interesting Year for Us All

LORD, you have been our dwelling place throughout all generations. Before the mountains were born or you brought forth the earth and the world, from everlasting to everlasting, you are God. ... Teach us to number our days aright, that we may gain a heart of wisdom. ... Satisfy us in the morning with your unfailing love, that we may sing for joy and be glad all our days. ... May the favor of the Lord our God rest upon us; establish the work of our hands for us; yes, establish the work of our hands. (Psalm 90:1-2, 12, 14, 17)

A YEAR OF SURPRISES

2020 has been an “interesting” year for us all. Beginning in March plans and schedules were dramatically altered. The IBC was no exception. Beginning with the last-minute need to cancel/postpone our Ministry Leadership Conference in Dubrovnik, IBC events one-by-one had to be cancelled or postponed. Our Annual Convention Meeting, while not cancelled, was held online for the first time.

2020 has also been a year of transition in the IBC. In March we called an online meeting to vote on the recommendation of the GS Search Team to elect Tim Faulkner as general secretary. Tim was approved overwhelmingly. I am full of joy and optimism, knowing that Tim will bring fresh ideas and strategic plans to ensure the health and growth of our family of churches

Nick Howard and the GS Search Team did a great job not only in their selection but also in working through the search process.

Last year in Naples I set forth three major objectives for the year – transition, progress, and partnership. The goals and action plans related to these primary objectives were closely tied with the work of our five core strategies and the Executive Leadership Team. In October I reviewed with our core strategy directors their progress in achieving their objectives and goals, especially in light of the unexpected challenges that the coronavirus brought

I am pleased that much of what we hoped to achieve has been accomplished although not in the ways we anticipated. We do not minimize the discouragement and negative effects of the coronavirus pandemic. However, our online meetings were a resource that helped us to connect as we prayed and struggled together to minister effectively.

Let me mention a few of the areas where I have seen significant progress and participation. Interest and participation in church planting efforts have increased through our online Church Multiplication Networks. Church participation with Right-Now Media and other online helps for churches increased dramatically, especially in the area of children’s ministries.

Leadership empowerment and connections were made possible through webinars and a Facebook

group for pastors, as well as a new online training opportunity with our partner, B.H. Carroll Seminary. Pastoral care for our leaders was planned and executed. Our women’s, men’s and youth teams continued to plan for the future in spite of their conferences being postponed in 2020. In the area of missions, we have been able to assist the people most affected by the COVID-19 virus – the refugees – in Lebanon, Greece, and Turkey. We have continued our missions support of church planters in Latvia and began new support in Albania in the midst of the pandemic.

Church visits, an essential investment for the general secretary, were put on hold for six months. This was a disappointment for me. Not being able to see pastors and leaders at our regular IBC conferences was also disappointing. I am grateful for the few churches that we were able to visit from the end of August to October.

Working with the IBC leadership – our presidents and core strategy directors, is the most important work I do strategically. The Executive Leadership Team members are the committed carriers and dedicated implementers of our mission to “mobilize and multiply disciple-making churches,” as well as our vision of seeing a “movement of global-minded churches that are reproducing healthy disciples, leaders, and congregations.” This year we made important decisions and took significant steps that will help us in the next year to improve our help to the churches. The ELT deserves your support and thanks.

Another team to thank is the IBC Finance Team, led by Erik Nielsen. They have done a splendid job of putting together the budget for the upcoming year by enabling our ministry priorities to be funded in spite of a “leaner” income this year.

The IBC staff continues to function well in every way. This year required agility as circumstances were in constant flux. The rapid changes to more online platforms, greater communication with our leaders, and sensitivity to “Zoom fatigue” were handled effectively. The staff also put a lot of time and energy to ensure a smooth transition of leadership. Lorraine Stringer and Judith Lynn Maxwell, our two IBC sup-



by Jimmy Martin
Former General Secretary

port staff members, are a treasure. They are great examples of servant leadership.

Laurie and I have walked together on this journey. I cannot express the depth of my appreciation and love for her support and care. There have been numerous times when her impact was far greater than mine in the lives of people in the IBC. She has also served faithfully alongside me in our local church through the years.

In our early days of ministry, we struggled with a “call to missions.” We agreed that God would lead us where He wanted us to go and were committed to follow His leadership. Our years in the IBC have enabled us to see and experience more than we could have imagined. God has been good to us. Although we look forward to being closer to family in the U.S.,

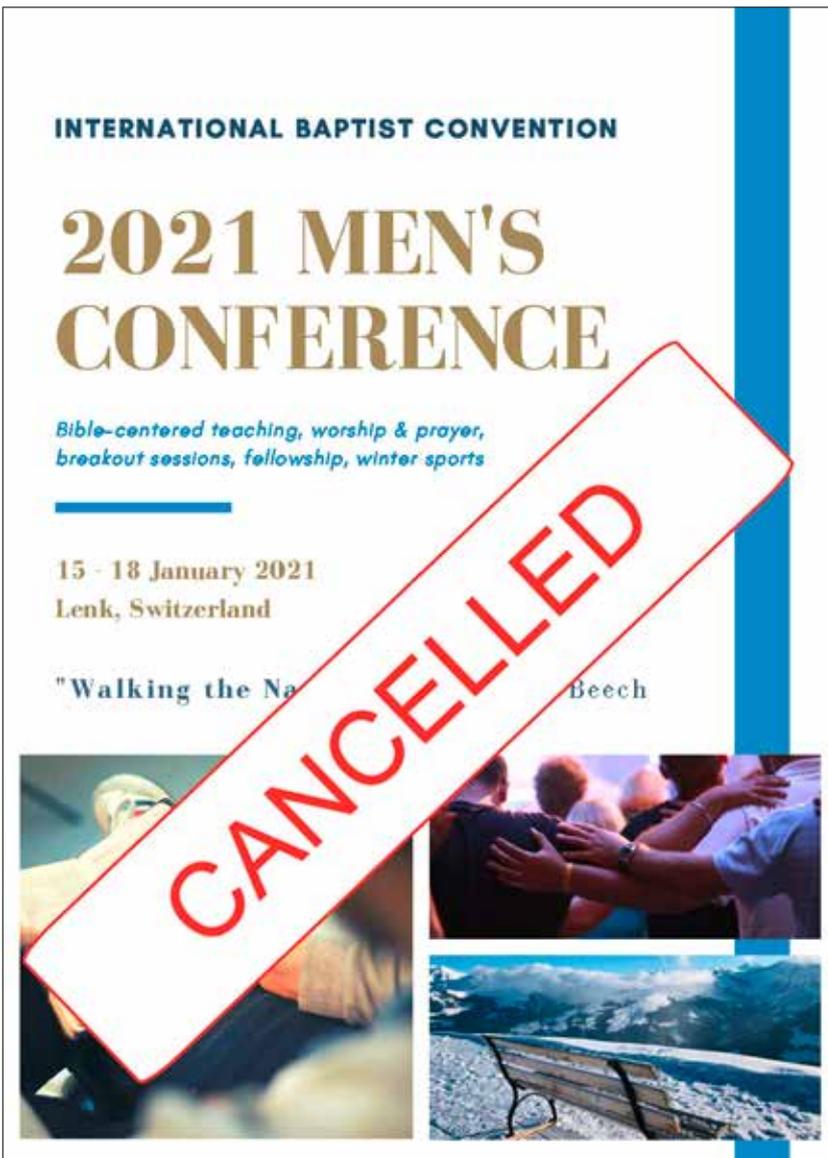
the IBC family will always have a fixed and warm place in our hearts.

You, the people who make up our IBC family, are the focus of all we do as convention leadership. As I have talked with IBC pastors and leaders I have been encouraged by the creativity and commitment around the convention. Moving to online worship services, mobilizing discipleship and ministry in new ways, and seeking to lead sheep that were widely scattered and isolated – all were significant challenges that church leaders faced and met. In the process, we made discoveries that will enable us to minister more effectively in the future as we seek God’s wisdom to put into practice lessons learned and opportunities realized.

IBC churches have carried on with their ministries effectively. Many churches reported increased participation in worship services, often reaching newcomers and others who had never participated before. Church discipleship and home groups met online through Zoom or other online platforms. Church plants found ways to move ahead even without the possibility of physical meetings. In this time of need, people who had never served in significant ways in our churches stepped up to serve. The Holy Spirit-empowered church has found new and creative ways to “be the church.”

WHAT’S AHEAD?

God’s faithfulness to us during these days provides a solid assurance that He will continue His good work in and through us. Jesus’ promise to build His church and to overcome the gates of Hades is still valid. We can move forward with the same confidence that Moses expressed in his prayer, *“May the favor of the Lord our God rest upon us; establish the work of our hands for us; yes, establish the work of our hands.”* 



The image shows a promotional poster for the International Baptist Convention 2021 Men's Conference. The poster features the following text: "INTERNATIONAL BAPTIST CONVENTION", "2021 MEN'S CONFERENCE", "Bible-centered teaching, worship & prayer, breakout sessions, fellowship, winter sports", "15 - 18 January 2021", "Lenk, Switzerland", and "Walking the Na Beech". A large, red, diagonal stamp with the word "CANCELLED" in white capital letters is overlaid across the center of the poster. The bottom of the poster includes three small images: a person in a yellow jacket, a group of people embracing, and a wooden bench overlooking a lake and mountains.

Farewell to the IBC

Saying “farewell” to the IBC family is for Laurie and me a farewell to friends who are also brothers and sisters. We have shared much together. I have visited all of our IBC churches, most of them numerous times. Pastors and wives and others in our churches have brought us many blessings along the way. I have experienced joys and victories with many of you and times of sorrow and challenge also. I have watched many pastors and leaders come and go in the IBC. The faces of IBC churches are constantly changing.

The IBC itself has changed. In 1993, Laurie and I and our three daughters – Angela, Leah and Karis, who were 9, 6, and 5 – arrived at Faith Baptist Church in Kaiserslautern, Germany. At that time the majority of our churches were still made up of mostly U.S. military members and their families, but that was changing rapidly as international churches were being planted and the U.S. military was drawing down. Today more than 2/3 of our churches are made up of mostly internationals.

Since I started as the General Secretary in 2003, much has changed in our family of churches. We have changed our name to reflect who we are. We have clarified our mission, vision, and values. We have streamlined our structure. We have set our sights on seeing healthy disciples, leaders, and congregations mobilized and multiplied.

But it is the people who have made the IBC what it is today, and it is the people who will shape the IBC of tomorrow. It has been our privilege to serve alongside some of God’s finest people – people of faith and vision and love and hope. We hope that we have in some way encouraged you in your life.

Whatever God has brought us through has been a prelude to what He has for the IBC in the future. You are the carriers of God’s message and His name. His reputation is at stake in every person and every church. Opportunities and challenges lie ahead for the IBC. With a continuing dependence on the Lord and a spirit of family cooperation, the IBC will continue on a good path. Our churches in the IBC have a lot in common, but we also are different. I think a key to our spirit of family as a convention has been to live with a core conviction that we belong to one another because we belong to Christ. We are sister churches in God’s family. Don’t let differences divide you; let Christ unite you as you serve Him together.

Laurie and I are eager to pursue the future God has for us. We look forward to seeing our children and grandchildren and other family members more often. We see this as a time not of retirement but of

“refirement,” to use Ken Blanchard’s term. We are refiring for new adventures as followers of Christ. Following Him and leading others toward maturity in the faith is a never-ending journey. We fully expect to continue running the race of faith to the end.



The IBC holds a special online event to say farewell to Jimmy & Laurie Martin.

We return to a country that is very different than it was 28 years ago. We also are different. Ministering in an international context has taught us that we are called to live as “aliens and strangers” on earth. Regardless of our location we want to belong to those people of faith who are looking for a better country, a heavenly one because we know God is preparing a city for those who know their real citizenship is in heaven.

We look forward to keeping in touch with many of you. Every time we hear of what God is doing in the IBC we will rejoice. We will carry you in our hearts, whatever we are doing and wherever we find ourselves. And we truly consider our time together as a partnership in the gospel. God is going to continue the good work He began among the churches of the IBC back in 1958. And we are confident He will continue the work He began in our lives many years ago.

*The LORD bless you and keep you;
the LORD make his face shine upon you,
and be gracious to you;
the LORD turn his face toward you,
and give you peace.*

Jimmy Martin

NOTE:

To see the complete farewell event, visit our YouTube channel:
www.youtube.com/user/ibcgermany/videos

Meet the Faulkners

This fall my father had the honor of stepping into the role of General Secretary for the IBC with my mother at his side. When my parents started their journey of following God's call into the mission field, they never could have dreamed this is where God would take them. But looking back, God's hand has clearly been at work throughout their lives, leading and preparing them for this work. I now have the honor of sharing with you just a small snapshot of who they are and how God has led them to this role.

Tim and Jacki Faulkner first met in the summer of 1987 at the Montrose Bible Conference. Tim had just finished his senior year of high school and was living at the conference with his family. That fall they attended Philadelphia Biblical University (now Cairn University) together, and in December of 1988 they were married. After receiving his degree in theology from PBU, Tim went on to Bethel Seminary, where he graduated with a Masters of Divinity. During his final year of seminary, he was struck when the professor of his missions course discussed how missionary efforts in Italy yielded few results and missionaries struggled to pass on their work to Italians who could continue to lead their churches.

Tim took a trip to Italy to meet and talk with missionaries there and kept a journal for Jacki who was working as a teacher in the U.S. He began to feel that God might be leading them there, and after reading his journal, Jacki began to feel the same. In Italy Tim had met the Monahans, who were missionaries with a clear plan for developing successors from the first day of their church plant. This intrigued Tim and Jacki and motivated them to join the Monahans. Within three years they had fulfilled all the requirements and raised enough support to join the mission field in Naples, Italy. So, with their two-year-old son and three-month-old daughter in tow, they followed God's call to Italy and began working with the Il Faro church.

When looking back on their time of ministry several highlights come to mind for my parents. During their time in Italy God opened their eyes to the blessings and challenges that come with a call to ministry in a country outside of your own. They came to love and appreciate the different culture, foods, and traditions that they were experiencing, and the brothers and sisters in Christ who grew in numbers as their mission work continued became as close as family. On the flip side, the challenges that they had learned about in regards to ministry in Italy were present as well. Sometimes the church hit road bumps, and often the progress of training Italian leaders and disciples didn't match what my parents

had hoped. But through this they learned that what was most important was to continue to persevere in the good work God had called them to and to know that God was in control of the results of that work.

And indeed He was. My parents say they have been blessed to see so many members of the church family step up, be willing to learn, and help the younger generation grow into the future leaders of the church. People who had never had experience with any education beyond the high school level took courses on the Old Testament, Greek, Apologetics, and more with Tim and Tim Monahan. And in the past six years my parents have seen the youth that grew with the church step up to roles in leading the new youth groups, small groups, and even Sunday morning worship. The biggest highlight of my parents' ministry at Il Faro came just last year, when in January 2019 my father handed the baton of pastoral leadership to Danilo Bozza, who had been training with him on-the-job for the past 10 years. This was an incredible blessing for the church and another moment in which it became evident that God's hand was at work in the life of my parents and of Il Faro.

Another aspect of my parents' ministry in which God has worked is in bringing together Il Faro and the IBC. My parents had always said that they would live and serve in Italy for as long as God wanted them there, so they expected they would spend years in Italy ministering to Italians alone. But in 2007 an IBC church that primarily served individuals working on the nearby U.S. Navy base was struggling to keep its doors open, and God brought an opportunity for this IBC church and Il Faro to merge. While unexpected, this was definitely a blessing, as my mother often still remarks that the church became "a small taste of what heaven will be like, with many different cultures and languages all worshipping together." God definitely had bigger plans for Il Faro and my parents' ministry than they could have thought. Now they found themselves not only ministering to Italians but to people from other cultures and backgrounds as well.

My dad was soon invited to become the captain of the Southern European Lead Team for the IBC, and my parents began attending the IBC meetings twice a year. In the fall of 2017 Tim was elected onto the Presidential Leadership Team and ever since has participated with the Executive Leadership Team. During all of this, he continued to work with Il Faro and with Danilo, and they came to a decision about when the baton of Il Faro's leadership would be passed.



Ryan, Jacki, Camryn,
Tim, & Janay Faulkner

Both of my parents were prepared to continue to serve the Lord wherever He brought them next, and they assumed that it might be in another area of Italy. They prayed that God would show them where He wanted them next. When Jimmy Martin decided to retire and the timing of his retirement lined up with the timing of my parent's passing the baton of leadership to Danilo, they began to wonder if maybe this was where God was calling them. Looking back over the years they could see how their work as missionaries, as leaders of an international church, and as partners with the IBC might have been God's way of preparing them for this role. So my father applied for the role of General Secretary of the IBC, and they prayed that if God did not want them in this role, that He would close the door. My parents and many others who came alongside them prayed that God would make it clear where He wanted them, and the response to these prayers was a resounding positive vote from the churches of the IBC to accept my father into this position.

My parents have always had open hearts for following wherever God leads them, and it has been a wonderful example to me and many others. They are excited for the work that He will do through them in this new role and are looking forward to being a welcoming presence in the IBC. They can't wait to share some of their Italian coffee and the hospitality they learned from their years in Naples to all who work alongside them or visit their home.

My parents are in the interesting stage of life of watching their kids become independent adults.

Ryan, 24, is living in Chicago. He is our competitive and perfectionistic first-born, with a loyal heart and a love for others, who completed his masters of architecture this past year and is now seeking a job in a firm in Chicago. He is part of a small group that meets every week and is praising the Lord for the loving friend group he has there.

Camryn, 20, is living in Montrose, Pennsylvania. She is a creative soul with a huge heart. These days her artistic nature is best expressed through the baked goods she creates each day for an Italian restaurant where she works. People love the work she does and have often remarked that her desserts are the highlight of their day. She continues to work hard while listening for what God wants her to do with her skills in the future.

I am Janay, 22, also living in Montrose, Pennsylvania. I am a lover of life and am always focused on the positive. I have followed my love of God's creation to a degree in environmental science, and now am searching for work in this field. I feel blessed to be able to live with my sister again now that I am no longer in school and am grateful that God has provided a temporary job at a restaurant.

I am so blessed to have been able to witness the journey that God has brought my parents on, and I hope that this small snapshot of the work God has done in the past has made you as excited to see the work He will accomplish in these next years as it has made me.



Janay Faulkner

Intentional Multiplication

Principles Driving our IBC Church Multiplication Strategy



Darryl Evetts
Multiplying Churches Core
Strategy Director

“Nobody finishes well by accident.” – John C. Maxwell

“Intention is to say, ‘I have a dream, and now I’m going to do something about it.’” – Jeremie Kubicek

“Multiplication is the intentional transfer of knowledge, skills, and expertise into the lives of the people you lead. The key is being intentional.” – The 100X Leader

Intentionally transferring knowledge, skills, and expertise can look very different from one organization to the next, from one church to the next, and from one leader to the next. Communication is key. Four of the most effective ways to multiply into others is through informing, training, coaching, and apprenticeship. We’ve developed our church multiplication strategy around these four approaches.

INFORMING



Informing is probably the most common and traditional approach to intentionally transferring knowledge, wisdom, and skills. Sharing information is typically done in a one-way manner. This can occur through written, verbal, even video mediums. The hopeful return on investment with informing is: consistency where everyone gets the same information, efficiency with mass communication, and inspiration where engagement and buy-in to the future vision is created. There is incredible power in informing when done well.

Our first strategic objective in multiplying churches is to **inform** all IBC leaders about church multiplication-related subjects and news. We intend to use Facebook groups, *Highlights* articles, monthly newsletters, our website, and personal opportunities at IBC events and church visits. Our goal is to increase our leaders’ awareness of church-planting topics and the church-planting activities of our IBC churches.

TRAINING



Multiplying by way of training occurs by facilitating learning events with intentional objectives and a planned process. Training is said to be most effective with groups of 15 to 25 but can stretch as high as 50 people. However, the long-term ROI diminishes as the level of genuine interaction declines. People need to interact frequently with the content and with others and see the practical application for their immediate context.

Our second strategic objective in multiplying churches is to **train** all interested IBC leaders in church multiplication-related subjects. We plan to use primarily two learning events: annual Multiply Conferences and monthly Church Multiplication Network (CMN) online gatherings.

The purpose of the Multiply Conference is to invite every IBC church into the conversation and learn about multiplying international churches around the world. The conference is a venue for discussing the many facets of international church planting, generating ideas and discovering opportunities to inform our church multiplication efforts.

CMNs are for everyone – parent church leaders, church planters, church plant team members, church leaders who want to help partner churches, and anyone else with a desire to play a role in seeing disciples and churches multiply. Our CMNs are gathering online once a month to share their church’s multiplication plans and efforts, learn together, encourage one another, and develop disciple-making competencies and leadership effectiveness. Networking together

brings immediate benefits to participants personally, to their churches, and to the churches being planted.

The hopeful return on investment with training is focused content relevant and timely for our leaders, connection leading to relational engagement with other leaders, and identification of leadership talents and skills that can be shared in broader contexts.

COACHING



Coaching is the consistent investment in leaders over time with mutually agreed upon objectives, in an interactive learning process. In his book, *The COACH Model for Christian Leaders*, Keith Webb defines coaching this way, “Coaching is an ongoing intentional conversation that empowers a person or group to fully live out God’s calling.” Coaching could look like one-to-one consulting, best practice core groups, or a number of other approaches. With any coaching approach, it must be intentional to see real results.

Our third strategic objective in multiplying churches is to **coach** potential parent church pastors/leaders toward church multiplication. Our goal is to come alongside those IBC leaders/churches who would invite us to walk with them through an intentional season of moving toward church planting. We want to help the church prayerfully discern and develop its own vision, mission, and strategy for disciple-making and becoming a parent church.

The hopeful return on investment with coaching is depth of appropriate support and challenge, collaboration – sharing best practices in real-life situations, and accountability for obtaining results. We hope to see an increased number of IBC leaders leading their church to plant churches and an increased number of IBC leaders partnering with other churches to plant churches.

APPRENTICESHIP



Apprenticeship appears to be practically a lost art in most places. Once upon a time it was the norm for training almost everyone. Apprenticeship is the intentional transfer of knowledge, skills, and expertise into an individual or select few. To apprentice is to invest long term in another person who has potential, capacity, and desire to replicate skills and competencies. It takes significant commitment on both sides.

Our fourth strategic objective in multiplying churches is to **apprentice** a select few leaders onto our Church Multiplication Leadership Team (CMLT) for long-term church multiplication direction for the IBC. We’re looking to identify leaders who show a passion for church planting and desire to serve in convention leadership. We intend to apprentice one leader on the CMLT to co-direct the IBC’s church multiplication strategy.

The hopeful return on investment with apprenticeship is capacity raised up in others, scalability allowing the organization to grow, and influence expanding.

Here’s a closing thought. In addition to this intentional multiplication approach applied to our IBC family-wide church planting efforts, how might intentional multiplication impact your church’s ministries, your disciple-making efforts, and your leadership development?

“Be very careful, then, how you live – not as unwise but as wise, making the most of every opportunity.” (Ephesians 5:15) 

Source credit for *Intentional Multiplication*:
www.giantworldwide.com

GMO 2020 to Reach the “Least of These”

The IBC’s 2020 Global Missions Offering is going to help some of the “least of these” in the world today – the women and children refugees in Lesvos, the schools and children in Lebanon, and the Pomeranians, a little-reached people group in Brazil.

IBC MISSIONS

Forty percent of the offering is for IBC Missions, and this year is going to All4Aid, founded by former IBC pastor Rodrigo Assis da Silva. All4Aid is on-site on the Greek island of Lesvos and have been offering hygiene and laundry for the women and children, first in Camp Moria and now in the new settlement.

All4Aid is looking to move their center closer to the new settlement so that they can serve the community better. In the meantime, they are running a shuttle bus from the settlement to the center so that women can have showers and do laundry.

“Yes, we have facilities that provide women and children with important basic needs like hygiene and laundry,” All4AID writes, “but we also want to be a space that does more than that. We are a space where women and children can be safe, where they can learn and where they can build community, no matter how much time they are with us for.”

IBC AID

Thirty percent of the offering is for IBC Aid, and this year it is going to help some of the people hardest hit by the explosion in Beirut, Lebanon. This calamity could not have come at a worse time for a country on the brink of financial collapse and social implosion while the number of coronavirus cases continued to surge.

Our gifts will be directed to the Lebanese Baptist Evangelical Convention and the Lebanese Society for Educational and Social Development (LSESD). LSESD, in particular, is currently helping several schools in Beirut repair the damages caused by the blast and is looking to help a larger number of schools get back into shape as the new school year starts.

The explosion destroyed more than 70 public schools and 50 private schools. Because of the economic situation, schools are struggling to rebuild and survive. LSESD writes, “The major challenge our educational system is facing is that what we lose today cannot be salvaged tomorrow; damages that are incurred have lasting effects.”

EBMI PROJECT: POMERANIANS

In the bleak part of the mountainous area of the state Espirito Santo, Brazil, live approximately 120,000 descendants of the German Pomeranians in great poverty and with no perspective. They are heavily influenced by superstition and the occult. Up to today, they speak their Pomeranian dialect, and some of them hardly speak any Portuguese at all.

Valério and Sandra Kurth, of Pomeranian descent themselves, are passionately working to reach their own ethnic group. The Kurths and three other pastor couples have formed a network to strengthen the church planting and to make it more effective. They want to plant churches in still unreached places in creative ways. They are sharing the good news with people through the radio and by spreading DVDs and CDs with evangelistic movies and messages in their own language. This initiative is proving quite effective.

The Pomeranians are a closed group and do not accept new things easily. When people do find faith in Christ, their lives are being changed completely and radically. And people see the changes in their lives and begin to ask questions about their new life. 



All4Aid provides shower facilities for women.



Beirut blast causes damage in schools around the city.



The Kurths work with Pomeranians in Brazil.

GLOBAL MISSIONS OFFERING

December 2020

*Declare his glory among the nations,
his marvelous deeds among all peoples.
Psalm 96:3*

30 percent PARTNERSHIPS



Baptist Convention of Brazil
Valerio & Sandra Kurth
Mission Among the Pomeranians
ebm-international.org/en

-- search for 'church development project pomeranian'

40 percent IBC MISSIONS PROJECT

All4Aid

Founded by Rodrigo Assis da Silva
Multination Church, Frankfurt, Germany
Refugee ministry on Greek island of Lesbos
Focus on supporting women and children (laundry, showers, education, recreation)
all4aid.org

30 percent IBC AID

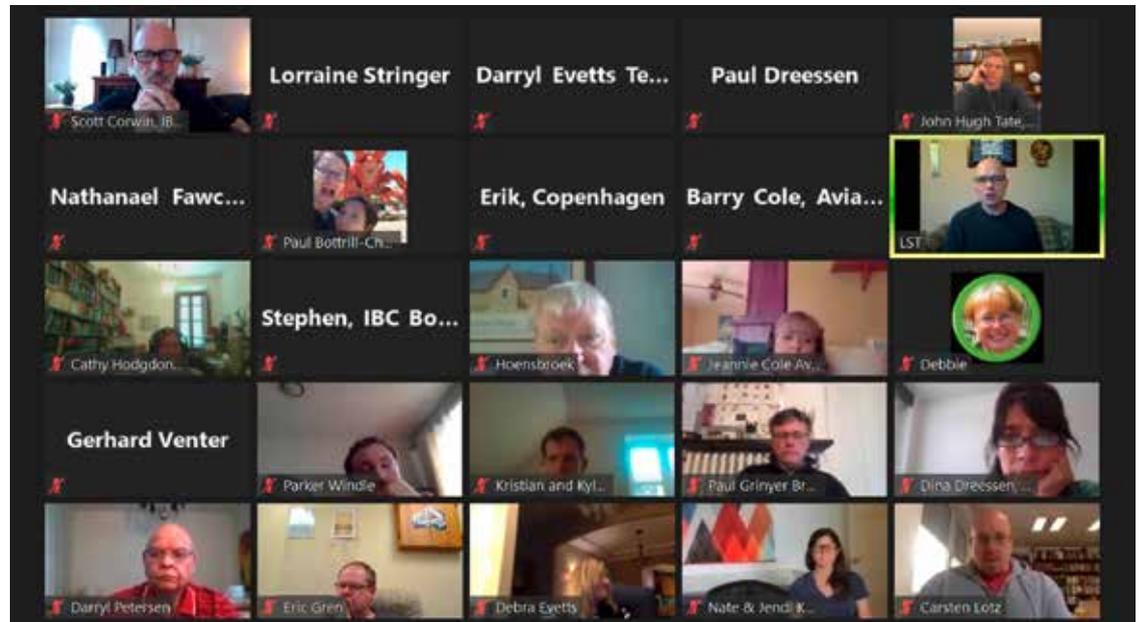
Economic & Explosion Recovery Relief
Lebanese Baptist Evangelical Convention
Lebanese Society for Educational and Social Development
info@lebanesebaptist.com
lsesd.org

Please pray about giving to the 2020
IBC Global Missions Offering.
Reaching the nations through giving!
Thank you for your support!



INTERNATIONAL
BAPTIST
CONVENTION

IBC Welcomes 3 New Churches



The International Baptist Convention's at its online 57th Annual Convention Meeting, held 27-28 October, said farewell to General Secretary Jimmy Martin and welcomed new General Secretary Tim Faulkner. It also welcomed three new churches, approved a €363,432 budget for next year, and heard reports from Martin, Faulkner, and the five Core Strategy Directors.

Middle Eastern Christ Church International in Cairo, Egypt, was welcomed as a full member in the Convention. International Baptist Church, Bonn, Germany (a church plant of Cologne), and United Community Church in Buenos Aires, Argentina, were welcomed as associate members.

Earlier in the year the Executive Leadership Team (ELT) and the Finance Team approved a change to the fiscal year of the convention to be 1 October – 30 September. The new fiscal year aligns better with the ministry year of the convention. The €363,432 approved budget for 2020/21 was a 10.6% decrease from the current year. Finance Team Leader Erik Nielsen reported that giving to-date for 2020 was at 85% of budget.

The convention also approved a \$30,000 Type 4 grant of the IBC Endowment Fund to the IBC Residency Program. This program has had success for the past year in helping to train and develop new pastors and church planters. The grant will allow the convention to give grants to churches to help with their resident program. During the course of the year, the convention has awarded matching grants to Aviano Baptist Church, Italy, and North Sea Bap-

tist Church, Stavanger, Norway, for renovations and repairs to their existing buildings.

The convention also heard presentations from the two general secretaries (see articles on page 2 and 5) and each of the strategy directors concerning their strategy and plans for the coming year. Darryl Evetts (multiplying churches), Barry Cole (strengthening churches), David Fresch (empowering leaders), Scott Corwin (building connections), and Judith Lynn Maxwell (developing resources) shared their goals for 2020/21.

The convention also affirmed the decision by the ELT to have three presidents without designating them as president and vice-presidents. Each would serve for three years with one rotating off each year. During the final business session, Nick Howard, pastor of Immanuel Baptist Church, Wiesbaden, Germany, and Nathanael Fawcett, pastor of Calvary International Church, Sao Paulo, Brazil, were re-elected to the Presidential Leadership Team. Erik Nielsen was elected as the third president and will step down from the Finance Team.

The ACM closed with the installation of Faulkner as general secretary (see articles on pages 3 and 4). The convention said farewell to Jimmy and Laurie Martin in a special celebration on Wednesday after the ACM (see article on page 7).

Messengers from 38 churches as well as two church plants and a number of guests participated in the meeting.

Oberursel, Germany

A REFUGEE WOMAN asked, “Why are you doing this for me?” The answer, “Because we love you.” She’s the second wife, relocated to a different shelter with the youngest kids. Isolated. Alone. We were walking in the rain, and she needed a coat and boots. Confused why we would even care about someone like her.

When ministries seem to stop because of social distancing and fear, we go before the Lord and ask what paths He is desiring us to take as a church to reach the immigrant community He placed in our backyard. The Middle East is closed to hearing the Good News, yet God has allowed such a population around our church, International Christian Fellowship, Oberursel, Germany, and we hope to be faithful in building relationships to share our hope and watch God’s Kingdom grow. As a church, we want to be wise stewards in protecting people in such a time, obeying governmental authori-



ICF hosts a German class for local refugee women.



Sports connects ICF with refugee families.

ty, and continuing the Great Commission God has commanded us.

Through this time of COVID-19, God has given us different boundary lines in how to fulfill His work. We had someone make more than 200 masks to distribute to refugees. Instead of our usual larger soccer camp, we did a smaller sports camp that allowed us to interact with the kids more and connect with their families better. We are additionally hosting a German course for immigrant women that provides free childcare from our church so that we can continue to assist these women in a small step of their integration in Germany.

But the part that is most exciting is that there have been several people from our church that have decided to take a step of

faith and meet an immigrant family. In our context, people are often travelling and unable to invest in others due to families or jobs. But COVID-19 has allowed people to be here, see others’ needs, and become aware of the broken. And people are responding. We will have to continue to think of different ways to serve our community, but it is the Holy Spirit that is awakening the church to respond by walking with others like Jesus demonstrated to us. We may not be certain what the future brings or how long COVID-19 will last or when the next challenge will come, but we do know that our Father is always working. And why? No other reason than He loves His children. 

Laura Meller

In Memoriam

Sympathy is extended to the families of:

NINA PINKSTON

Christian Education Consultant, 1982-1992

Born: 30 December 1929

Died: 2 December 2019

RICHARD PAGE

Pastor at Butzbach and Petersburg, 1980s

Born: 3 August 1936

Died: 23 September 2020

GEORGE HAYNER

Interim Pastor at Bremen, Heidelberg, Jurbise, Kiev, Mannheim, St. Petersburg, Schweinfurt, Metterich, Sedge Fen, Sofia, & Vilseck; IBC & *Highlights* volunteer, 1996-2019

Born: 9 November 1935

Died: 24 July 2020

Members of our IBC churches who died this year.

San Jose, Costa Rica

WHAT AN INTERESTING time we are living in during these months of COVID-19. Like many other churches around the world we have been greatly impacted in our attendance due to health concerns and governmental restrictions. However, the Lord has been good to our congregation as we have been able to provide online worship services, have Bible studies online, and serve our local community by providing food to those in need. Over the last month we have begun to have our services in person which has been an encouragement to those longing to participate in corporate worship.

Though it was bit of a challenge at the beginning of the crisis, our online services have proven to be quite a blessing as we waited for government restrictions to loosen. We encouraged our congregation to stay strong in their relationship with the Lord by doing sermon series such as “Abide in Christ: A Study in John 15” and “Spread Love: A Study on



the Fruit of the Spirit.” Since many of our expats are from the U.S., we felt it necessary to address some of the racial tensions happening due to the tragic death of George Floyd. As we went through these various series on Sunday, our weekday online Life Groups would dive deeper by discussing the sermon and Bible verses related to the topics. Since all our groups are online, it has been fun to have previous attendees of our congregation join us from around the world as well.

We are also very thankful for the generosity of those in our congregation and outside our church who have financially donated towards the small food bank we created to help our local community. As of now, the unemployment rate in Costa Rica remains at 25%, and there are many in need. Since March, we estimate that we have given more than 1,000 bags of food to help many people suffering from the economic crisis brought on by this pandemic.

Finally, though online viewing remained strong for these past months, we



IBC Costa Rica provides food bags to local families.

are very thankful to now gather again in person for our Sunday services. As with many churches, our attendance drastically decreased from our pre-COVID numbers, and we face the challenge of building up our Sunday attendance. Since we are unable to provide accommodations for small children or youth until health restrictions change, it has been difficult for us to convince some families to return to our physical services. However, each week more and more new people are trickling in, and we hope within the next few months to begin to have multiple services at our building once again.

Joe Sanchez

PASTOR PROFILE

STEPHEN D. CAMPBELL – International Baptist Church, Bonn, Germany



WIFE: Elizabeth (m. 2011)

CHILDREN: Caleb (5) and Deacon (3)

YEARS AT CURRENT IBC CHURCH: 1 year

BRIEF PROFILE OF YOUR CHURCH: We are a two-year old church plant of IBC Cologne. We are highly international with a high percentage of German nationals. We are praying for the door to open for a German-speaking church plant within the next year.

WAYS YOU ARE INVOLVED IN THE IBC: We are hoping, as soon as possible, to begin planting new IBC churches in the region.

This will be possible because of our existing church partnership with IBC Cologne as well as partnerships that we are working to develop with other IBC churches.

OTHER MINISTRY INTERESTS: I am employed at Aquila Initiative, an NGO started by David Martin and some other elders at IBC Cologne and IBC Bonn. We are preparing to launch a program for training apprentices within the context of their local churches to be marketplace missionaries and church planters.

PERSONAL INTERESTS AND HOBBIES: Much of my free time goes to maintaining an active involvement in academic research and writing. I love reading, travelling, and hiking.

FAVORITE/LIFE BIBLE VERSE: 1 Corinthians 9:26-27