

Around the Conference Change!

by Rev. Jim Bertoti, CCCC Area Representative for Western Pennsylvania

Change is inevitable! As I look out my office window, evidence of change is happening. In Western Pennsylvania, the beauty of fall is the changing of green to brilliant gold, orange and red. God’s artistry is once again at work and His faithfulness continues to amaze and captivate us all. As a pastor, I’m perplexed at how we accept, and even embrace, change in the seasons, change in fashion, change in technology, yet we resist change in the church. Much of our Reformed heritage is a result of change, and still we seem quite happy staying “stuck” in the traditions of yesteryear.

Being the Area Representative for Western Pennsylvania affords me the opportunity to visit and talk with pastors and churches with rich histories and traditions. Currently, our region is going through a transition, a BIG change. Three of our churches have been tossed into the arena of vacant pulpits, and change must happen for these small rural, yet spiritually on-fire churches to survive and flourish. Avoiding change hurts the church. Clinging to old traditions and the “We’ve always done it that way!” mentality deteriorates the church’s influence and effectiveness in reaching our culture. So as the Area Rep, I had to ask myself, as well as pose the question to you: “How can we encourage healthy change? How can we, as the body of Christ, promote unity for change that will inspire our churches to grow and feel alive again?” Here are a few suggestions:

1. **Pray, Pray, Pray!** Pray for guidance by the Holy Spirit to move you in the right direction without compromising who you are or your identity as a church. Pray for vision to move forward in reaching all people with the Gospel message, and pray for courage to change hearts.
2. **Stay Focused!** Stay focused on what the church will gain by making necessary changes instead of what may be lost. Be like God in the fall season and paint a beautiful picture of what positive change can bring to His people and community.
3. **Inspire Hope!** We have a new generation of worshipers coming; so are we giving them a hope — not only for the future, but also for the here and now? Are we showing them that we love and care for them? And as a result of that love, are we willing to change?
4. **Slow and Steady!** Change doesn’t have to be quick and abrupt. In fact, effective change is thoughtful and prayerful and oftentimes more meaningful when done in small increments. Fall leaves don’t turn overnight. They gradually change, bringing forth their beauty and radiance, allowing all to accept the change with glorious anticipation.
5. **Have Faith!** God is in control. He wants us to grow with Him and experience Him in new, fresh and exciting ways. And maybe, just maybe — through change, you will see Him in a whole new light and watch as He does some wonderful, amazing things in the church.

New Look Coming in The FORESEE

Early next year we hope to change the format of The FORESEE into something more readable, more attractive and more convenient for most of our readers.

Rather than coming out in a PDF version as we now have, it will be more like most of the publications we read on the Internet. We are aiming to increase our flexibility and make it more interactive.

In Jim Bertoti’s lead article on this page he speaks of change. Some change is forced upon us. Some takes us by surprise. Some is engineered by ourselves, either to solve problems or simply to improve the effectiveness of what we are doing. This latter idea expresses our reasoning.

Ken McGarvey, Editor

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Healthy Pastors

by Rev. Dr. Ron Hamilton, Conference Minister



We believe that the Lord has called us to assist in the development of healthy pastors in the Conference. This is a high priority in the preferred outcomes developed by the Guiding Coalition and affirmed by the Board of Directors. As “shepherds of God’s flock,” local church pastors are responsible for the care and development of the people in their congregation (1 Peter 5:2–4). The health of a local church is directly related to the health of the pastor.

First and foremost, a healthy pastor finds his/her identity in Christ. Such a pastor understands that a sincere, growing relationship with Jesus is the key to life and ministry. While there are many temptations to have pastoral identity defined by the results of the local church ministry, the healthy pastor is intent on a deepening personal knowledge of God through the pursuit of spiritual disciplines.

A healthy pastor also understands that the role of the pastor involves being an example worthy to be followed. Only one of the qualifications of godly leadership identified in 1 Timothy 3, “able to teach,” is based on competency. The remaining qualifications relate to the character of the spiritual leader. A pastor is to demonstrate the character of Christ through the fruit of the Holy Spirit. A healthy pastor is a growing disciple of Jesus Christ who is discipling his/her family as well as the people in the congregation.

Encouraging the development of healthy pastors begins with helping men and women discern their call into pastoral ministry. We will equip our churches to carefully recognize the call into ministry through the process of the pastoral call and the ordination process. We will then encourage our pastors to continue their preparation for ministry as life-long learners, taking advantage of formal and informal educational opportunities.

Mentoring plays a key role in the development of healthy pastors. Mentoring relationships encourage pastors in their life and ministry. We currently mentor our church planters and pastors involved in the church development process. Our Church Redevelopment Committee is also working to identify and train mentors who will have regular contact with pastors to support them in prayer, encourage their spiritual development and help them grow as spiritual leaders. We are excited about the reports that we have received from pastors who are meeting with mentors.

THE FORESEE

A monthly publication of the Conservative Congregational Christian Conference.

Conf. President: Paul McPheeters
Conf. Minister: Ron Hamilton

Conference Office:

Phone: 651-739-1474
Fax: 651-739-0750
E-mail: dmjohnson@cccusa.com
Website: www.cccusa.com
Prayer Requests:
CCCCprayer@hotmail.net
Mail address:
8941 Highway 5
Lake Elmo, MN 55042

THE FORESEE Editor:

Ken McGarvey
121 Chatuga Drive
Loudon, TN 37774
E-mail: kenandjoy@bellsouth.net
Phone: 865-458-0680

Deadline for the February 2012 issue is December 20, 2011.

We believe that this is just the beginning of a great ministry of encouragement and development of our member ministers.

As iron sharpens iron, so one person sharpens another. (Proverbs 27:17).

God is calling us to develop healthy pastors who can powerfully and effectively lead the ministry in the local church.



CCCC 64th Annual Family Conference

**Visit Colorado Springs
July 16–19, 2012**



DoubleTree Hotel

A Time to Plant

by Rev. Terry H. Shanahan, Northeast Regional Minister

I planted the seed, Apollos watered it, but God made it grow. (1 Corinthians 3:6)

As you have heard, our Conference has recaptured the vision of planting new works of God. Congregationalists have been planting churches in America since the 1620s. Our new focus involves returning to those roots. Our Church Planting mission has already proven fruitful. Testimonies are coming in about how we are reaching people with the Gospel in a way we haven't for some time.

It is a tragic reality that a great number of churches will be closing their doors in the years ahead. We are making every effort to resource churches to be revitalized, but even with success in that endeavor, we cannot keep up with the need for growing healthy churches without starting new works of God at the same time.

As you may be aware, we have established three Multiplication Hubs around the country: one in Los Angeles, one in the Twin Cities and one in New England. It has become part of my duties to work with the New England Hub, known as NEX. It is also part of my position to work with the students at Gordon-Conwell Theological Seminary who are coming under Conference Care with us. This past semester we have merged those two aspects together and have initiated an intentional church planting outreach at the seminary.

Each month as I host CCCC denominational chapel for the students, I am joined by Steve Burkett, the Area Representative for Northern Massachusetts; Jon Paul,

Chairman of NEX; and Paul McPheeters, our Conference president. Each month we have been inviting a different church planter to join us on campus to talk to the students. They share what their experience has been in their call to church planting. They talk about what to do and what not to do. We have redesigned our CCCC display and our message to the students. In addition to information on Conference Care, Internships and Mentoring, we now include Church Planting resources in the display as well. We have valuable resources to offer the students. NEX can now provide Church Planter Assessments, Coaching for Church Planters, Pastor/Planter Spiritual Development Groups, Church Planting Training for Churches, Church Planter "Boot Camp," and Demographic Assessments of Communities. The thought that we could even offer these resources is something we dreamed about only a few short years ago. Now it is a reality.



This initiative has totally energized our work on campus with the students. Interest in the CCCC is high; interest in church planting is high. Attendance at the chapels has increased. It is exciting to see how God is at work and how He allows us to participate with Him in that work. These are wonderful days to be in the service of our Lord Jesus Christ.

100th Anniversary

Hope Congregational Church, located eleven miles north of Bethune, Colorado, celebrated their 100th anniversary on August 13–14, 2011. The church has been active in spreading the Gospel for 100 years, through periods of dry times, heavy rain, hail and tornados; but God still blessed and sustained His church through it all.

We had a large attendance, with previous pastors and members. We were honored to have Conference Minister Ron Hamilton as our guest speaker. We also had the original

pump organ, which was restored and on loan from Nathan Kramer, and also some other items of memorabilia.

We are thankful that Pastor Carl Rogers was able to write a letter suggesting the theme, "Yesterday, Today, Forever," before he went to be with his Lord on April 29, 2011. He will be sadly missed. We are glad that his wife Nancy was able to celebrate with us. It was an occasion that will be remembered by all as we look forward to many more years of worship at Hope Church.

New Information about Family Conference 2012

The CCCC 64th Annual Family Conference will be held July 16–19, 2012 at the DoubleTree Hotel in Colorado Springs, Colorado. The theme for the conference will be "Making Disciples." This theme is taken from John 8:31–32, "If you hold to my teaching, you are really my disciples." We will hear much more about this between now and then; but the idea is that we are not just about making converts, but bringing people to faith and to a place of obedience to our Lord and Savior.

The morning Bible hour speaker has also been announced. It is Dr. Greg Waybright, senior pastor of Lake Avenue Congregational Church in Pasadena, California. Dr. Waybright came to Lake Avenue in 2007, following twelve years as president of Trinity International University in Deerfield, Illinois. He spent 20 years in the pastorate before serving at Trinity.

The Nineveh Project

by Rev. Dr. Ron Hamilton, Conference Minister



The CCCC will hold its first national church planters' conference in Los Angeles, California on January 16–19, 2012. The theme of this year's gathering is "The Nineveh Project." These conferences are designed for the purpose of equipping, training, coaching and releasing churches and individuals to plant churches. In the book of Jonah, we see a prophet called to the great city of Nineveh where God wanted to reach a culture and city that was lost. Our hope is that our conferences will be used by God to call people to the Ninevehs in our day, and to raise up a generation of people who will be faithful in loving great cities.

The featured speaker at this year's gathering is Terry Wallings, President of Leader Breakthru. His passion is seeing leadership development principles and insights enable more leaders to finish well. Terry's experience over the past 20

years allows him to speak not only into the lives of upper-level leaders, but also the systems that they lead. Before starting Leader Breakthru, Terry served for twenty years with Church Resource Ministries (CRM), and was in charge of its U.S. Ministries and launching systems to help revitalize local churches and their leaders.

Other plenary sessions will be led by Ron Hamilton, CCCC Conference Minister; Alex Choi, the lead pastor of Sovereign Grace Church — LA; and Matthew Kruse, founding pastor of Seven Mile Road Church — Boston. These pastors will share from their experience in church planting and their heart for the development of a church planting movement in the CCCC. There will also be seminars available to participants that will provide practical help with church planter assessment, new church development training, and other key elements in the life of a church planter.

Information and registration for this conference can be found at www.theninevehproject.com. Interested people can also contact the CCCC office for information.

The Child of God

by Rev. Dr. John Kimball, CCCC Director of Conference Care and Church Redevelopment

Do not make the mistake of thinking that this article is for pastors alone. It is certainly essential reading for pastors, but it applies to every believer in Jesus.

The more I work with pastors and churches, the more I come to realize just how confused a people we are. In the CCCC family, this confusion is not about what we believe. Rather, it is confusion on how what we believe is applied. I meet too many Christians that simply do not live out their true identity in Christ. I regularly hear lip-service to it; however, I rarely meet people who walk in the grace, security and confidence that is rightfully theirs. Way too many people are in self-imposed bondage to the "performance trap." A majority of pastors with whom I work are unhappy people-pleasers. And the world looks on to see a church that is going through religious motions with very little vibrancy or victory.

Vince Lombardi is known for many things. But one of his greatest contributions to those he coached was his ability to cut through the "fluff" and annually fix their attention on the winning basics of the game of football. He'd begin, "Gentlemen, this is a football..." If I could use such a metaphor, "Friend, you are a child of God..." If you have turned your life over to Christ, then you no longer have to live as a spiritual orphan. The life and thinking patterns of your pre-Christian days do not have to rule you. You don't have to work hard to be loved, for the Creator of the universe calls you his child. You are precious to him — therefore you *are*

precious! Your love no longer has to be guarded and conditional — it can be Christ-centered and genuine. You can humbly acknowledge your need for the Holy Spirit's constant presence and for other people who can provide what you do not possess. While God is indeed God, you no longer have to see him exclusively as "master," but can temper that image by acknowledging him as Daddy (see "Abba" in Romans 8:15). You no longer have to strive for the praise of men — you are fully and completely loved, accepted and forgiven by God. That insecurity that drives you — replace it with the peace of God that passes all understanding. There is much more, but space is short here.

Every one of us needs the help and guidance of those who are further down this path. We need those whose identity in Jesus is strong to pour their life and wisdom into us, because understanding who we really are in Christ (because of Christ, by faith in Christ) changes *everything* — for pastors and parishioners alike. You are a new creation. The old is gone. The new has come (2 Corinthians 5:17). Live like it. Love like it. Minister like it. And in so doing we will release Christ's Church to impact our world with the truth of lives that are undeniably redeemed.



Governor John Winthrop

John Winthrop, the first governor of the Massachusetts Bay Colony, was an individual of crucial importance, both for Congregational history and for American history in general. His leadership was vital to the establishment and success of the Puritan colony in Massachusetts. He articulated the vision that brought the Puritans to New England in a memorable sermon that has inspired American leaders through the centuries. He personally exemplified Puritan values to an outstanding degree, and undertook civic leadership out of a true sense of spiritual vocation.

He was born in Edwardston, England in 1588, and was from a wealthy landowning family. Both his uncle William and father Adam were ardent Puritans, so John grew up in an atmosphere of devotion. No account of the beginnings of his personal faith have been recorded, but the spiritual journal he kept shows that while still in his teens he was a serious Christian concerned about the quality of his relationship with the Lord. John Winthrop inherited the position of Lord of the Manor at Groton in 1613. He was trained in law, and served as an attorney for the royal government.



As tensions between the Puritans and King Charles I intensified, Winthrop became involved in plans to start a new colony in America. He wrestled with the question of whether removal to America by those who might be able to help the Puritan cause in England was justified. He eventually concluded that relocation was a legitimate option for dedicated Christians because deteriorating conditions in England limited their usefulness there, and in America they would have the opportunity to establish a new settlement on Christian principles that might be a model for others to follow. His thoughts on this subject were published in a pamphlet. He was selected to be the governor of the new colony while still in England, and so became responsible for organizing the expedition and gathering supplies. On April 8, 1630 Winthrop sailed for America aboard the *Arbella*, part of a fleet of eleven ships carrying about 700 colonists.

While preparations for the establishment of the new colony were being made, the directors of the Massachusetts Bay Company made a crucial decision. They realized that the charter which they had did not specify where the business of the corporation was to be conducted. If the directors lived in America they could manage operations there, with a great deal of freedom from royal oversight. Accordingly, before the colonists set sail, the company agreed that its government and charter should be settled in New England. As a result, the Massachusetts Bay Colony from the beginning had a degree of freedom which no other English colony had. A habit of self-government developed in New England, which undoubtedly contributed to the desire for

independence which eventually led the American Revolution.

John Winthrop delivered a sermon to the colonists that has come to have a prominent part in American history. In *A Model of Christian Charity* he described the spirit of cooperation that would be necessary for the colony to succeed. This sermon contains these famous words, “For we must consider that we shall be as a city set upon a hill. The eyes of all people are upon us.” We do not know exactly when this sermon was delivered, and it was not published in Winthrop’s lifetime. However, it expresses the sense of a special mission which was shared by all who took part in the settlement of New England, and is a classic expression of the American sense of being a nation established upon righteous principles which might serve as an example to the rest of the world.

Winthrop’s leadership was critical to the survival of the colony during its difficult first year. By encouraging the colonists to work diligently despite hardship and sickness and joining in the work himself, he helped the colony to become established and prevented the settlers from giving up and returning to England. He continued to be a valued leader, being elected for twelve terms. His leadership

was so powerful that several times the colony elected someone else as governor just to prevent him from becoming a governor for life. During those times when someone else was elected governor, he served as an assistant without complaint.

He was a man of high principles and great personal integrity. Several times when the colony was in financial difficulty, he made up the difference from his own personal wealth. He allowed the sale of his house and some of his land when that became necessary to cover a debt. With the other directors he made a decision in the early days of the colony which was to have a profound effect upon its future character. The charter would have permitted the directors to keep all power in their hands. However, they made the decision to give a vote to every freeman, establishing the colony as a democracy from the very beginning.

John Winthrop was a true Puritan. He kept a diary in which he recorded his spiritual experiences. The diary reveals how scrupulously he made decisions of conscience. It also records times when he felt a spiritual decline, as well as rapturous passages in which he expresses the joy he felt in renewed communion with the Lord.

He was known for being fair and compassionate in exercising his authority. He wrote that in the early days of a settlement justice should be administered with more leniency than it would be in a more established community. He worked hard not just to enforce the law but to preserve the unity of the colony. His greatest challenges in governing came not from the ungodly

but from religious radicals whose convictions were leading people in directions that could have caused the colony to come apart. The extreme separatism of the brilliant but erratic Roger Williams and the claims of Anne Hutchinson to direct revelation and her denunciation of nearly all the ministers and churches of the colony as being under a “covenant of works” were seen as presenting such a threat to the colony that Winthrop took part in their banishment.

John Winthrop wrote that anyone who “would have surer peace and joy in Christianity must not aim at a condition retired

from the world and free from temptations,” but be engaged with his society. (Bremer, *John Winthrop*, p. 111) This was the conviction that undergirded a lifetime of leadership to his community.

An insightful classic biography of Winthrop is Edmund S. Morgan’s *The Puritan Dilemma*. An extensive recent biography, *John Winthrop: America’s Forgotten Founding Father*, was written by Francis J. Bremer, the current editor of the Winthrop papers.

News from CCCC Missionaries

Jews for Jesus

from Tuvya Zaretsky, international Director of Staff Development for Jews for Jesus

One year ago we flew home early from the International Missions Conference in Cape Town, South Africa. I underwent immediate surgery for skin cancer. One month later Ellen had surgery for breast cancer. We both praise God for excellent outcomes. We can report that all tests are clear. Meanwhile, as the Lausanne Movement is observing the one-year anniversary of the Cape Town meetings, I have another reason to be proud of Ellen. Her summary reports for some of the main sessions have been appearing in the on-line reports. I’ve also been asked to make a follow-up contribution for the Senior Leaders team on continuing education.

In mid-September, I was in New York City for a week to train the new class of Jews for Jesus missionaries. I was energized to see 15 new staff, interns and the Creative Arts Discipleship & Evangelism Training (CADET) team gathered around the table. I’m looking forward to being back with them for our upcoming class module on ministering to Jewish-Gentile couples. Please pray for my preparation and for a blessing in their future ministries.

I am delighted to report that Ida Morrow, who came to faith last May in her 90s, is still growing in the Lord. Now, I’m asking people to pray for another Jewish “bubby” (grandma), Martha K. I met with her for the first time last Wednesday. She is 89 years old and a native of Boston. Martha is warm, bright, alert and inquisitive. She has relatives in the UK who are Messianic Jews. So they urged her to contact Jews for Jesus. Martha has met a few times with our staff and volunteers in Boston. She has just moved into an independent living community in Southern California and she wants to hear more from us. So it is my joy to minister to Martha. Please pray for wisdom from the Lord and her understanding to understand that the Gospel is for her.

I’m also grateful this fall to be mentoring our Young Adult Ministry (YAM) here in Southern California. Isaac Brickner and Abbie Zaretsky are the YAM leaders. Yup, they are the son of our executive director and our own eldest daughter. Isaac is on staff as an Associate Missionary and Abbie is an intern. Both of them are in Bible college while they are learning the skills of ministry. Recently they represented Jews for Jesus at the Hope International University Missions Fair.

WEC International in Africa

from Bruce and Carolyn Pinke, Assistant Regional Directors for Africa with WEC International

We traveled four hours on public transport bus to visit Mark and Caroline and Naomi. Because their suburb in Banfora contains mostly tall waving grasses, and a huge tree stands behind the home, we saw exotic birds! Early in the morning we heard raucous cries and went out in curiosity to see large green parrots with a long tail, smaller green ones with yellow and orange belly. Other large birds included one with a blue head and belly, brown wings with black and a long black tail feather.

Mark is excited because they have been building a networking

partnership with a young Fulani mission. In close fellowship with Mark, this group is sending two young Fulani men-in-training to share the Discovery lessons and make disciples in an open Fulani village. Mark will be their mentor.

We have almost one more month in Burkina. The annual conference comes up 12–19 November. We desire your prayers as we interact with teammates and help them prepare for conference. Subjects on all of our hearts are the leadership issue, strategy and focus, and the desire for precious fellowship.

Victories in the Orient

from Eugene Schamko, associate pastor of Chinese Christian Church of Greater Washington, DC
from a report on a recent trip to China

We were happily surprised by what had been going on in China since we were there last year. We could tell that the national Christians who worked with us last year were diligently following up with all the students contacted through English Corners and the English Camp who weren't believers and also those who accepted Christ. One of the surprises to those of us who were part of the team last year was that one of the young men who just came to two short English Corners met us at the airport and informed us that he was on staff with the local Fellowship of QHD. He had come to know the Lord because of the diligent work of the follow up by our brothers and sisters in QHD.

Another surprise to us was the number of young believers who are completely devoted to our Lord and are pledging themselves to the "Back to Jerusalem Movement" which will concentrate on evangelizing all the Muslim populations along the northern border of China all the way to Jerusalem. I was amazed how well these young Christians, only one to two years old in the Lord, knew their Scriptures and how willing they were to leave their jobs and work full time for the Lord. The work in QHD seems to be flourishing. Many from the Universities

are getting saved and are being disciplined. This ministry in QHD started from a Christian book store plant.

Health Tips

Head Injury

Traumatic brain injury results from a violent jolt to the head causing the brain to collide with the skull. It may also occur when something pierces the skull and damages the brain. Some symptoms may occur right after the injury, other times symptoms may occur hours to days later. Seeking medical care after any suspected head injury is important to prevent further brain damage by maintaining proper oxygen and blood flow to the brain.

Symptoms of a mild brain injury may include headache, confusion, lightheadedness, dizziness, ringing in the ears and a bad taste in the mouth, lethargy, behavior changes and trouble with memory or concentration.

A moderate or severe brain injury will exhibit the same symptoms, but may also have headaches that worsen or do not go away, vomiting, seizures, agitation or an inability to be awakened from sleep.

Children with brain injuries may not be able to communicate they have a headache or visual problems. They need to be observed for changes in eating habits, persistent crying and irritability, changes in sleep habits or loss of interest in favorite toys.

Some suggestions for the prevention of head injuries in children include proper use of car seats or wearing a car seat belt; wearing appropriate headgear when playing sports or riding bicycles, skateboards or other vehicles, use of safety gates at the top of stairs and using playgrounds with shock-absorbing materials on the ground.

Falls in the elderly can be reduced by the use of proper handrails in bathrooms, removing area rugs, assuring good lighting in the home, keeping stairs clear of clutter and getting regular vision checkups.

Source:

www.ninds.nih.gov, www.mayoclinic.com

Betty Mitchell, RN, Parish Nurse
Emmanuel Bethel Church
Royal Oak, MI

Promotions to Glory

Donald A Williams — born March 6, 1934, died February 9, 2011. Joined the CCCC in 1982. He pastored Mt. Zion Christian Church, Mebane, North Carolina for 14 years, starting before the church joined the CCCC. He then pastored an independent church in Benson, North Carolina for 14 years before retiring. He is survived by his wife, Erlene.

Choir Robes available

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E-mail: ambercongchurch@gmail.com

Changes and Opportunities

Pastoral Changes:

Pastoral Openings:

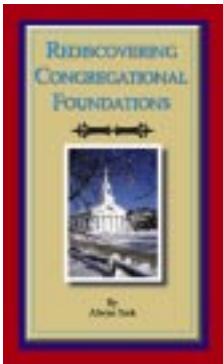
Bethune, CO	Hope Congregational Church *
Brighton, CO	Zion Congregational Church *
Buffalo Center, IA	First Congregational Church *
Rockland, ID	Rockland Congregational Church (Part-time) *
Highland, IL	First Congregational Church *
LaMoille, IL	First Congregational Church *
Monroe Center, IL	Union Church of Monroe Center *
Blandford, MA	First Congregational Church *
Chelmsford, MA	Immanuel Church *
Addison, MI	Addison United Church
Berne, NY	South Berne Congregational Christian Church *
Inwood, NY	Community Bible Church * (Part-time)
Sardis, OH	St. Paul's Church *
Alexandria, PA	Christ Reformed Church *
Reynoldsville, PA	Paradise Community Church (UCC)
Orwell, VT	First Congregational Church (Ind.) (Part-time)

* = Conference member

+ = In process

Are you a Congregationalist?

And he has given us this command: Anyone who loves God must also love their brother and sister. 1 John 4:21

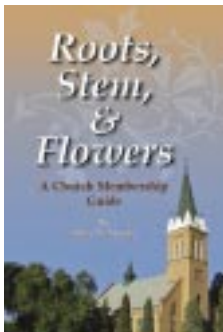


Rediscovering Congregational Foundations

By Alwyn York

9780983645207 \$5.00

Are you a Congregationalist by conviction, or is your affiliation with a church of this type more the result of tradition or circumstances?

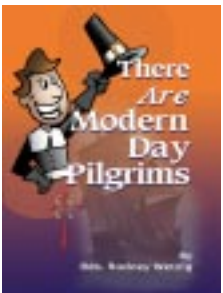


Roots, Stem, And Flowers

By Peter W. Murdy

9780983645214 \$10.00

A Church Membership Guide for Churches in the –
Conservative Congregational Christian Conference



There Are Modern Day Pilgrims

By Rod Wetzig

9780983645238 \$10.00

The purpose of the curriculum is to instruct the youth of the Conservative Congregational Christian Conference with regards to their Congregational history and polity and to trace the backgrounds of our fellowship.

These titles are in stock & available by calling Gayle at the CCCC office.

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Gayle Brimmer

Foresee Publications

Phone: 651-739-1474

Fax: 651-739-0750

E-mail: gmbimmer@cccusa.com