

HARVEST USA

A NEWSLETTER OF WORD INTERNATIONAL MINISTRIES USA

The Jethro Principle

Exodus 18 records a time when Moses learned one of the most important lessons in his life as a leader. During their desert journey en route to the Promised Land, the people of Israel depended on Moses to arbitrate between those who had grievances against each other. This task, along with his many other responsibilities, took so much of Moses' time that he had to send his wife and two children to live with his father-in-law, Jethro. One day, Jethro, together with his daughter and grandchildren, paid Moses a visit and soon discovered the root of Moses' problem. The Bible recounts the situation as follows,

The next day, Moses sat as usual to hear the people's complaints against each other. They were lined up in front of him from morning till evening. When Moses' father-in-law saw all that Moses was doing for the people, he said, "Why are you trying to do all this alone? The people have been standing here all day to get your help." Moses replied, "Well, the people come to me to seek God's guidance. When an argument arises, I am the one who settles the case. I inform the people of God's decisions and teach them his laws and instructions." "This is not good!" his father-in-law exclaimed. "You are going to wear yourself out—and the people too. This job is too heavy a burden for you to handle all by yourself." (Exodus 18:13-18)

Jethro pointed out a serious flaw in the leadership style of Moses. First of all, Moses had a poor structure for dealing with the grievances of the people. He

was essentially the only individual performing the task of arbitration leaving him very little time for anything else. Secondly, Moses did not have any skilled leaders who could alleviate him of his overload. Third, there was no system communicated to the people as to how else they could deal with their concerns without having to wait all day to see their leader. And finally, Moses failed to delegate his work. So in light of these challenges, Jethro offered these words of advice:

You should continue to be the people's representative before God, bringing him their laws and instructions, and show them how to conduct their lives. But find some capable, honest men who fear God and hate bribes. Appoint them as judges over groups of one thousand, one hundred, fifty, and ten. These men can serve the people, resolving all the ordinary cases. Anything that is too important or too complicated can be brought to you. But they can take care of the smaller matters themselves. They will help you carry the load, making the task easier for you. If you follow this advice, and if God directs you to do so, then you will be able to endure the pressures, and all these people will go home in peace. (Exodus 18:19-23)

... Continued on Page 2



Higher Learning

Dr. Ed Miciano, US Education Director



The Jethro Principle

Continued from Page 1

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Jethro's advice contains a wealth of timeless principles for leadership development that remain relevant for churches today. Essentially, he recommended that Moses take five steps. He was to:

- 1) teach them the laws of God
- 2) demonstrate God-given behaviors and duties
- 3) select leaders to share his load
- 4) appoint them to serve as judges over manageable groups
- 5) remain available to take care of the more difficult cases

This fivefold process of delegation is often referred to as *The Jethro Principle*.

The task begins with teaching everyone how the system works. This means that it is the task of a leader to make sure that each member of the organization understands exactly how the work of leadership development and task delegation will be handled. Keeping people in the dark regarding these matters is not only counter-productive but also detrimental to the organization.

Secondly, the leader must demonstrate how things should be done. The leader must model both the behavioral and missional aspects of the leadership task. In the case of Moses, he had to exhibit the qualities of a godly, impartial arbiter while demonstrating his decision-making skills.

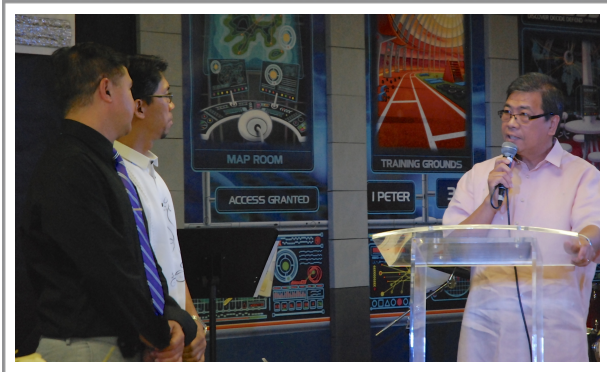
The third step is to select new leaders. Every leader must come to grips with the fact that the work of God will outlive him or her. And when that time comes, other leaders must already be in place to ensure that the work continues.

Once new leaders are identified and equipped, the fourth step is to entrust them with the work by appointing them to various tasks. Each new leader must be given a task commensurate to his or her competencies. Giving someone a task too great may be a recipe for failure while giving that same person a task too menial may result in complacency. There is,

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New Leadership at WIN New Jersey!

by Rev. Armando Zacarias, Founding Pastor



Pastor Mando installing Pastor Edwin (Senior Pastor) and Asst. Pastor Randy



Pastor Edwin's family (Caleb, Koleen, Kathleen and Marita)

Last July 6, 2014, a realignment of pastoral leadership took place in WIN New Jersey. The Pastoral Team is now composed of Senior Pastor Edwin Hernandez, Assistant Pastor Randy Castro and Founding Pastor Mando Zacarias.

Pastor Edwin brings with him years of pastoral training and experience. I met him as a young adult while I was pastoring Word for the World, Better Living in Manila. He embarked on his career as an engineer but resigned in 1999 in order to serve in full time ministry. The same year, he began his pastoral studies at the Asian Seminary of Christian Ministries and graduated with a Masters in Divinity degree in 2004. By the time he graduated, he was already serving as the Senior Pastor of WIN Better Living and was one of the teachers training new pastors in the Mission House program of WIN Philippines. In 2006, he was called to serve in the pastoral team in WIN Singapore and later on became the Deputy Senior Pastor. While in Singapore, he also served as the Deputy Director of WIN Asia and Oceania, being sent to conduct training and ministry assistance to the pastors and churches in the region. After arriving in the US last June, 2013, he immediately immersed himself in his new ministry. Pastor Edwin, together with his wife, Marita, and their children Kathleen, Koleen and Caleb, quickly assimilated to their new church family and they are now in full ministry mode overseeing the church as its new Senior Pastor.

Pastor Randy is a home-grown minister who has been with the church since its inception. He has been actively involved in ministry even before his arrival in the US in 2001. He was an assisting pastor in a Four Square church in Singapore back in

1993. After migrating to Canada in 1996, Pastor Randy was led by the Lord to serve as a youth worker and a preaching-elder in a Baptist church. This diverse background served as his practical training and experience to prepare him for his calling as Assistant Pastor in WIN NJ. He currently oversees the Youth Ministry among others and takes care of the church facilities. Pastor Randy is an architect by profession and is married to Malou Escobar.

Together, they form a formidable team that will take WIN New Jersey to its full, God-given potential in the years to come.

Everyone is excited. The Youth Ministry is alive. The Children's Ministry continues to inspire with their steadfast commitment to care for the young members. Even the adults started attending Discipleship lessons before the Sunday worship service. Attendance has grown. New lay leaders have emerged and those who have been with us in the past have shown renewed zeal to serve.

Uphold us in your prayers that WIN-New Jersey will remain faithful to and ever pursuing the vision that God has given her. For unless the Lord builds, the laborers labor in vain.



WIN-New Jersey Pastors
(L-R: Mando & Ces Zacarias, Randy & Malou Castro, Edwin & Marita Hernandez)

WISL Commences at WIN New York

by Dr. Ferdie Melendres, Senior Pastor

On September 14, Sunday, WISL was launched in WIN-NY with 17 students under the eldership of Bro. Ferdie Melendres. This school of leadership is the result of the prayerful burden of the pastors and leaders of Word International to provide biblical training for leaders, workers and church planters in the United States. The WISL, as an educational institution will operate under the auspices of WIN-USA. After this launch, WIN-NY committed the initial funding to meet the operational costs of the training school as it gets on its feet.

With the tuition fee received from the students themselves, preparation then got underway for the 16-week sessions, which started on September 14. The first course offered was Old Testament Survey, which basically focused on moral issues that God requires from His people and servants. The main discussion focused on the attributes of the God of the Bible. The lectures commenced on Sunday afternoon, 2 pm and lasted until 4 pm. The students followed all the sessions with great Bible engagement. At the end of the class, students were given assignments that will be discussed within the group during the weekday.

WIN-NY is very grateful to the Lord that the classes have started well. The enthusiasm of the students was encouraging. Most of those that enrolled were consistent in attending the classes, and enthusiastic in the group discussion. It was very pleasing to see the students fully engaging and participating during the lectures, both in asking and responding to questions. The instructor sought to make the classes as interactive and participatory as possible. Each student was provided with a material that would help him or her follow the subject matter.

The philosophy behind this school of leadership is that the church needs to develop a sound philosophy for Christian education based on the Word of God. A sound philosophical statement is not enough, however, we need to act and experience the transformation of lives. What is on paper must be put into practice for it to make a difference in this fallen world. Too often, an incongruence exists between what is on paper and the actual operative philosophy of the church's leadership.

It is said that the education ministry of the church is not a one-person job. It takes many people, seasoned and trained, working at different levels and in different capacities. When working as a team, key leaders of the various areas will have a much greater effectiveness than if they focus only on themselves and their own areas of responsibility. A person with a Christian Education experience certainly can provide pivotal leadership, with the support of the pastor and other church leaders.



We thank the Lord that the training has now commenced. We are grateful to WIN-USA Leaders for their invaluable support to this training program. We are also grateful to the Council of WIN-NY for making our church facilities available to us. The second semester is likely to be scheduled on January 2015. Our next course is "New Testament Survey" because it is more important to study the Bible first before anything else in the ministry. We hope and pray that many more students will come on board, and that those who have already started the training will continue in earnest until they successfully complete the institute in two years for Associate of Arts in Biblical Studies.

“Integrity means making up your mind in advance to do the right thing.”

~ Tom Holladay, The Relationship Principles of Jesus

2nd WIN Israel Educational Tour

by Dr. Ferdie Melendres, Senior Pastor, WIN New York

The recent educational tour to the Holy Land from October 9-15, 2014, coincided with the Jewish festival called the Feast of Tabernacles. This educational tour was considered a trip full of God's grace and miracles. It must be remembered that few months before the holiday, three Yeshiva students were murdered in Israel, then a Palestinian teen-ager was also murdered. These two incidents had sparked the crisis, and had spiraled into rocket attacks from Hamas and ground invasion of Gaza. During this violence, Israel has been protected from rockets by Iron Dome defense system which intercepted the rockets and saved million of lives rather than killing of the enemies. After three months of dreadful war, Israel and Hamas sat down at the negotiating table in Cairo for a long-term ceasefire.



This short war had caused many foreign visitors to cancel their trip to the Holy Land. Tourism in Israel had been badly damaged by rocket fire. The manager of Jerusalem Tower Hotel told me that forty percent of the hotel bookings were dropped off for fear that more rockets will fall during the holiday. The organizers of the Feast of Tabernacles had the same report. During the time, I had personally been in contact with our pastor in Israel, Pastor Allan Peralta, praying together and begging the Lord to intervene and stop the war. By the grace of God, calm returned and amazingly, our group of twenty-nine were having a remarkable trip. Not even one had attempted to cancel the trip, but bravely traveled to the land of the Lord full of faith and strength. We felt completely safe in God's hands and were not in harm's way at any time. One of the pilgrims told me that her co-workers back in US, asked her whether she was concerned for her safety. Her answer was, "Absolutely yes! But we gonna visit the Holy Land, the safest place on earth." Personally, I can say that Israel is safer than other cities in Europe and the US. And I would not hesitate to go back and encourage everyone who has plans to travel to Israel, to keep their plans.



When I asked our group some curious questions like, "What is your favorite part? What did you love the most? What place was the most spectacular in your own opinion?" Most of them said that such questions are almost impossible to answer. Walking at the street of Ben Yehuda, touching the ancient stones of the Herod's temple, trekking the hills of the city of David, traversing the tunnel of Hezekiah, washing our face from the pool of Siloam, praying at the Wailing Wall with thousands of pilgrims, stepping into the Nazareth village where Jesus grew up, viewing the memorials at Holocaust Yad Vashem, being immersed at the Jordan River, traveling at Bethlehem where Saint Jerome translated the original Bible to Latin on 4th century AD, eating shawarma at the Old City, cruising the Sea of

Galilee, praising God at the top of Mount of Olives, swimming at the Dead Sea, climbing the hill of the Ein Gedi and Qumran, and worshipping the Lord with thousands of saints during the Feast of Tabernacle, surely, there can be not one favorite - everything and every place in the Holy Land is a favorite!

... Continued on Page 6

The Jethro Principle

Continued from Page 2

therefore, a fine art of knowing exactly how much a leader can handle and what level of difficulty will promote his or her ongoing development.

Finally, the leader must not fully abdicate his or her responsibility as a leader. Although Moses was now freed from having to judge every single case that needed a hearing, he was still expected to be available to take care of matters that were too difficult for the new leaders to handle. There is a tremendous difference between delegation and abdication, and a good leader will be wise to discern the difference.

2nd WIN Israel Educational Tour

Continued from Page 5

After I returned home, one pilgrim in the group emailed me saying that she can't wait to return to the Holy Land. She hopes to go back with the promise that she will bring her family, friends, and relatives on the next trip, the 3rd WIN-Holy Land Educational Tour set on Sep. 28-Oct. 4, 2015. Indeed, I have learned many new things from my traveling companions, from my former professors - our tour guides and lecturers, and from the wonderful men and women we met throughout this trip. I saw first hand how we are making a difference in faith, works, and commitment not only to God but to fellowmen as well. We are Christians and brethren helping together, supporting each other for the Glory of our God, Jesus Christ.

“Here’s the beautiful surprise God brings: it’s often in what seems to be the **lowest spot** that we find **life’s greatest blessings**. The richest relationships, the purest joys, the most profound influences are often found when we are out of the limelight and feel free to simply love and serve. F. B. Meyer put it this way: ‘I used to think that God’s gifts were on shelves, one above the other, and the taller we grew in Christian character, the more easily we could reach them. I now find that God’s gifts are on shelves, one beneath the other; and it is not a question of growing taller, but of stooping lower.’”

~ Tom Holladay,
The Relationship Principles of Jesus

WIN USA Church Events 2014

Northern California

WIN-San Francisco (Bridgepoint)

October 19: 24th Anniversary

Southern California

WIN-Los Angeles

October 5: 24th Anniversary

“Strong Faith in Faithless Times”

Washington

Seattle/Tacoma

October 26: 15th Anniversary

“Salt and Light” (Increasing Our Influence)

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