



I M P A C T



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Look carefully then how you walk, not as unwise but as wise, making the best use of the time, because the days are evil. Therefore do not be foolish, but understand what the will of the Lord is. Ephesians 5:15-17 ESV

1 & 2 Corinthians ~ Galatians ~ **Ephesians** ~ Philippians ~ Colossians ~ 1 & 2 Thessalonians



3001 Riggs Avenue ~ Erlanger, KY 41018 ~ 859.727.6522

Jim's Journal

This month's message is provided by Dr. Todd Gray, Executive Director/Treasurer of the Kentucky Baptist Convention.



A Pay Raise For Your Pastor

Am I really going to ask for a raise after only being here two weeks? That is exactly what I did, but I had good reasons.

I was a full-time seminary student, pastoring a small church and working 15-20 hours a week at a part-time job. I had figured out the needs of our family budget and determined that if the church paid me a little extra each week, I could devote more time to the ministry of the church.

So, after having only been their pastor for two weeks, I asked for a \$50 a week raise.

I made my case to the congregation, which agreed to the pay increase on a trial basis. If the church grew and giving increased, then they would maintain the raise indefinitely. The Lord blessed the work and the pay increase held up.

Most pastors are reluctant to ask for a pay raise for fear that some in the congregation will think he is overly concerned about money. A pay raise for your pastor will be a blessing to him — not just the monetary increase, but knowing that the church appreciates his ministry and wants to show that appreciation in a tangible way.

Here are five reasons why Kentucky Baptists may want to consider a pay increase for their pastors and staff in 2022.

1. The current rate of inflation: The Consumer Price Index, the most widely followed inflation gauge, increased 7.0% from December 2020 to December 2021. This represents the highest rate in nearly 40 years. Consumers are experiencing a price increase in many goods and services. Hotels rates are up 27.6%, groceries are up 6.5% (steak 20%, bacon and chicken up 18 and 11%), gas is up 50% from December 2020, heating fuel is up 24%, new cars are up 12% and used cars are up 37%. Almost everything your pastor and his family will purchase in 2022 will cost more than it did last year.

2. The cost-of-living adjustment (COLA): The COLA for Social Security (SS) and Supplemental Security Income (SSI) benefits for approximately 70 million Americans increased 5.9 percent in 2022. Many of our churches take this number into account when thinking through a potential pay increase for their pastor and staff.

3. The practices of others: Many secular employers expect to pay more in salaries during what is being referred to as the "Great Resignation." The Conference Board — a 501 non-profit business membership and research group — forecasts a 3.9% jump in wage costs for firms. That includes pay for new hires — the highest rate since 2008.

4. The value of your pastor and staff: The Apostle Paul instructed the church in Corinth that those who preach the gospel should make their living by the gospel (1 Corinthians 9:14). From 1 Timothy 5:17-18, we learn that the ministry worker deserves his wages. Pastors and church staff perform an essential service to the local church. Those of us who receive their ministry must strive to support them financially in the work they do.

Continued on the next page.

Jim’s Journal continued:

5. The giving of the church: *Having talked to Kentucky Baptist pastors and churches nearly daily for the past two years, I have heard firsthand the impact COVID-19 has had on congregations. Attendance is down, some churches experienced division over masks and in-person vs. virtual services and many pastors have experienced decision-making fatigue. What I have not heard is a widespread decrease in giving in most churches. In many cases over the past two years, giving has remained strong — increasing rather than decreasing. Your situation may be different than others, but anecdotally speaking, most Kentucky Baptist churches have experienced strong giving — even during the pandemic.*

Some churches may have held off giving pay increases to their pastors and staff because of concerns related to COVID-19 and tightened spending by the church. This may be a good time to consider how well the church is caring financially for those who care so faithfully for the church.

Thanks to Dr. Gray for this timely message.
Your Lead Follower,

Jim



REACH evangelism and missions

March 14 & 15
Severns Valley Baptist Church
Elizabethtown, Kentucky

GOING FARTHER, CASTING DEEPER — Luke 5

KBC COOPERATIVE PROGRAM

The REACH Evangelism & Missions Conference is a two-day statewide gathering featuring top evangelistic leaders from around the country. The purpose of REACH is to encourage and inspire Kentucky Baptist church leaders, serving in every area of church ministry, to be more personally passionate about evangelism and missions, and to guide the churches they lead to become more evangelistically and missionally driven. REACH also provides a great opportunity to get wary, reconnect with friends, and network with leaders who get you and understand what you do. For additional information about REACH, please visit us online at www.kybaptist.org/reach.

Week of Prayer for North American Mission Board and Annie Armstrong Easter Offering
March 6—13, 2022

Week of prayer resources and information can be found at www.anniearmstrong.com.



ANNE ARMSTRONG EASTER OFFERING FOR NORTH AMERICAN MISSIONS

UNITED

100% of your gifts support North American missionaries

North American Mission Board AnnieArmstrong.com



Equip your team to **LEAD** KENTUCKY BAPTIST CONVENTION

Children in your community need to hear the gospel.

VACATION BIBLE SCHOOL CLINIC

March 19 Eastwood Baptist Church Bowling Green
March 26 First Baptist Church Richmond

KBC KENTUCKY BAPTIST CONVENTION

Bring your entire team to VBS Clinics for practical training in all aspects of Vacation Bible School regardless of the curriculum used.
**New this Year — overview sessions on VBS curriculums from Group and Answers in Genesis!*

For more information and to register, visit online at
<https://www.kybaptist.org/event/vbs-clinic-3/>.

Breakfast with Dennis Pethers

Monday, March 14, 8:00 a.m., NKBA Office

Join us to hear about the Rooftop Evangelism Project and the 2022 Global Encounter.

On **October 2 2022**, The Rooftop is hosting the largest gathering of Christians there has ever been. Millions will come together, in 100+ countries. Gathered not in one place, but with one purpose:
To unite behind the mission of Jesus.

“Many Christians have a deep desire to Join Jesus in His Mission but they have never been equipped. The Rooftop resources inspire and equip Christians to become disciples who make disciples who make disciples outside the walls of the church”.



Dennis Pethers, Founder and International Pioneer

Christmas Backpack Report

In November and December 2021, the NKBA office received 912 backpacks filled with gifts for children in our area. Backpacks went to the Moore Activity Center, Lighthouse Ministries, First Baptist Church and SEND Cincinnati ministries. We were also blessed to be able to share our extras with associations in other areas of Kentucky, as well as sending the remainder to the Western Kentucky tornado relief efforts. Thank you to all of the NKBA churches that participated in our backpack collection. Plans are already underway for the 2022 project!



Just a sampling of the 912 backpacks collected!



Backpacks and toys headed to Western Kentucky!

Bivocational Pastor Needed

Rosedale Baptist Church is seeking a bivocational pastor. We're a small church in the Latonia neighborhood of Covington. You can email your resume to bomawessel@gmail.com or send to **Rosedale Baptist Church, 407 East 45th Street, Covington, KY 41015, Attn: Search Committee.**



For questions or more information, email Mary Ann Wessel (chairperson) at bomawessel@gmail.com or call 859-496-2739.

Notice to NKBA Executive Board Members:

Mark your calendars now for the NKBA Spring Meeting.

Monday, April 4, 6:30 p.m.

The location is to be determined. More information will be provided as soon as it is available. Please check the NKBA website for location if you do not receive an email.

Thank you!

NKBA

Minister of Youth and Administration Needed

Oak Ridge Baptist Church seeks a Minister of Youth and Administration. This is a full time position. Applicant must be a member of a Southern Baptist Church for the past 3 years or more, adhere to the Baptist Faith and Message and have experienced a definite call from God to serve as a full time minister of the Gospel of Jesus Christ and shall manifest a special gift in the field of Christian Youth Ministry. The administrative duties include participating in various committees, managing day-to-day operations which includes but are not limited to: coordinating the church calendar, reviewing the bulletin and correspondence from the secretary, processing administrative paperwork and maintaining an adequate system of records.



For more information or to apply, contact Cynthia A. Jones, Chairperson, Staff Search Committee at crickett@zoomtown.com or by mail at Oak Ridge Baptist Church, 6036 Clubhouse Drive, Covington, KY 41015.

Income by Church, January—March 2, 2022

Church	Budget	Designated	
01 Anchor	448.05	200.00	KY Tornado
02 Ashland Avenue	911.95		
04 Beechgrove	315.00		
05 Bellevue	2,631.75	15,041.50	KY Tornado
06 Bellevue, FBC	75.00	609.75	KY Tornado
07 Bethesda Community	0.00		
08 Big Bone	1,529.04	1,500.00	New Church
09 Brooksville	1,042.85		
10 Bullittsburg	613.00		
11 Burlington	6,623.58		
12 Christ Baptist	0.00		
13 Church @ Garden of Hope	0.00		
14 Cold Spring, FBC	800.80		
15 Cornerstone	0.00		
16 Cornerstone Fellowship	0.00		
17 Covington, FBC 4th Street	150.00		
18 Covington, FBC 9th Street	0.00		
20 Crosspoint Church	173.00		
21 Dayton, FBC	630.24		
22 East Dayton	150.00		
23 Elsmere	592.84	100.00	Turfway
24 Emmanuel Chapel	200.00		
25 Erlanger	300.00	250.00	KY Tornado
26 Fairlane	807.83	5,300.00	KY Tornado
27 First Twelve Mile	0.00		
29 Florence	0.00		
30 Fort Mitchell	750.00	2,249.75	KY Tornado
31 Fort Thomas FBC	0.00		
32 Good Shepherd Korean Church	200.00		
34 Grace Independence	36.92	77.00	KY Tornado
35 Grants Lick	814.53	4,765.00	KY Tornado
36 Hebron	1,900.27	4,140.00	KY Tornado
37 Hickory Grove	0.00		
38 Highland Heights, FBC	1,201.39		
39 Highland Hills	0.00		
42 Kento-Boo	200.00	300.00	KY Tornado
43 Kenton	0.00		
44 Latonia	667.74	3,000.00	KY Tornado
45 Licking Valley	1,258.00	500.00	KY Tornado
46 Living Church	300.00		
47 Living Hope Baptist Church	400.00		
48 Ludlow, FBC	532.00	100.00	KY Tornado
49 Macedonia Missionary	0.00		
50 Madison Avenue	0.00		
51 Main Street	369.19	2,500.00	KY Tornado
52 Mentor	580.00		
53 Mercy Ridge	0.00		
54 New Banklick	1,560.75		
55 New Reality	0.00		
56 Newport, FBC	0.00		
57 Ninth Street	0.00		
58 Oak Island	75.80		
59 Oak Ridge	2,569.49	2,095.00	KY Tornado
60 Persimmon Grove	0.00		
61 Petersburg	1,000.00		
62 Piner	620.13	337.74	MAC, LRC, DR
63 Pleasant Ridge	741.25		
64 Redemption	0.00		
65 Rosedale	158.36		
66 Sand Run	0.00	5,000.00	KY Tornado
67 Second Twelve Mile	761.59		
68 Silver Grove FBC	0.00		
69 South Side	0.00	539.26	KY Tornado
70 Union	1,507.00	50.00	KY Tornado
71 Visalia	550.00		
72 Walton, FBC	1,864.54		
73 West Covington	500.00		
75 Zion Chin	0.00		
TOTAL	\$39,113.88	\$50,155.00	

Northern Kentucky Baptist Association

3001 Riggs Avenue
Erlanger, KY 41018-3045
March 2022

Address Service Requested

**Mark Your Calendars
Upcoming Events**

- March 6-13—Week of Prayer for NAMB, Annie Armstrong Offering
- March 14—Breakfast with Dennis Pethers, 8a, NKBA Office
- March 14-15—Reach Evangelism, Severns Valley Baptist, Elizabethtown
- March 26—VBS Clinic, First Baptist Church, Richmond
- April 4—NKBA Spring Meeting
- April 10—Palm Sunday
- April 15—Good Friday
- April 17—Easter Sunday

