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Justin Niemyjski

Union Grove Baptist Church
Union Grove, Wisconsin

Dear Justin Niemyjski, Deacon Board Chairman:

First, I want to thank you and the church family at Union Grove for allowing me to be part of several of the church services in January 2020. I loved the opportunity to speak and to meet many wonderful people who love the Lord, and want to learn the Word of God and serve Him.

We have had several conversations regarding what Union Grove is looking for in a pastor. I more than understand this is a difficult time, and one where the Lord must be sought for His leading and direction. This letter will seek to outline in a summary form what I believe the right leader/pastor can bring to Union Grove to help move the church forward for the cause of Christ. Please understand that I am not stating everything in this plan must be followed, but I truly believe that the right servant leader could help Union Grove reach out to UGBC surrounding communities, and really be a great work that honors God, reaches souls, builds the current body spiritually and numerically. All of this takes vision, leadership, and a great deal of hard work. I will put my thoughts in a basic outline format and cover multiple areas.



First and foremost, it is suggested Union Grove needs a strong, yet loving and compassionate servant leader, who can teach the Word of God in a manner that is understandable to a baby Christian, and yet also be deep enough to challenge the mature believer. My educational background brings the highest level of Christian scholarship, having earned a Doctor of Ministry degree, and I will graduate with a PhD in Advanced Eschatology in May 2020. However, Union Grove has an eclectic group of attendees, requiring the teaching to be practical, basic, and yet with a few heavier points for the mature believer. This requires a seasoned teacher with the ability to relate to a variety of backgrounds, ages, and educational levels.

Second, it is suggested that Union Grove needs a spiritual shot in the arm to center on those outside of the church with an evangelistic vigor. Most churches around the country have fallen prey to status-quo church attendance, with rarely anyone reaching out to their friends, relatives and people on the street. The Lord centered His ministry on others (Luke 19:10; 1 Tim. 1:15-16). The pastor's role includes "do the work of an evangelist," which includes visitation in the community, home visits, and sharing the Gospel with all possible (2 Tim. 4:5). God also asks the same from every true child of God. We are His ambassadors. God chooses to get His work done thorough people (2 Cor. 5:17-20).

Third, Union Grove has an exceptional church and potential school complex. There are many possibilities for church growth by utilizing the fantastic property that God gave the church. There are so many things that could be done to enhance the outreach from building Awana, teen



groups, ladies and men's Bible studies, sports activities, overcomers ministry from addiction counseling to teen issues and so much more. All of these things take time and energy, and may not all be feasible in the short term, but the sky is the limit on what a good leader could bring to the church.

Fourth, Union Grove may be sitting in one of the most dynamic hot spots in Wisconsin with FoxConn moving into the area. Construction and a large influx of high-tech families in easy driving distance of Union Grove makes the church an absolute target for growth and reaching new people with the Gospel. This is a very exciting prospect! This leads to the marketing strategy that it is suggested should be an integral part of Union Grove's strategy for reaching out to all ages. Internet sources, social media, mailings, foot canvas, phone calls, special exciting services and meetings at the church all could assist in reaching the community. There are those who bristle at "business concepts" being used to build God's work. However, there is no better business than God's business, and all acceptable and Biblical methods should be considered to reach the lost, and Christian's seeking a great church. Once again, God must build the work, but it starts with the pastor and all of the church family rolling up their sleeves and working for the sake of the Gospel.

Fifth, it is suggested that Union Grove may want to consider opening a school again. I am aware that you are already in some opening negotiations with AOE. I am friends with Randy Ryan Melchert and the current head administrators of AOE. I fully support the potential opening of the school, and if it is run correctly, it will not result in a fiscal pull on the church, but may in fact lead to growth within the church, and potentially even a positive fiscal outcome.



Sixth, I want to season this next idea with grace. Union Grove experienced the seemingly unanticipated departure of a fairly young pastor after only five years. Regardless of why this came about, it points to the suggested necessity of gaining a senior pastor with a desire to also train and mentor a potential successor. Succession planning does not always work, but having an associate pastor that is being trained, and allowed to fill the pulpit on occasion, may prevent the heartbreak of losing a pastor in the future.

Seventh, Maranatha Baptist University is within driving distance of Union Grove. It is suggested that an effort be made to recruit several students who are willing to come and help with acceptable forms of ministry, specifically on Sunday. There are multiple ways to care for the students in the afternoon, and they may prove to provide excellent ministry support. Again, this is a suggestion, not a mandate.

Eighth, it is suggested that the fiscal debt could be resolved in a fairly short order. This may be an issue that the deacons totally control, which is fine. With leadership committed to watching spending, and gently encouraging God's people to commit to supporting His work, the debt could be overcome in fairly short order. In addition, if the church starts to experience growth, God will also bring in the resources to get a balanced budget, and additional resources to build the church. "Everything rises and falls on leadership," Dr. Lee Roberson, Pastor, Highland Park Baptist Church, and Chancellor of Tennessee Temple University.

Ninth, it is suggested that Union Grove could enhance the visual appeal to visitors entering the facility with a few updating ideas and a person(s) being at the visitor's center. I am not



suggesting lavish accoutrements, but some simple yet important modifications that match a 21st century church, that is centered on loving people, and showing exceptional “customer service.” I will refrain from getting into any details, but simply will suggest, what office buildings, medical centers, businesses make the biggest impressions on today’s generation? That is what I am carefully suggesting should be what people see when entering God’s church. First impressions determine whether or not someone will consider returning. It may seem unspiritual, but people are visual, and excellent optics are important throughout the facility.

Tenth, it is suggested that Union Grove could tap into Racine, Kenosha, and Milwaukee County. There are certainly a good number of people in Union Grove, but my home, which is in Franklin, is only a 25-minute drive. There are a sold million people within driving distance of Union Grove. Again, if Union Grove has the desire to reach out, there is a large mass of people waiting to hear the good news of the Gospel, and many current Christians that are starving for a good church.

Eleventh, it is suggested that it is imperative that the new pastor must either visit every attendee at their home, or meet them somewhere for fellowship. The pastor should be willing to open their home for fellowship, and allow everyone who is interested the opportunity to sit in his home. In addition, it is further suggested that the pastor meet on a regular basis with at least one set of members and visitors to the church, and take them to a restaurant after church services. I watched a likeminded church of 250 in Brookfield grow to nearly 1,000 people using this friendly approach, plus good teaching and a very friendly atmosphere.



There are so many things that can be accomplished at Union Grove with the right servant leader in place, who loves people, builds relationships, speaks the truth in love, performs everything with excellence, and works tirelessly. The church already has an exceptional group of leaders who want the church to move forward for the Lord. With the Lord's direction, prayer, Bible study, outreach, missions both domestic and international, the Lord will build His church.

May God grant you, the church leadership, and the entire church family His wisdom to know exactly the direction you should take as you seek His will for a new pastor.

In His Service

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