

REV. DR. CHERYL R. HENSON

EDUCATION

Doctor of Ministry Degree, Northern Baptist Seminary, Lombard, IL, June 2006
Master of Divinity Degree, Northern Baptist Seminary, Lombard, IL, June 1993
American Baptist Seminary of the West, Berkeley, CA, 1976-1978
Northern Baptist Seminary, Lombard, IL, 1978-1979
Bachelor of Arts Degree, Culver-Stockton College, Canton, MO. 1974-1976
Major: Religion & Philosophy, Minor: Psychology, With Distinction
Associate of Arts, Southeastern Iowa Community College, Keokuk, IA, 1972-1974

EMPLOYMENT

December 1999- Present	Area Minister	Great Rivers Region
August 1995- 1999	Senior Pastor	First Baptist Church, Marengo, IL
July 1994 – August 1995	Minister of C.E.	Trinity United Methodist, Keokuk, IA
December 1984-May 1994	Senior Pastor	Bethel Baptist Church, Colchester, IL
	Associate Pastor	First Baptist Church, Carthage, IL
March 1981-November 1982	Interim Pastor	Bethel Baptist Church, Colchester, IL
1980	Youth Minister	First Baptist Church, Carthage, IL
1974-1978	Student Pastorates:	Bancroft Baptist Church, San Leandro, CA; Second Christian Church New London, MO; Emerson Christian Church, Emerson, MO; Bunker Hill Christian Church, Williamstown MO Glenwood Christian Church, Glenwood, MO; La Plata Christian Church, LaPlata, MO

CONTINUING EDUCATION

October 2009	Certificate of Management in Fundraising	May 2001	Ministry in the New Millennium
September 2009	Developing Major Gifts	November 2000	World of Worship Ken Callahan
October 2008	Self- Care for the Worker	June 1999	Creating Meaningful Funeral Ceremonies
August 2008	Leadership Summit Willow Creek	May 1998	Conflict Management for Christians
April 2007	Interpersonal Communication for	March 1996	Evangelism Conference GRR
Fundraising		March 1995	Evangelism Conference GRR
August 2006	Planned Giving: Getting the Proper Start	March 1992	Evangelism Conference GRR
October 2005	Sacred Trust: Boundary Issues for Clergy	November 1992	Annual Conference on the Small Church,
October 2005	Matrix Leadership with Jeff Woods	Central Seminary	
August 2004	Leadership Summit Willow Creek	March 1990	Evangelism Conference GRR
May 2002	Easum, Bandy Where is Jesus Going?	October 1989	Calling and Caring Ministries
April 2002	Authentic Worship with Robert Webber	November 1987	Evangelism Convocation ABC USA

RECENT MISSION ACTIVITIES

August 2007	Inner City Homeless Mission, Honolulu, HI
June 2005	Provadencic Clinic, Managua, Nicaragua
February 2004	Costa Rica, Federation of Baptist Churches
April 2004	Deyo Baptist Mission Project, Lawton, OK
June 2000	National American Baptist Youth Gathering, Estes Park, CO

Leadership

I have always considered leadership one of my greatest gifts. Even as a child, I possessed leadership skills and these continued to be developed during my teen years through my local church and service as the President of my youth group. I have found, as I have matured, my leadership style has adapted and grown. Early on, I led through the gifts of my personality and natural leadership skills, for a period I led through the use of position and power. However, for much of my pastoral ministry years, I led through servant leadership, modeling to the laity, the type of service needed in the church. Team leadership is the model that we in the Great Rivers Region use. I am presently studying and working through the concept of missional leadership which is a step further than simple team leadership. Missional leadership involves a grass root effort to get all God's people involved. Our task of reaching the world for God's kingdom requires that we all be "ministers with a mission." Much of what I am reading and studying revolves around the topic of leadership, for instance, some of the books I have read include *Leadership Without Easy Answers*, *Leading Change*, *The Wisdom of Teams*, *Better than Success: 8 Principles of Faithful Leadership*, *Leading Without Power*, *The Missionary Congregation*, *Leadership and Luminality*, *Leadership on the Other Side*, *Management Challenges for the 21st Century*, and *The Four Obsessions of an Extraordinary Executive*.

Mission Promotion

I am a person who is passionate about mission. I believe strongly that the Great Com-

mission given by Jesus is what the church is to be about. In every church I have served, I have consciously worked to increase mission giving and education. The country church that I served for 11 years gave only small amounts to mission. During my time there we were able to raise total mission giving to 35% of the budget. At the church in Marengo, I also worked to increase the mission giving. At that church the formula was to give 10% of the budget to mission. I was able to convince the people of the church that the special offerings should be above and beyond this 10%. When I left we had reached 23% of budget going to missions. I shared with the church, that for every dollar they kept for themselves they should give a dollar to missions. Imagine the work we could accomplish if we followed the principal of giving to missions as much as we use for ourselves. Those are the kind of churches God blesses. As an Area Minister I have promoted missions through my Area I Mission Committee. I began an Annual Mission Conference with the event held on a Saturday . We feature an American Baptist Missionary as well as a variety of workshops and exhibits. The day also includes missionary education for youth and children which I consider to be essential. Two years ago we changed the single Area Mission Conference into three Mission Cluster events to reach more people geographically. The events are called Mission Connection and are held on Sunday nights. The purpose is for the cluster churches to connect with one another and to learn mission and discipleship topics. Each will often feature a current ABC missionary as well as a workshop. I have helped to sponsor missionary speakers in Area I, and find churches willing to host the speakers. It is important to model mission participation. On one mission trip, my husband and I are traveled to Oklahoma to participate in a work mission project in conjunction with Area 1 and Na-

tional Ministries. We also traveled to Costa Rica in 2004 to work with our missionaries. In 2005, I led 12 students on a mission trip to Nicaragua to work with the Providenc Clinic and Baptist Hospital. In 2007, we partnered with the First Baptist Church of Honolulu to work in homeless shelters and soup kitchens. There is no substitute for first hand mission experience. I believe it is the best way to get people excited about missions. In my Area I Churches, there are people and work missions groups that have traveled to Burma, Nicaragua, Costa Rica, Mexico, Guatemala, Honduras, even Uganda. In each case the church has received a fresh vision of God's call to mission. My Area I Youth Board has consistently done a summer mission trip ranging from Oklahoma, to Appalachia, and Inner City Chicago. Mission trips for youth are vital. During my time as Area Minister, we have helped raise funds to send 5 young people from Area I on the Extreme Team through ABC/USA. People give to missions because of relationships and give even more because of personal experience. It is essential to help our people make contact with ABC missionaries and mission fields. Real mission promotion requires more than just telling the story, it requires helping people to experience the reality.

Budget and Finance

Twenty-five of my thirty-four years of ministry has been in pastoral ministry. As a pastor, I have constantly been a part of the stewardship and finances of the church. When I first came to the small church of Marengo, their budget was around \$50,000. In less than two years, we had doubled that amount through systematic fundraising and stewardship campaigns. When I was the program director of a large Methodist church, the

budget was around \$300,000 with endowment funds of \$750,000. It is essential to always have quality people on the finance committee. I have found that the money God needs for the church is always available, it is merely being able to inspire people with a compelling story of why they should give. As Area Minister in Area I, there are churches I know I can call upon if there is a financial need either at the camp or in some other area. I encourage all my churches to tithe on any estate that they receive, and several have responded. One church was able to build a seminary dining hall overseas because of their tithe to mission from an estate, another church gave \$10,000 to the camp. Through partnership with the American Baptist Foundation, we are always working to help churches with their finances and develop strong endowment funds for ministry. We must be passionate about telling compelling stories of mission and life changing ministries. Jesus admonished, "You have not because you ask not." I can only add Amen to that teaching.

Since finishing my Doctor of Ministry degree, I have been working to complete certification in fundraising through The School of Philanthropy in Indiana. I have taken two courses: Planned Giving and Intrapersonal Communication and have two more (Major Gifts and Principles and Techniques) to complete certification. Fundraising is a growing edge of mine. The two books I am currently reading are a new release titled, *"Fundraising When Money is Tight: A Practical Guide to Surviving Tough Times and Thriving in the Future"* by Mal Warrick and *"Not Your Parents Offering Plate: A New Vision for Financial Stewardship"* by J. Clif Christopher. Ministry and Mission required a solid financial base and it is critical to be knowledgeable in the area of fundraising to

accomplish as much as possible for God's Kingdom. Fundraising is Kingdom work and it is built on relationships.

Personnel Supervision

I believe strongly in working with staff as a team. I work well with others, am a strong extrovert, and like to see a job well done. Presently, I am a member of a professional staff of six plus a support staff of four. I have excellent working relationships with all my colleagues. Our staff meetings are two days in length, and held monthly. Staff meetings include devotions, team building, training, networking, visioning, and support for one another. I have had experience with personnel policies when we, as staff, reviewed and made suggestions for the regional personnel book. As with any staff, there were times when I had to deal with inappropriate behavior or crossing of boundaries. As an area minister, I had two assistant area ministers I supervised, one in pastoral care, and one in youth. I supervise the following boards and committees in Area I: Program Board, Outreach, Mission and Discipleship, Ministry, Youth Board, and the Youth Advisory Council. I also participate in the Camp Council, NIU Campus Ministry Board, the Area I ABW Board and Area I ABM. In the past I have served as a local pastor on our regional Board of Managers, six years in the regional department of ministry, six years on the ordination council of Area 2, and the task force for Church Revitalization. My portfolio in GRR also includes ministerial recruitment and ministerial continuing education. In the past I have also been assigned to new church development, natural church development, Face-to Face Coordinator, Evangelism and Camp Curriculum Coordinator.

One of my assets is that I have also worked as a staff person. Throughout my thirty-four years of ministry, I have worked in a wide variety of churches from small to large, country to city, and African-American to Euro-American. I have been a youth minister, an associate pastor, a program director, a solo pastor, a bi-vocational pastor, a senior pastor and an area minister. My wide variety of experience helps me to relate to a wide spectrum of people, churches, and staff. Area 1 is the most diverse of Great Rivers Region; I serve Euro, African-American, Spanish speaking and Asian Churches (Karen and Korean). My Area includes the suburbs of Chicago such as Oak Park, Berwyn and Park Ridge, the Northwest Suburbs, The Quad Cities, and a variety of rural areas in between those metropolitan areas. In all, I work with a total of fifty-four churches.

Communication

I believe communication to be my strongest gift. I am an extrovert and as such love people and get my energy by being with people. Preaching is one of my strengths. It is a natural extension of my love for the Lord and my passion to share the gospel in a clear and relational way. It was in the African-American Church I pastored as a college student, that I learned the importance of a good sermon. Communication is much more than just preaching. Communication is the basis for building relationships with our churches. It is crucial in all we say and do. Each week I send an email newsletter to the Area I Churches to keep our communication lines open and to strengthen the bond between the church and Area. Since the inception of the email newsletter, I have seen increased participation in events and quick responses to needs that were presented in the newsletter. I also post the newsletter on the Area 1 section of the Regional web-

site. I am finding that the churches relate and feel connected to each other more as a result of this new communication. I believe that we must tap into the vast electronic capabilities that exist to communicate with one another, our churches, our missionaries, and the unchurched and underchurched of our world. Communication with staff, boards and committees is equally important and is essential to good working relationships. I am a good listener which is not true of many extroverts. However I believe that real listening is the heart of communication. All too often a person is already formulating their next comment rather than listening to the context of the conversation. Listening requires action and the need for active listening is crucial to decision making.

Conflict Management

As you might well imagine, much of my time as Area Minister is spent in conflict management. One of the most helpful seminary classes I had was "Dealing with Difficult Church Situations." The readings and interactions of that course helped me develop a basis for the task of conflict management. I have had additional continuing education in Christian Mediation with Dr. Philip Moschenrose. Of course, the best teacher is experience. I am in my tenth year as Area Minister, and experience in actual conflicts in Area 1 churches has taught me much that I did not learn in a classroom. I have participated in Listening Conferences with three of my larger churches that were in stage four conflict. I have spent numerous hours in negotiations with church boards and pastors dealing with conflict. Almost always, the key is early intervention and communication, to get the two dissenting groups to listen to one another. My doctoral thesis dealt with a healthy model for clergy departure. Unfortunately often pastoral departure is a damag-

ing time where feelings of guilt and anxiety are played out. My model helps to reduce anxiety and transition a church to a time of healing and health.

At the ABC Midwest Ministry Center, I took the Thomas-Kilman Conflict Mode Instrument which is designed to assess an individual's behavior in conflict situations. My top method of response was: Collaborating. I scored a zero on the method of Avoidance. I do not believe in avoiding conflict. The earlier it can be dealt with the greater chance there is to work through the difficulties. The collaborative mode is an attempt to work with the other people to find a solution which satisfies both groups. One of the most important aspects of conflict management is to get to the underlying issues. Seldom are the surface issues the real problem. It is also important to realize that many times in church conflicts; it is advantageous to call in an outside mediator. This is an area which, like counseling, calls for very specific gifts and training. People, who attempt it on a large scale without training, often do more damage than good. I have found that the majority of churches wait until the conflict has escalated beyond repair before they request help. The key to conflict management is early intervention and is only possible if there is strong communication and a relationship of trust between staff and church lay leaders.

Pastoral Care

In my in pastoral ministry, I have dealt with all the normal pastoral care issues. My churches always felt that pastoral care was my strong point. I have had the necessary Clinical Pastoral Education. My unit of CPE was an independent program that I devel-

oped with a hospital that had no chaplaincy program. I developed the entire visitation program and served as the only staff chaplain for three months. One of my most helpful continuing education events was participation in the "Calling and Caring Lab." This seminar helped identify why people drop out of church and the necessity of immediate contact. It is important to realize that people who depart from a church almost always have some type of crisis situation in their personal lives. Pastoral care often involves crises that we may not be comfortable addressing. I have had to deal with four cases of pastors with sexual misconduct and I currently am working with yet another pastor and church. While a church often wants to hide this issue, it is one that must be dealt with immediately and with proper policies in place. Pastoral care in those situations is very complicated, and almost always involves a hurting spouse and a disillusioned church. I have found the real key to pastoral care is to develop a relationship that is built on trust and mutual respect.

Personal

I have married for thirty-four years to my childhood sweetheart, Michael Henson. We grew up three blocks from each other in the southeast corner of Iowa. We have three adult children. Noah, age 32, is a Head Golf Pro at a private Club in Iowa and married to Kristy, an occupational therapist. Our second son, Greg, age 27, is Executive Director of External Relations for Northern Baptist Theological Seminary and has been married for five years to Heather, the pastor of Wilton Center Federated Church. Our youngest child is Jessica, age 23, a graduate student at the University of Pennsylvania studying Landscape Architecture. My spouse and children have been supportive of my

ministry throughout my career. My husband, Mike, serves as the Great Rivers Regional Camp Properties Director. He has a love of camping and an expertise in maintenance and facilities. He has always been willing to relocate when God calls us to a new ministry position.

Northern Baptist Theological Seminary



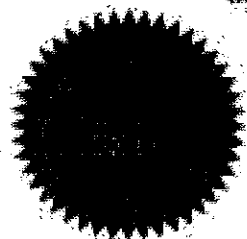
On the recommendation of the Faculty
the Board of Trustees of the Seminary by the authority of
the State of Illinois has conferred the Degree of
Doctor of Ministry

upon

Cheryl R. Henson

who, having honorably fulfilled all the requirements prescribed
by the Seminary for this Degree, is entitled to all the rights
and privileges pertaining thereto. In witness whereof we have
affixed our Signatures and the Seal of the Seminary.

Given at Lombard, Illinois, this third day of June, 2006, A.D.




CHERYL R. HENSON
DOCTOR OF THEOLOGICAL STUDIES

JOHN W. MOORE
PRESIDENT OF THE SEMINARY

ABSTRACT from my doctoral thesis,

"Passing the Mantle: The Development of a Healthy Model of Clergy Departure.

This thesis addresses the problem that there appears to be no healthy model of clergy departure among the Area I Churches of Great Rivers Region. Geographically these fifty-seven churches are located in Northern Illinois and are associated with the American Baptist Churches U.S.A.

Pastors and churches repeatedly seek advice on clergy departures and the transition period between pastors. During the transition period, church systems become unstable, suffer anxiety, experience elevated stress and identifiable stages of grief. The ministry and mission of the church is adversely affected.

The purpose of this thesis is to provide a healthy model for clergy departure that can be utilized by the Area I Churches. This is accomplished through appropriate and timely communication of the resignation letter by the pastor, a transition, or passing the mantle worship service which includes the participation of the departing pastor and the interim pastor, and the development of a lay transition team to guide the church through the transition between pastors. Evaluations show that the anxiety and stress of the congregation can be lowered significantly through the experience of a transition worship service in which the departing pastor and interim pastor share a time of commissioning prayer and communion with the congregants.