

# Essential Skills for Today's Leaders

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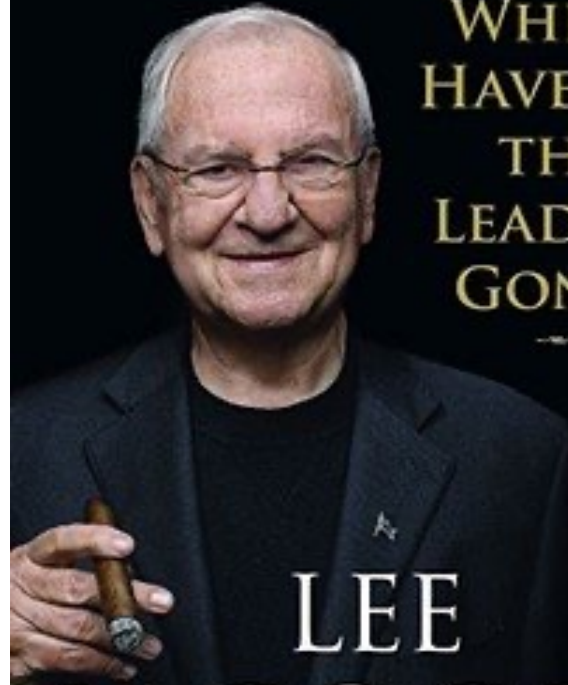
## Top Ten Challenges Faced by Free Will Baptist Pastors

Challenges	FWB Rank	All Pastors Rank	FWB Mean	All Pastors Mean
Effectively Evangelizing People Who Have Never Visited the Church	1	1	3.37	3.3
Retaining Young Adults	2	3	3.32	3.18
Mobilizing for Evangelism	3	2	3.21	3.27
Finding High Quality Pastoral and Intern Candidates	4	8	3.19	2.94
Recruiting Lay Leaders	5	11	3.17	2.9
Increasing Small Group Participation	6	10	3.16	2.9
Getting Members to Put Their Faith Into Practice	7	4	3.15	2.98
Mobilizing Members for Ministry	8	7	3.11	2.94
Running High Quality Youth Programs	9	6	3.02	2.95
Running High Quality Children's Programs	10	8	3.02	2.91

THE NEW YORK TIMES BESTSELLER

"Provocative . . . timely." —*USA Today*

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WHERE  
HAVE ALL  
THE  
LEADERS  
GONE?  
—



LEE  
IACOCCA

WITH CATHERINE WHITNEY

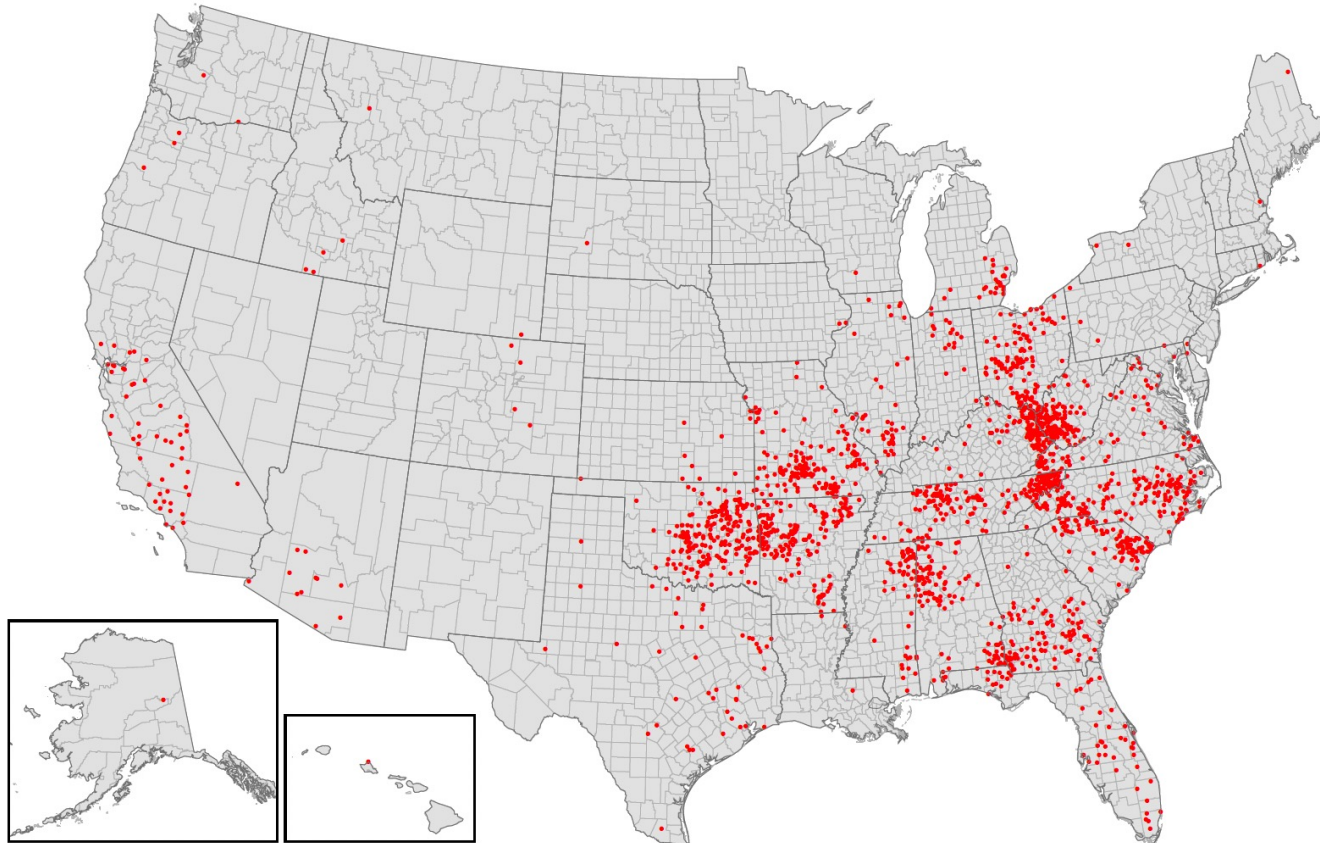
UPDATED AND REVISED

You are a  
leader.

As every man hath  
received the gift, even so  
minister the same one to  
another, as good  
stewards of the manifold  
grace of God.

1 Peter 4:10

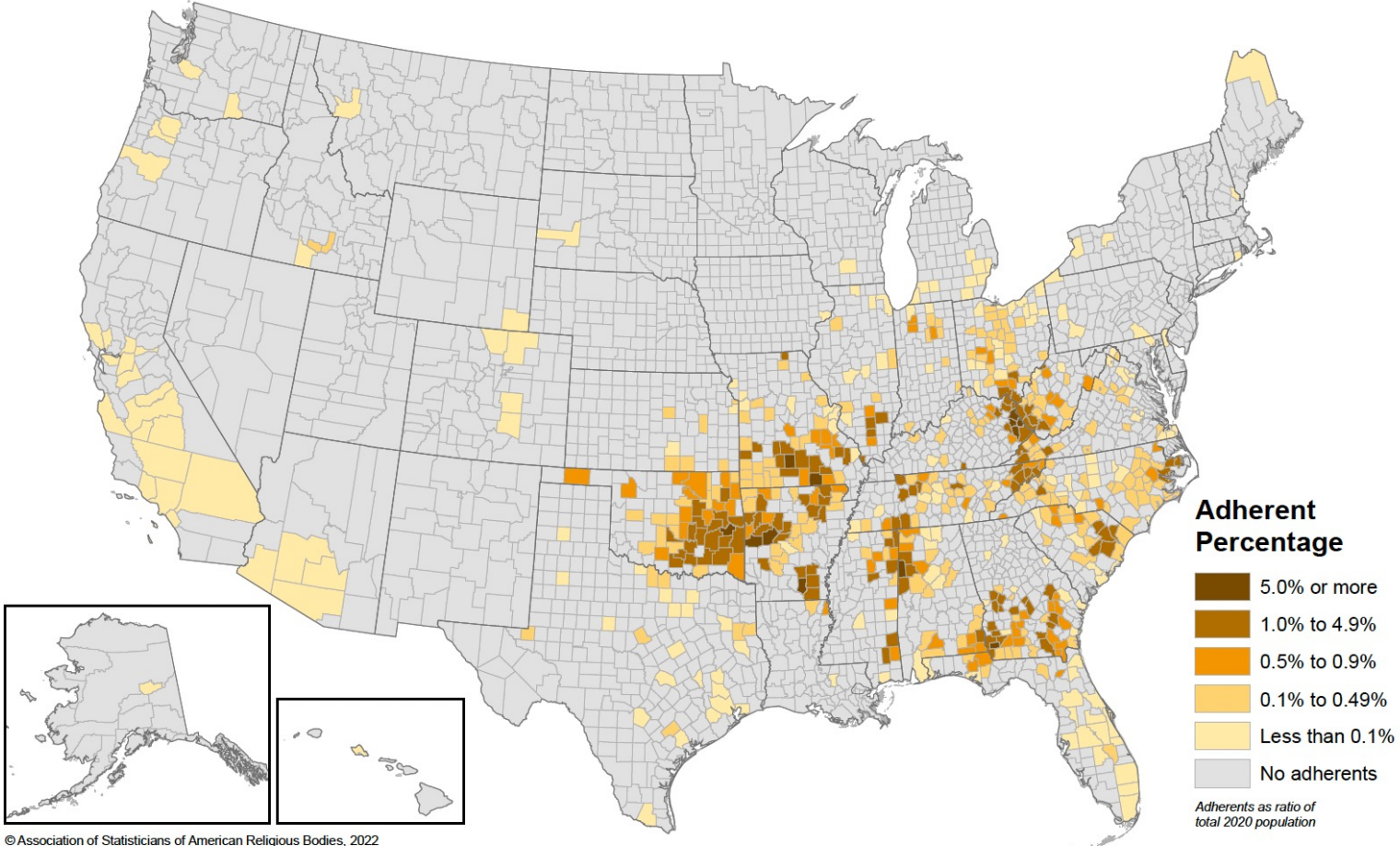
National Association of Free Will Baptists:  
Location\* of Congregations in the United States, 2020



© Association of Statisticians of American Religious Bodies, 2022  
2020 U.S. Religion Census: A County-level Enumeration  
of Religious Congregations and Adherents  
Created by Dale E. Jones using ESRI ArcMap

1,930 congregations were reported in 622 counties.  
*\*Dots are randomly placed within each county to represent congregations.*

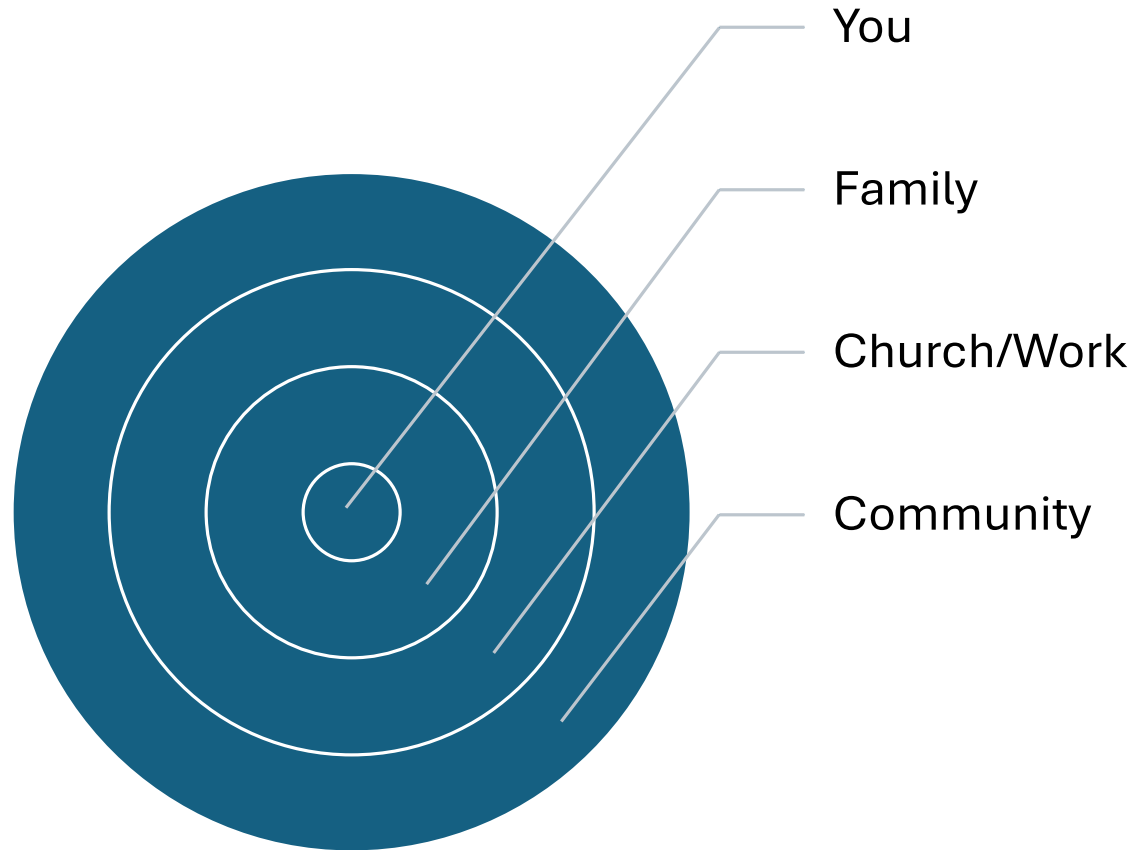
National Association of Free Will Baptists:  
Adherents as Percentage of Population, 2020



© Association of Statisticians of American Religious Bodies, 2022  
2020 U.S. Religion Census: A County-level Enumeration  
of Religious Congregations and Adherents  
Created by Dale E. Jones using ESRI ArcMap

1,930 congregations and 156,895 adherents were reported in 622 counties.

# Who do you lead?



# How do you know?

**Who comes to  
me for advice?**

**Whose behavior  
changes  
because of me?**

**Who am I  
shaping?**

What happens  
when leaders  
don't lead?

### **1. Loss of direction and restraint**

Where there is no vision, the people perish: but he that keepeth the law, happy is he.

**Proverbs 29:18**

### **2. Chaos and anarchy**

In those days there was no king in Israel: every man did that which was right in his own eyes.

**Judges 21:25**

What happens  
when leaders  
don't lead?

### **3. Distress and sorrow**

When the righteous are in authority, the people rejoice: but when the wicked beareth rule, the people mourn

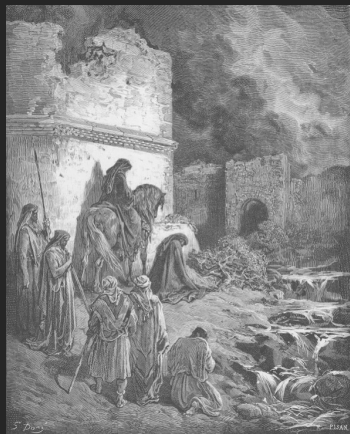
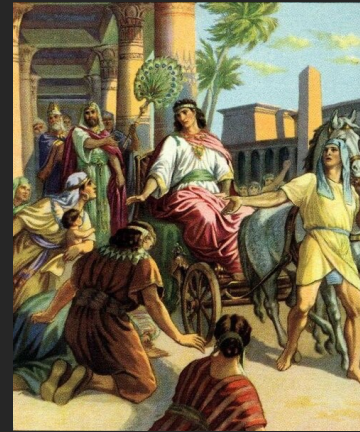
**Proverbs 29:2**

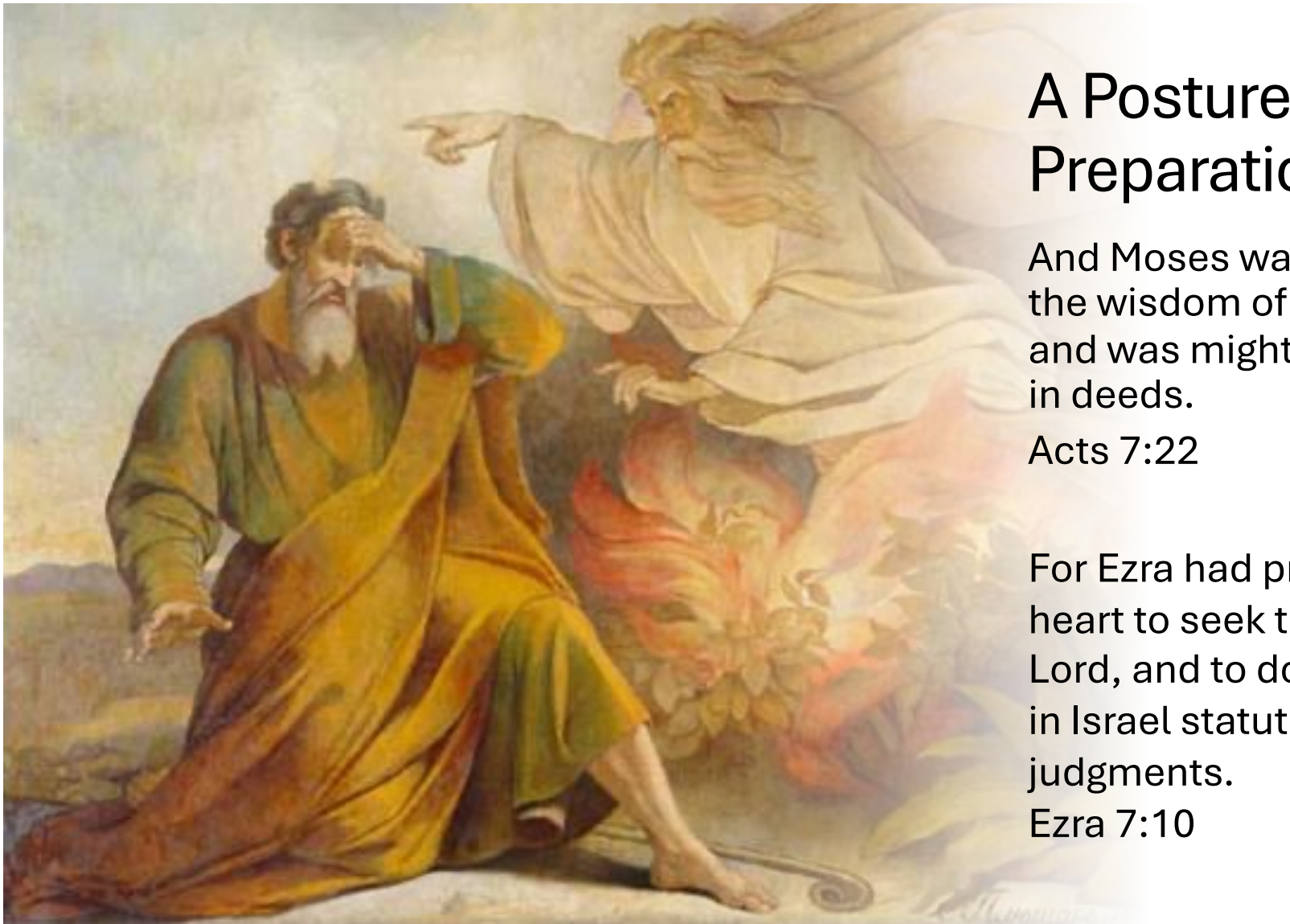
### **4. Vulnerable to "predators" and spiritual exhaustion**

And they were scattered, because there is no shepherd: and they became meat to all the beasts of the field, when they were scattered.

**Ezekiel 34:5**







## A Posture of Preparation.

And Moses was learned in all the wisdom of the Egyptians, and was mighty in words and in deeds.

Acts 7:22

For Ezra had prepared his heart to seek the law of the Lord, and to do it, and to teach in Israel statutes and judgments.

Ezra 7:10

What preparation do you need?

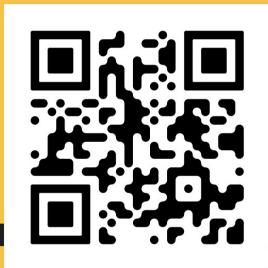
Problem

Solution

Action

# Resources

**SOCIAL MEDIA • PODCASTS**  
**PRINT RESOURCES • CHURCH TOOLS**



**NAFWB.ORG/RESOURCES**

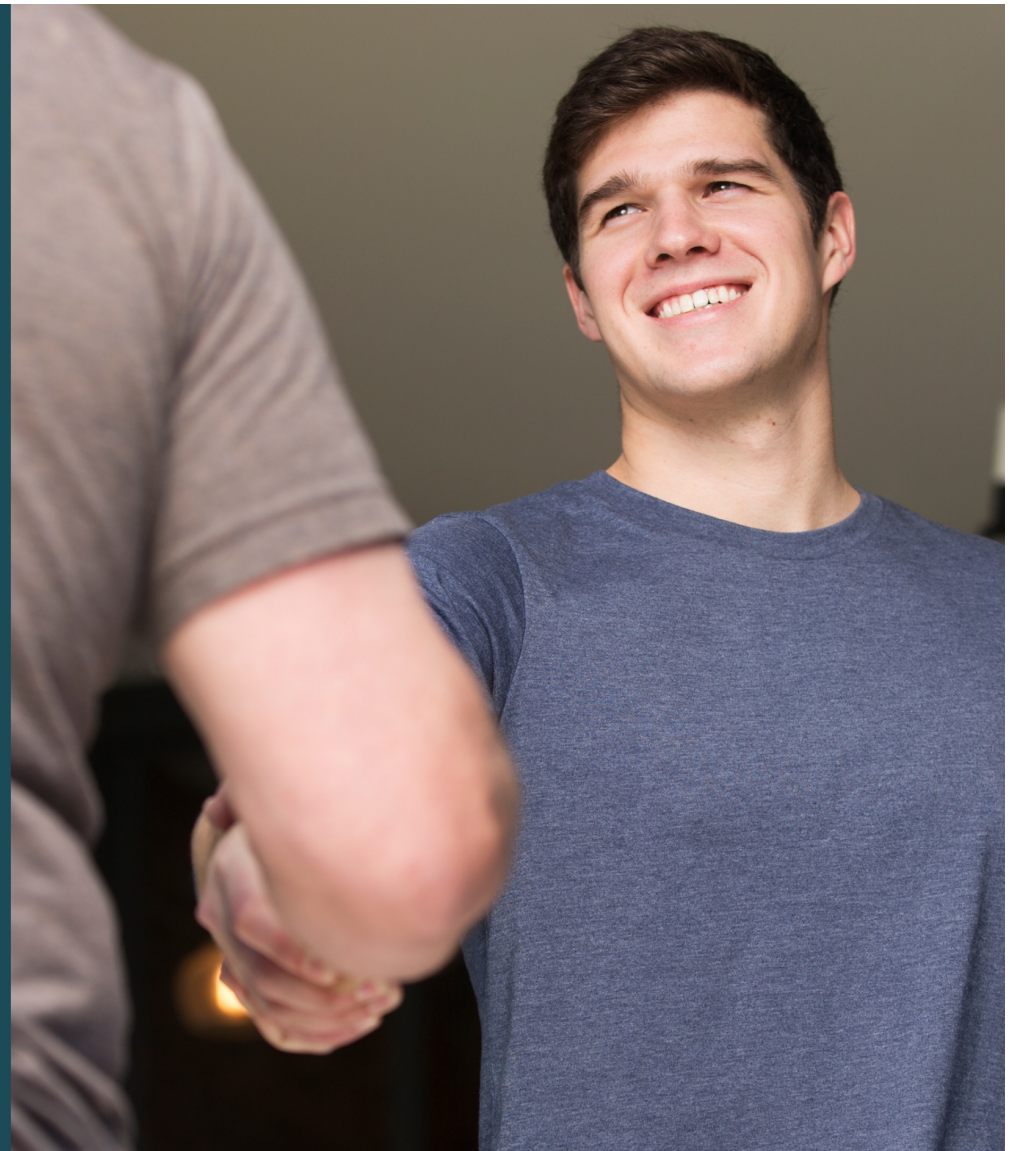


IRON **SHARPENS** IRON

**REKINDLE**  
COACHING



NAFWB.ORG/**REKINDLE**



## Questions to ask:

What are the strengths of our church?

What are the weaknesses of our church?

What opportunities do we have?

What are the threats to our church?





## An attitude of vigilance.

But when Peter was come to Antioch, I withstood him to the face, because he was to be blamed.

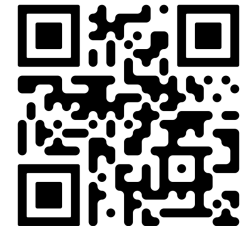
Galatians 2:11

When therefore Paul and Barnabas had no small dissension and disputation with them, they determined that Paul and Barnabas, and certain other of them, should go up to Jerusalem unto the apostles and elders about this question.

Acts 15:2

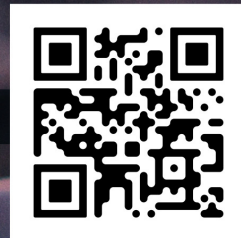
### What concerns do FWB pastors have?

<b>Concerns</b>	<b>Percentage of Participants</b>
Anxiety	49
Ministry issues	37 ←
Depression	35
Marriage	32
Grief	29
Sexual issues (e.g., pornography, addiction)	8
Trauma	8
Family issues	7
Other	8

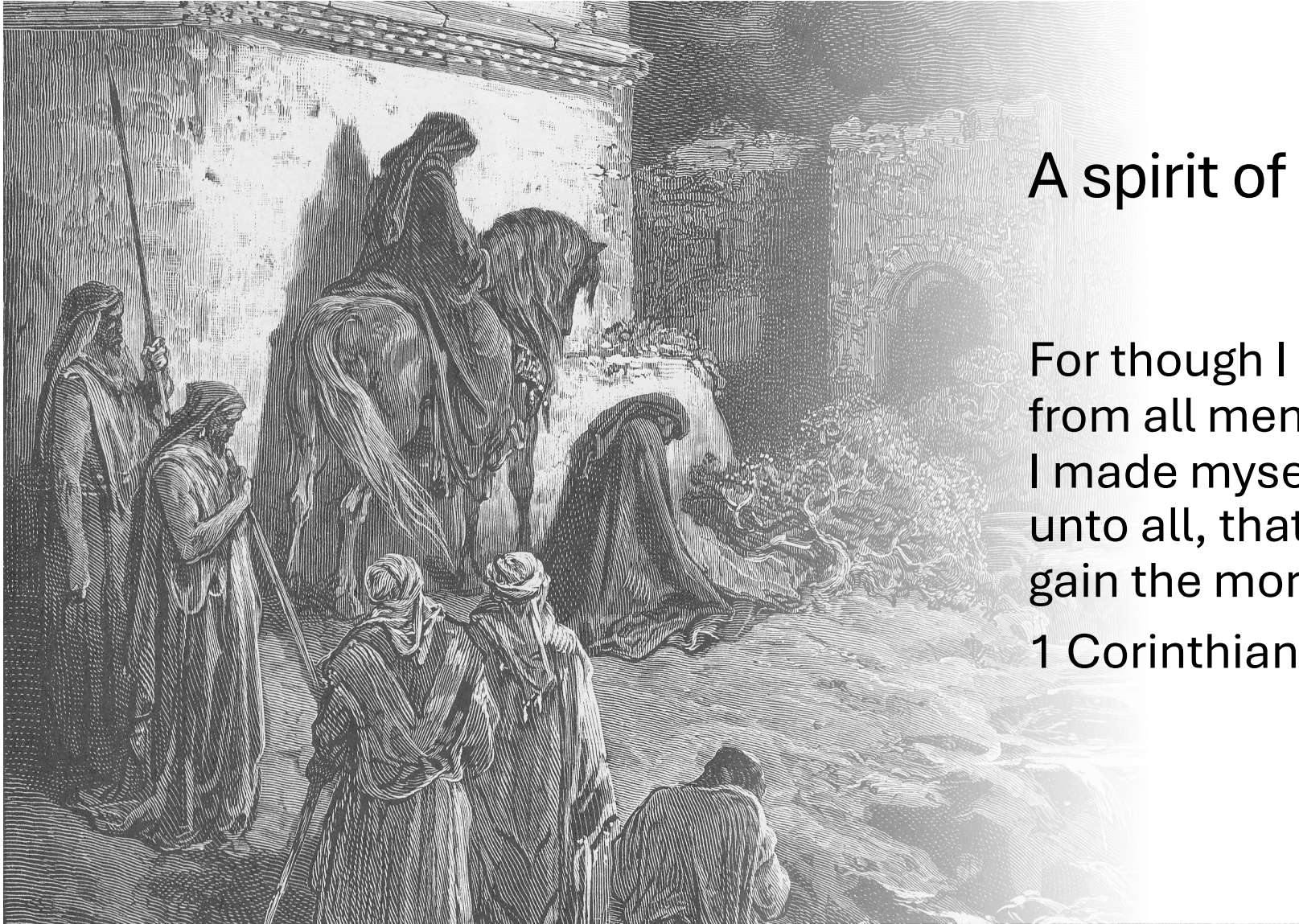


# REFRESH COUNSELING

THERE WHEN YOU **NEED IT MOST**



NAFWB.ORG/**REFRESH**

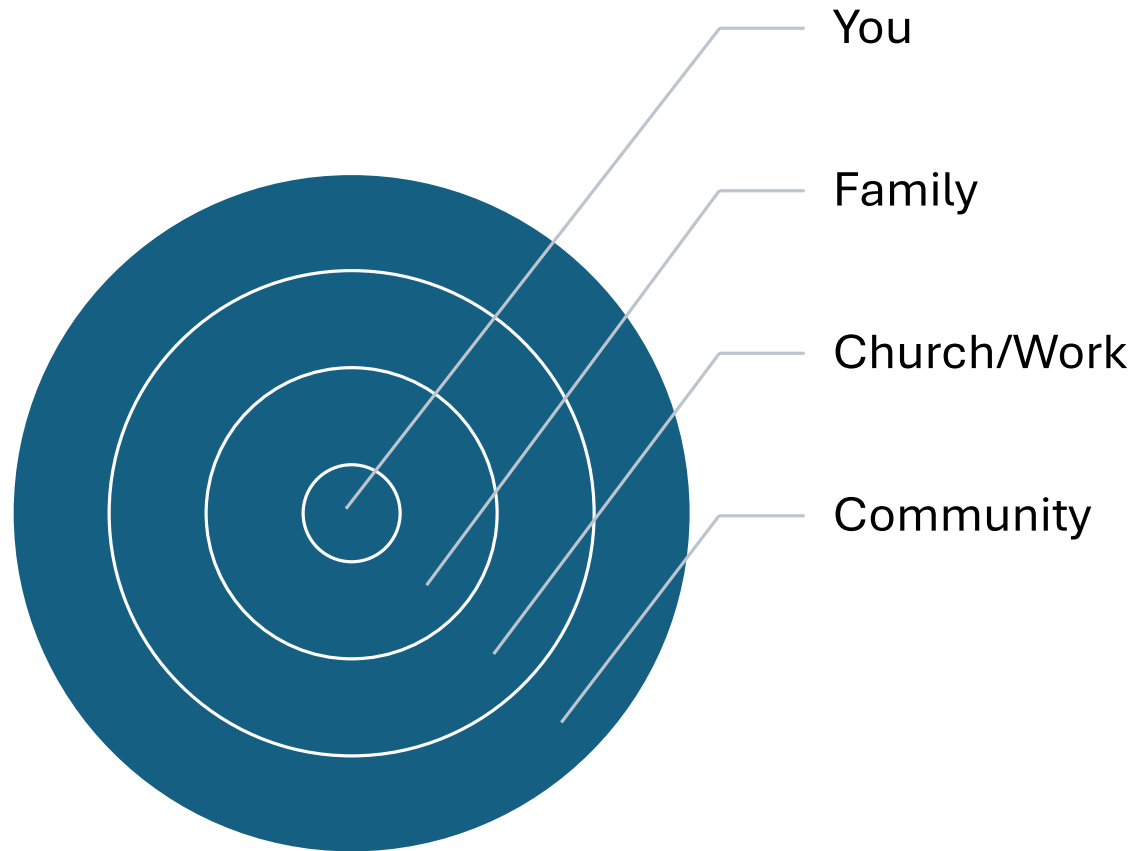


A spirit of service.

For though I be free  
from all men, yet have  
I made myself servant  
unto all, that I might  
gain the more.

1 Corinthians 9:19

# Who and how do you serve?





# THE BLESS APP

PRAY | LISTEN | EAT | SERVE | STORY



[NAFWB.ORG/  
BLESS](https://NAFWB.ORG/BLESS)



## Develop discernment.

<sup>20</sup> And unto the Jews I became as a Jew, that I might gain the Jews; to them that are under the law, as under the law, that I might gain them that are under the law; **21** To them that are without law, as without law, (being not without law to God, but under the law to Christ,) that I might gain them that are without law. **22** To the weak became I as weak, that I might gain the weak: I am made all things to all men, that I might by all means save some.

1 Corinthians 9:20-22

Who will I  
**REACH**  
with the gospel?  
Acts 1:8

Who will I  
**TRAIN**  
in the faith?  
Matthew 28:19-20

What time, talent &  
treasure do I  
**GIVE**  
to the Lord?  
Matthew 25



ACCEPT THE  
**MISSION**

Who will I **REACH**  
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ACCEPT THE  
**MISSION**

DO YOU **REALLY KNOW** YOUR NEIGHBORS?

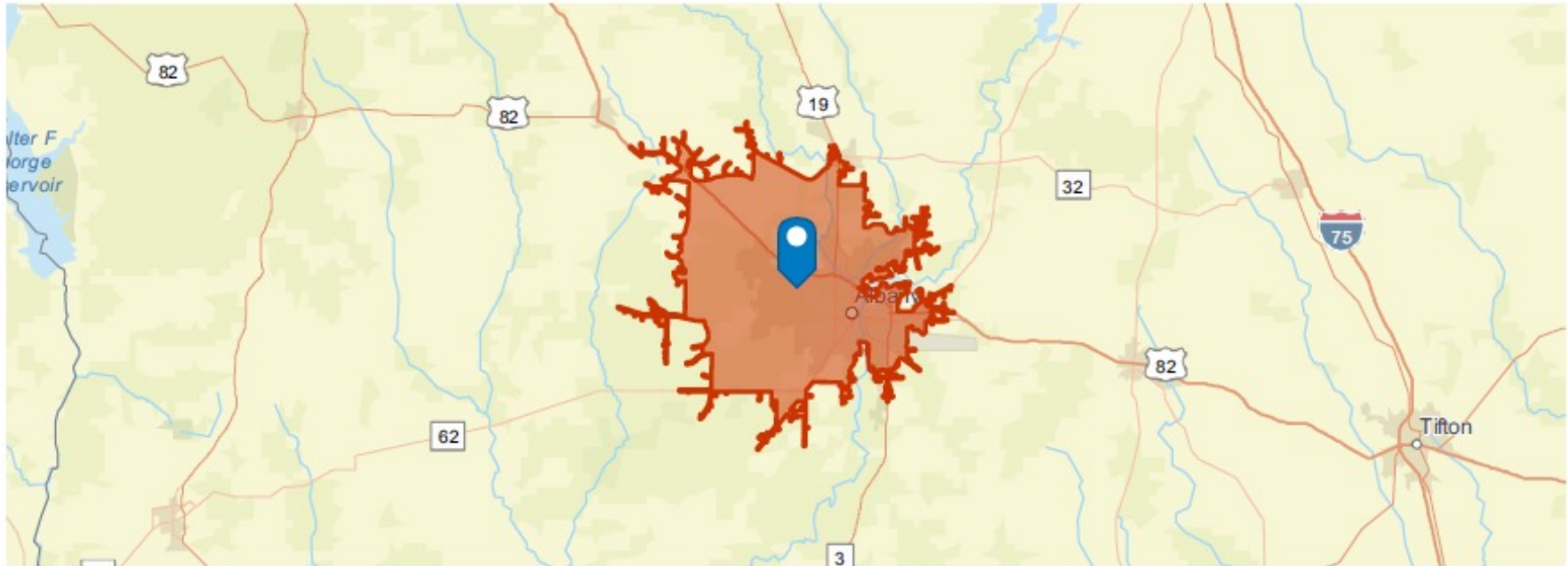
know your  
community  
WITH CHURCH ANSWERS



[NAFWB.ORG/KNOW](http://NAFWB.ORG/KNOW)

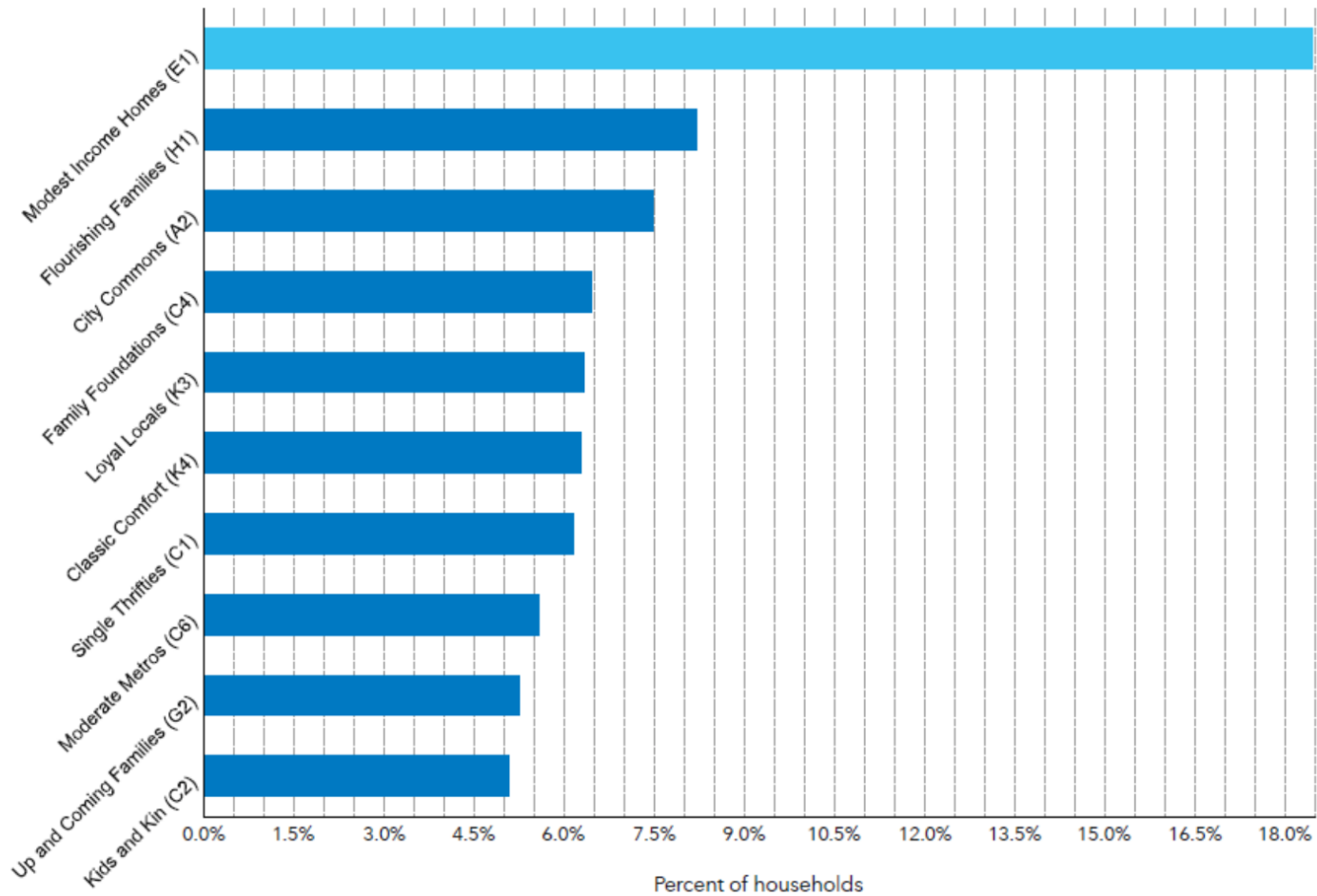
First Free Will Baptist Church Albany

420 N Westover Blvd, Albany, Georgia, 31707

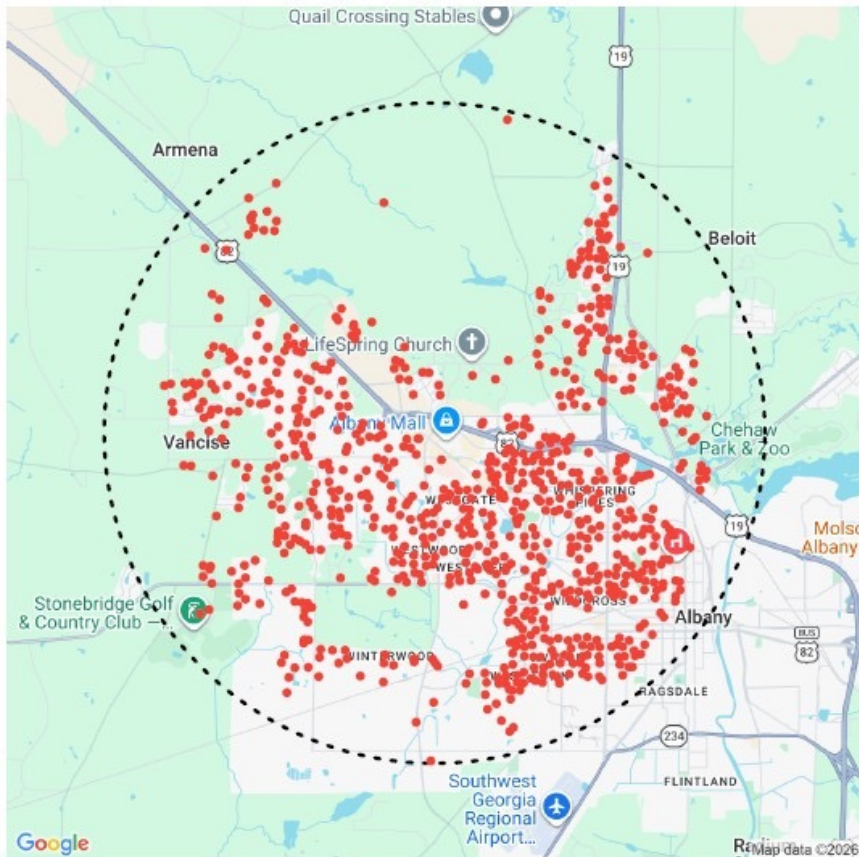


How many neighbors do you have within a 20-minute drive of your church? **96,478**

## 2025 Tapestry Market Segmentation (Households)

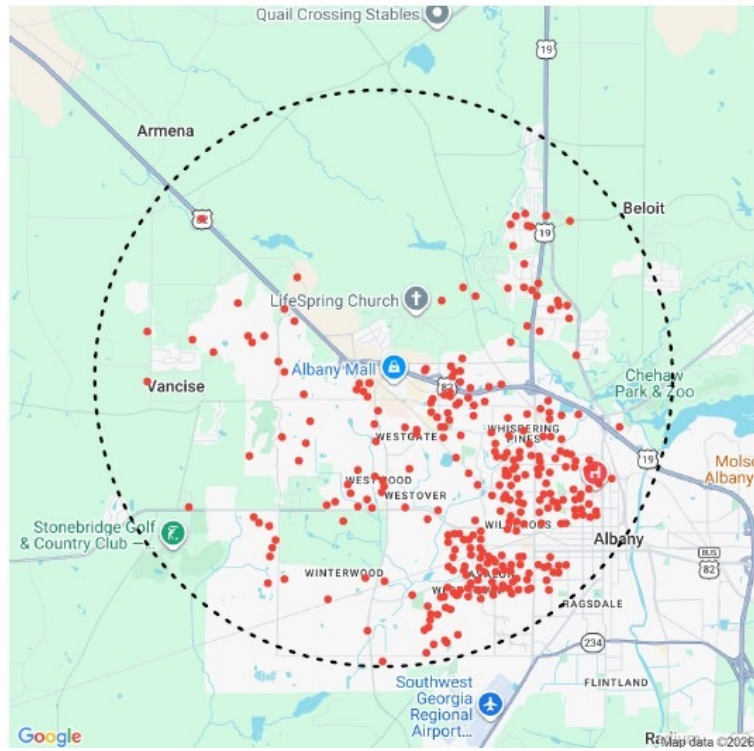


## Your Low-Hanging Fruit - New Neighbors



943 new movers in the last  
3-months.

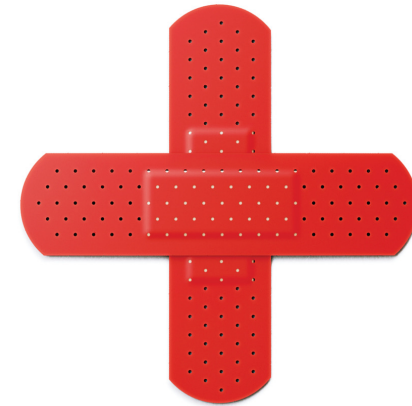
### James 1:27 Widows





***Are you ready?***

*Don't let your fear of not  
knowing what to do  
keep you from helping someone!*



**FIRST** AID  
*for*  
EMOTIONAL HURTS



NAFWB.ORG/  
**FIRSTAID**

**Modest Income Homes (E1):** focus on outreach that provides practical value while honoring their close-knit, faith-guided values. This segment often includes single-parent or multigenerational households that value traditional lifestyles, physical community presence, and in-person connections.

### **Relationship-Based Evangelism**

Building trust in close-knit communities requires consistent, personal presence rather than just digital outreach.

- **Prayer Walks:** Have "prayer warriors" walk the neighborhood, praying for homes and stopping to offer prayer to residents they encounter.
- **Bible Studies in Community Spaces:** Host sessions in community centers or local coffee shops to reach those who may not feel comfortable entering a church building yet.
- **Release "Working-Class" Leaders:** Empower leaders from within the community. People are often more attracted to the gospel when shared by someone who understands their daily "normal".



*the* HOPE  
INITIATIVE

A SIMPLE APPROACH TO  
IMPACTING YOUR  
COMMUNITY  
WITH THE GOSPEL

*partnering with*  
CHURCH ANSWERS



[NAFWB.ORG/HOPE](https://NAFWB.ORG/HOPE)



Disciple the next generation.

For this cause have I sent unto you Timotheus, who is my beloved son, and faithful in the Lord, who shall bring you into remembrance of my ways which be in Christ, as I teach every where in every church.  
1 Corinthians 4:17

Who is in the pipeline?

Who will I  
**REACH**  
with the gospel?  
Acts 1:8

Who will I  
**TRAIN**  
in the faith?  
Matthew 28:19-20

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ACCEPT THE  
**MISSION**



## Significantly Greater Challenges for Free Will Baptist Pastors

Concern	FWB Pastor Rank	Mean	Probability
Finding High Quality Pastoral and Intern Candidates	4	3.19	.005
Recruiting Lay Leaders	5	3.17	.000
Increasing Small Group Participation	6	3.16	.000
Getting Church Members to Put their Faith Into Practice	7	3.15	.010
Mobilizing Members for Ministry	8	3.11	.007
Reducing Member Indifference	11	2.98	.017
Meeting the Demands of My Schedule	15	2.89	.033
Managing My Time	17	2.86	.006
Developing Effective Strategy	19	2.80	.009
Promoting Active Participation in Worship	23	2.76	.013
Using Technology Effectively	24	2.76	.052
Creating High Quality Worship Services	28	2.72	.000
Casting a Clear Vision for the Church	31	2.67	.006
Creating Attractive Programs	35	2.61	.016
Resolving Personal Frustrations	43	2.51	.047
Combatting False Doctrine	47	2.46	.007
Staying Connected to God	55	2.35	.003
Maintaining My Mental Health	56	2.34	.043
Making the Gospel Attractive	67	2.15	.0012

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State	Overall Enrollment	Average Enrollment per Church
Ohio	3,336	30.1
Oklahoma	3,188	16.6
West Virginia	3,046	23.4
Missouri	2,698	20
Kentucky	2,570	22.2
Alabama	1,862	20
Mississippi	1,727	39.3
Virginia	1,591	24.9
Georgia	1,574	16.2
Florida	1,028	20.2
Illinois	885	23.9
Texas	462	13.2
California	309	7.4
Michigan	249	10.4
Kansas	209	26.1
Northwest	107	17.8
Arizona	69	14
Virgin Islands	50	50
Idaho	50	16.7
South Dakota	23	23
Puerto Rico	20	6.7
David Marks	10	2.5

Average = 23

*\*No data was reported from Association of Mexico, Canada, Colorado, Hawaii, Indiana, Iowa, Mexico Association, Mid-Atlantic Association, and Northeast Association.*

**NAFWB Membership\* (Figure 3, carries to next page)**

<b>State</b>	<b>Churches</b>	<b>Overall Membership</b>	<b>Average Membership</b>
North Carolina	149	15,232	102
Arkansas	156	12,926	83
Tennessee	185	11,027	60
Oklahoma	192	9,528	50
Kentucky	116	8,552	74
Missouri	135	8,288	61
Alabama	93	7,234	78
South Carolina	100	6,921	69
Ohio	111	5,277	48
Georgia	97	4,961	51

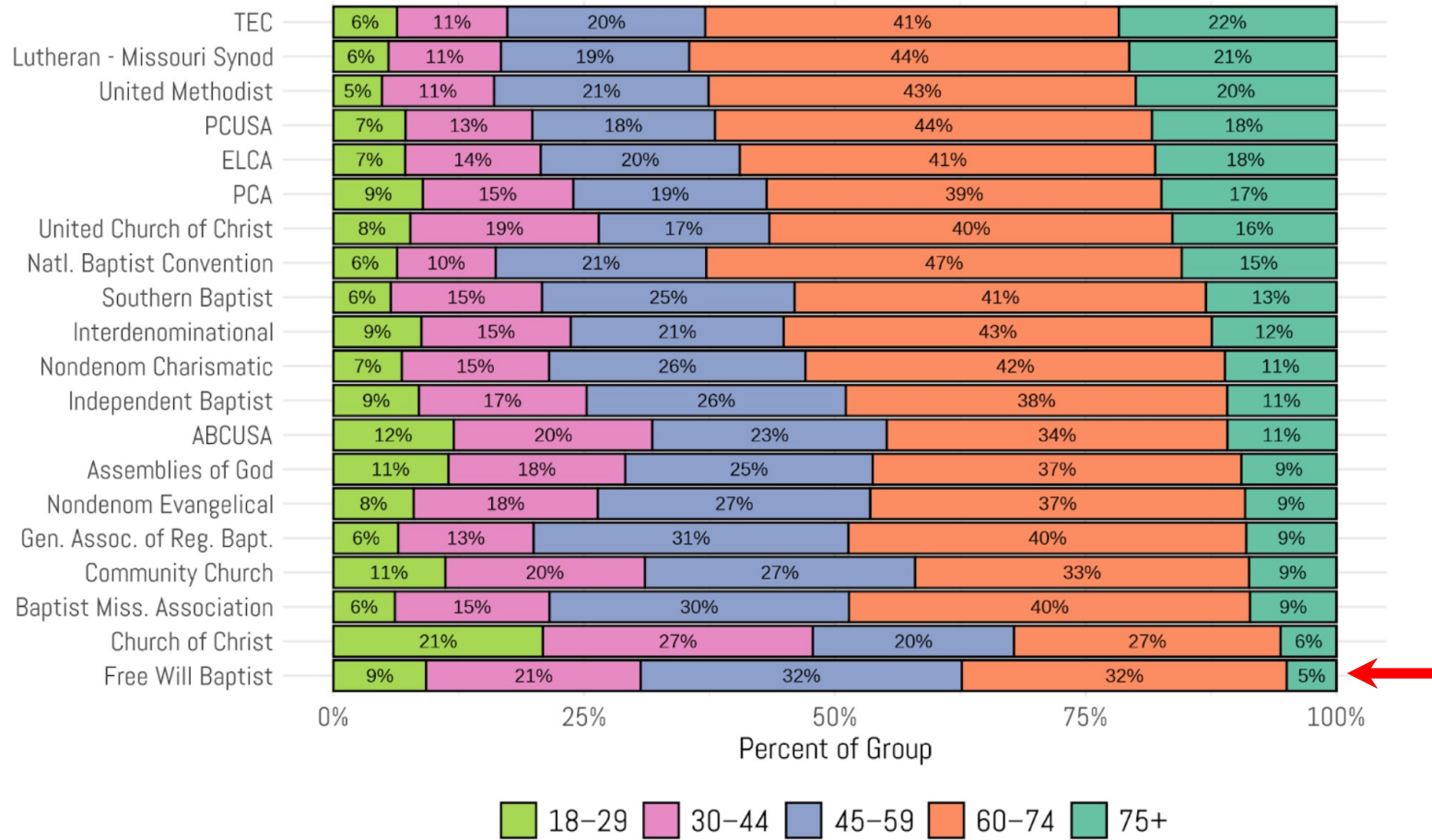
**Average = 55**

State	Churches	Overall Membership	Average Membership
West Virginia	130	4,603	35
Virginia	64	3,114	49
Mississippi	44	2,833	64
Illinois	37	2,575	70
Florida	51	2,001	39
Texas	35	1,228	35
California	42	986	23
Michigan	24	983	41
Kansas	8	951	119
Virgin Islands	1	170	170
Arizona	5	168	34
Northwest	6	162	27
David Marks	4	143	36
Puerto Rico	3	140	47
Idaho	3	126	42
South Dakota	1	25	25
Mexico Assoc.	41	*	*
Assoc. of Mexico	38	*	*
Indiana	16	*	*
Canada	7	*	*
Iowa	3	*	*
Colorado	5	*	*
Mid-Atlantic	4	*	*
Northeast Assoc.	2	*	*
Hawaii	1	*	*



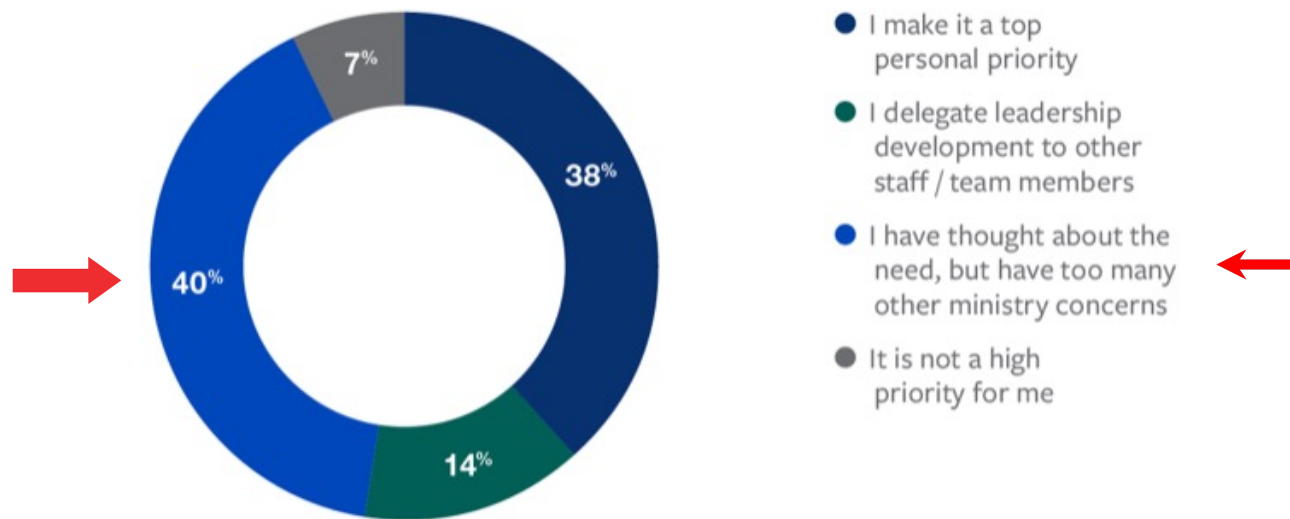
*\*Nine states or districts did not report membership numbers (Association of Mexico, Canada, Colorado, Hawaii, Indiana, Iowa, Mexico Association, Mid-Atlantic Association, and Northeast Association). We should note there were 236 churches that reported no data. Undoubtedly, this makes the numbers appear lower than they are. (See Eric Thomsen's webinar on the importance of record keeping and his book **To Honor Our Heritage**). It is*

## Age Distribution of the Top 20 Denominations



@ryanburge | Data: Cooperative Election Study 2022-2024

**AS SENIOR PASTOR, HOW HIGHLY DO YOU PRIORITIZE DEVELOPING A LEADERSHIP PIPELINE WITHIN YOUR CONGREGATION?**



Source: Barna Group  
n=584 U.S. Protestant senior pastors, September 6-16, 2022.

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