

Essential Skills for Today's Leaders

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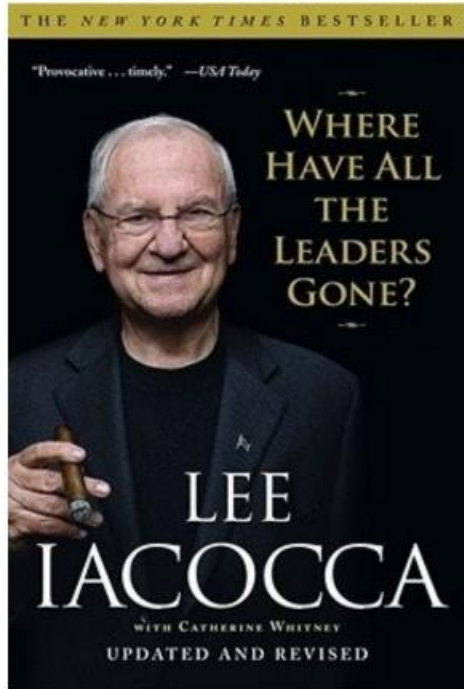
Habilidades Esenciales para los Líderes de Hoy

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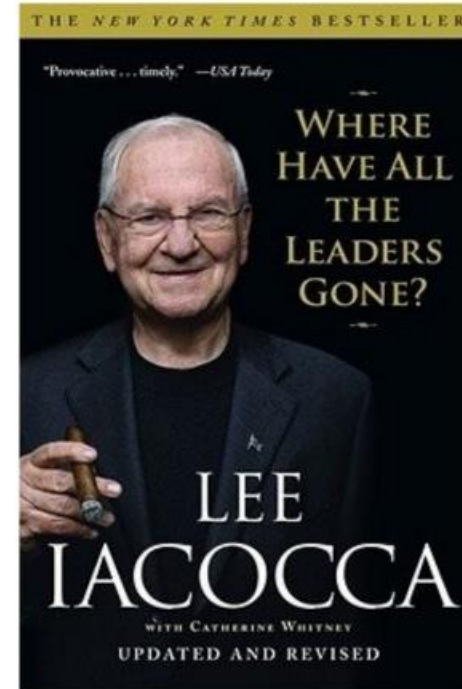


Top Ten Challenges Faced by Free Will Baptist Pastors

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



- Curiosity
- Creative
- Communicate
- Character
- Courage
- Conviction
- Charisma
- Competent
- Common Sense



- Curiosidad
- Creativo
- Comunicar
- Carácter
- Valor
- Convicción
- Carisma
- Competente
- Sentido común

You are
a
leader.

As each has
received a gift, use
it to serve one
another, as good
stewards of God's
varied grace.

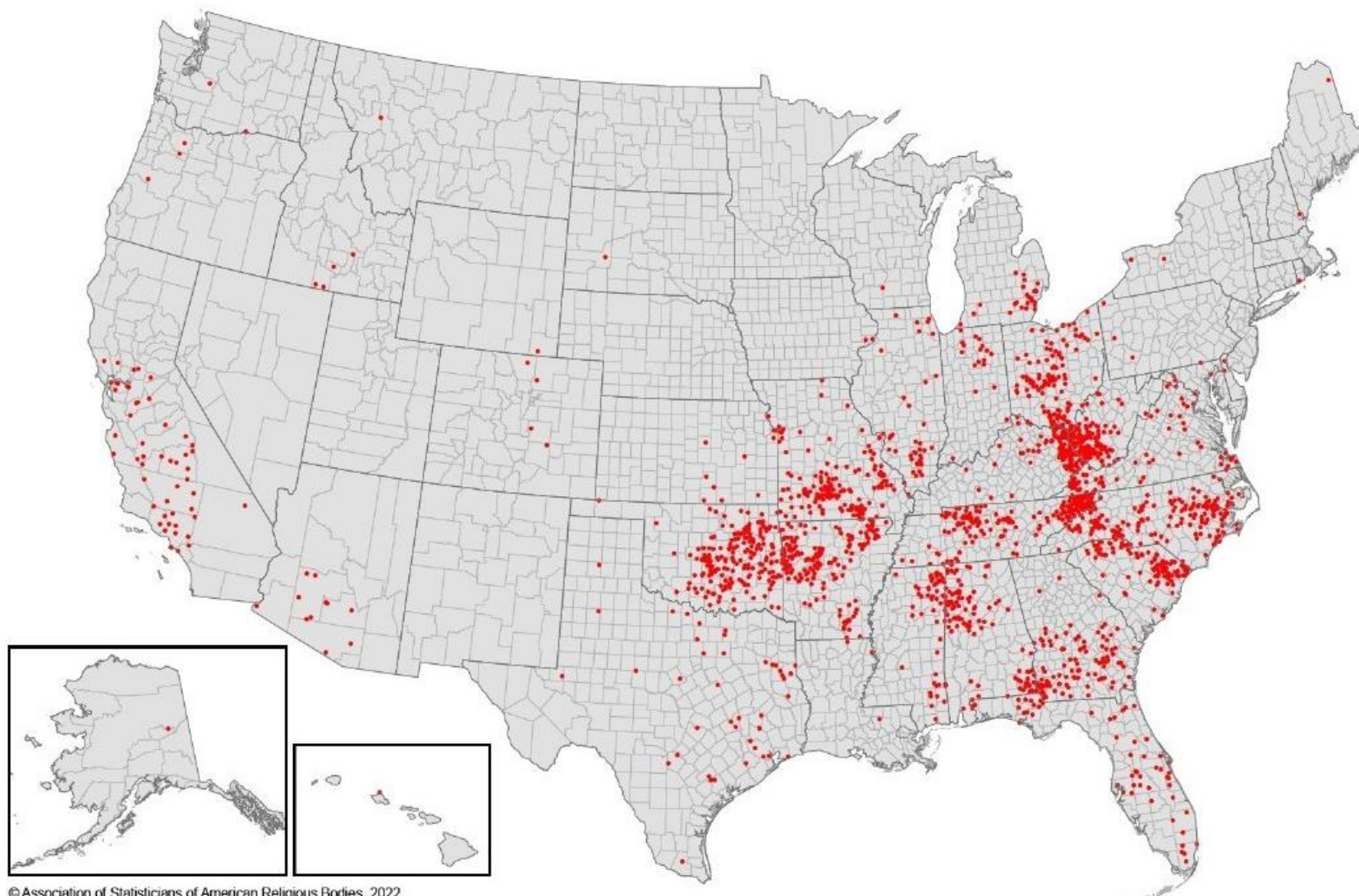
1 Peter 4:10

Usted
es un
líder.

As each has
received a gift, use
it to serve one
another, as good
stewards of God's
varied grace.

1 Peter 4:10

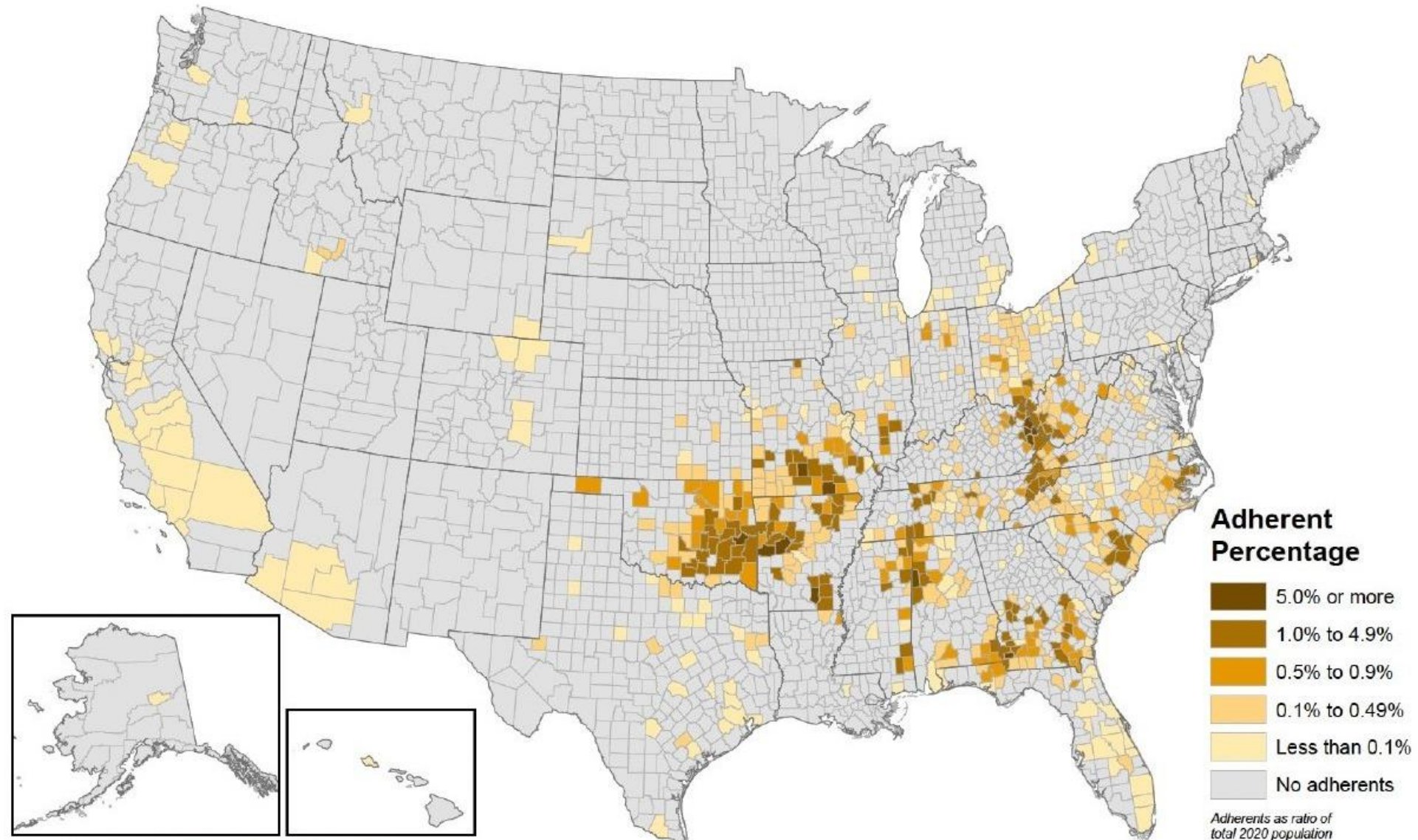
National Association of Free Will Baptists:
Location* of Congregations in the United States, 2020



© 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

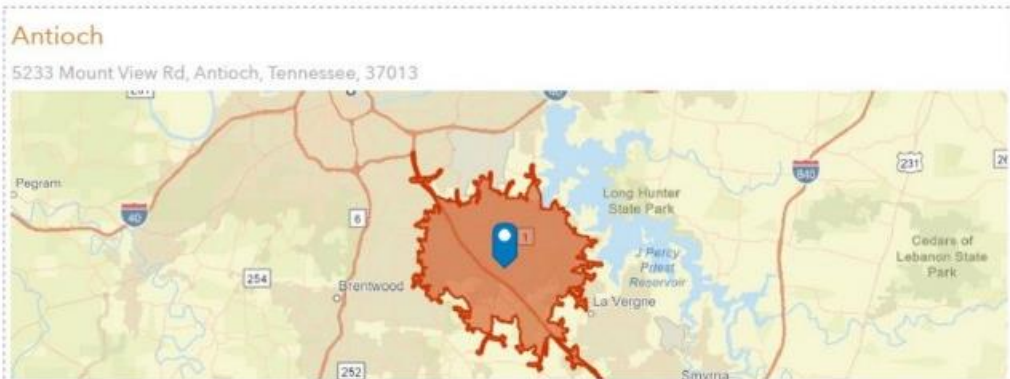
1,930 congregations were reported in 622 counties.
**Dots are randomly placed within each county to represent congregations.*

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.

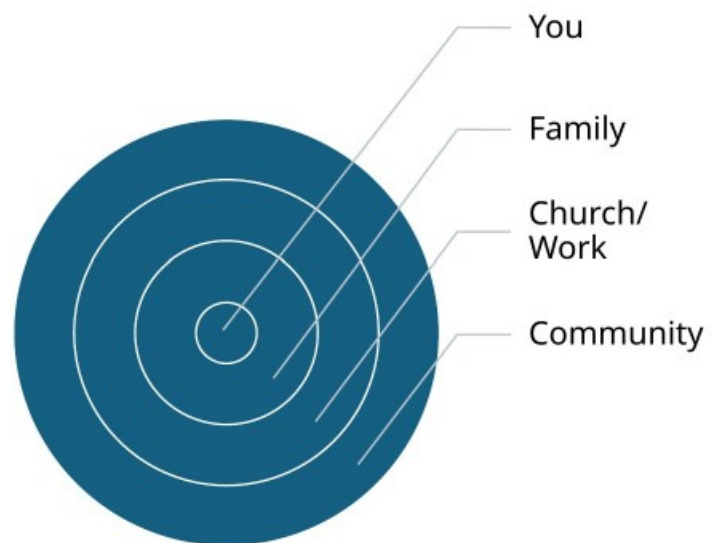


How many neighbors do you have within a 10-minute drive of your church? 112,849

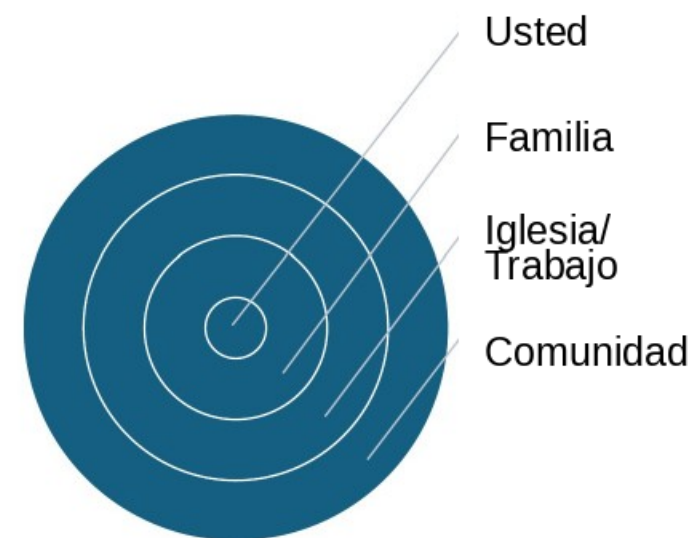


¿Cuántos vecinos tiene usted en un trayecto de 10 minutos de su iglesia? 112,849

Who do you lead?



¿A quién lidera?



How do you know?

Who comes
to me for
advice?

Whose behavior
changes because
of me?

Who am I
shaping?

¿Cómo lo sabe?

¿Quién viene
a mí por
consejo?

¿La conducta
de quién cambia
por mí?

¿A quién estoy
formando?

What
happens
when
leaders
don't lead?

1. Loss of direction and restraint

Where there is no prophetic vision the people cast off restraint, but blessed is he who keeps the law.

Proverbs 29:18

2. Chaos and anarchy

In those days there was no king in Israel. Everyone did what was right in his own eyes.

Judges 21:25

¿Qué pasa
cuando los
líderes no
lideran?

1. Pérdida de dirección y freno
Donde no hay visión profética, el pueblo se desenfrena, pero bienaventurado el que guarda la ley.

Proverbios 29:18

2. Caos y anarquía

En aquellos días no había rey en Israel. Cada uno hacía lo que bien le parecía.

Jueces 21:25

What
happens
when
leaders
don't lead?

3. Distress and sorrow

When the righteous increase, the people rejoice, but when the wicked rule, the people groan.

Proverbs 29:2

4. Vulnerable to "predators" and spiritual exhaustion

So they were scattered, because there was no shepherd, and they became food for all the wild beasts.

Ezekiel 34:5

¿Qué pasa
cuando los
líderes no
lideran?

3. Angustia y tristeza

Cuando los justos aumentan, el pueblo se alegra, pero cuando gobiernan los malvados, el pueblo gime.

Proverbios 29:2

4. Vulnerables a "depredadores" y al agotamiento espiritual

Así fueron esparcidos, porque no había pastor, y llegaron a ser alimento para todas las fieras del campo.

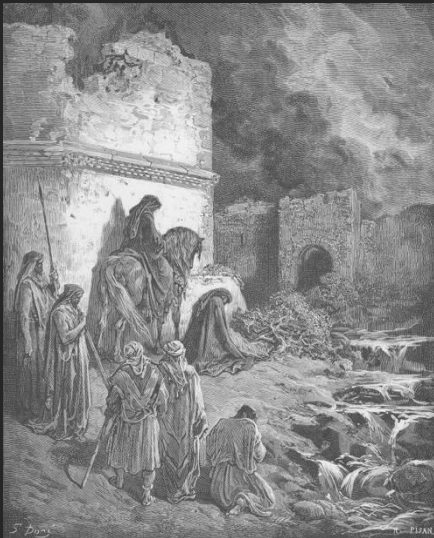
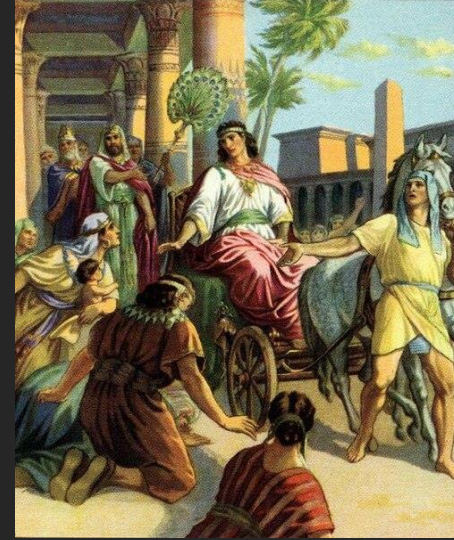
Ezequiel 34:5

The Grapes of Canaan by
James Tissot



Las uvas de Canaán de
James Tissot







A Posture of Preparation.

And Moses was instructed in all the wisdom of the Egyptians, and he was mighty in his words and deeds.

Acts 7:22

For Ezra had set his heart to study the Law of the LORD, and to do it and to teach his statutes and rules in Israel.
Ezra 7:10



Una postura de preparación.

Y Moisés fue instruido en toda la sabiduría de los egipcios, y era poderoso en sus palabras y obras.

Hechos 7:22

Porque Esdras había dispuesto su corazón para estudiar la Ley del SEÑOR, y para cumplirla y enseñar sus estatutos y reglas en Israel.
Esdras 7:10

What preparation do you need?

Problem

Solution

Action

¿Qué preparación necesita?

Problema

Solución

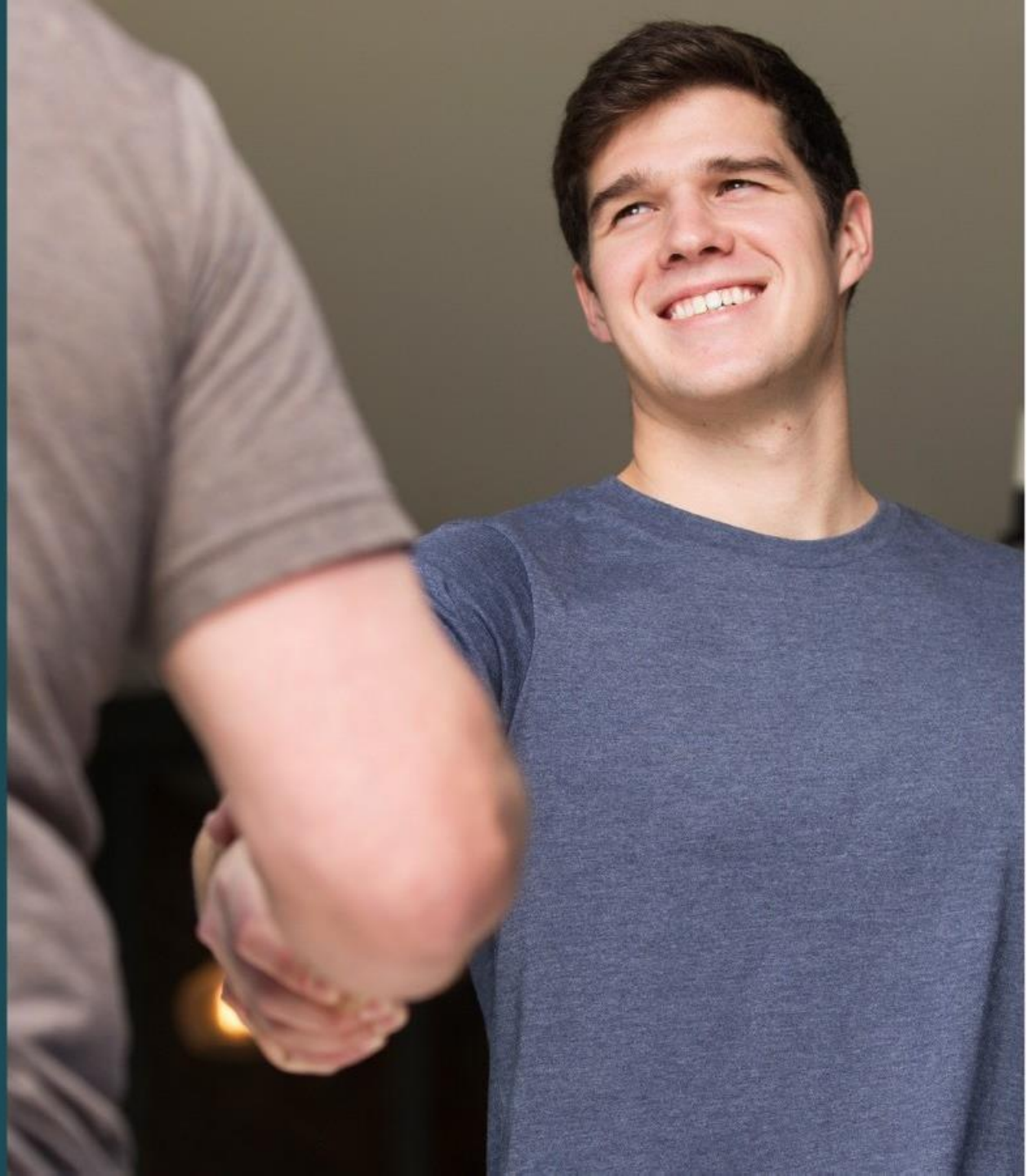
Acción

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?

Preguntas para hacer:

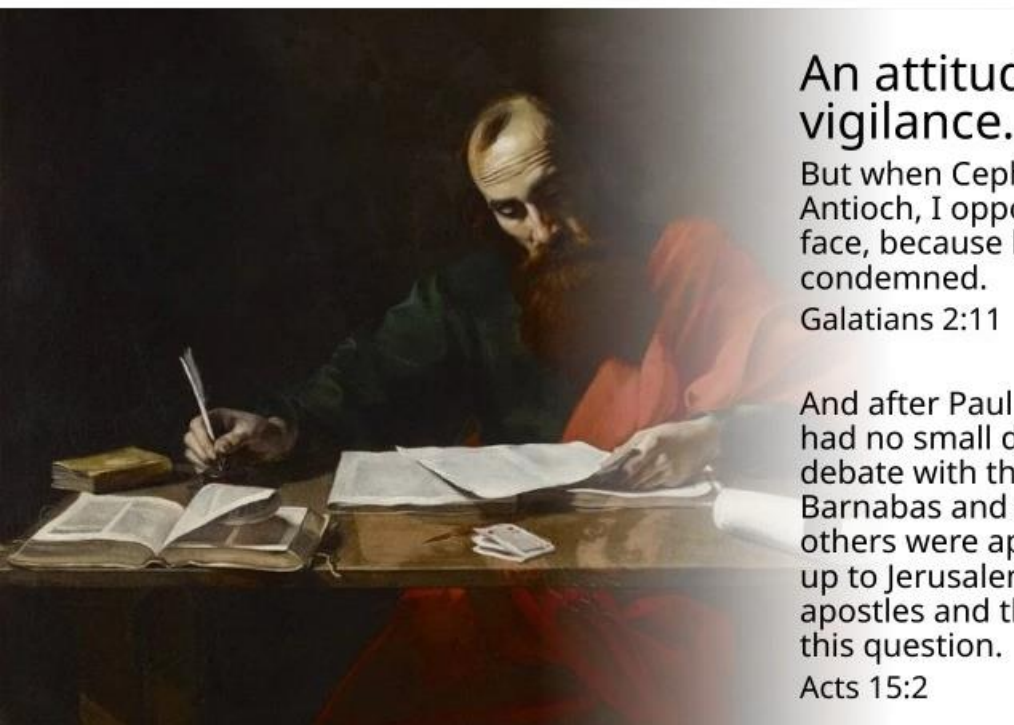
¿Cuáles son las
fortalezas de
nuestra iglesia?

¿Cuáles son las
debilidades de
nuestra iglesia?

¿Qué oportunidades
tenemos?

¿Cuáles son las
amenazas para
nuestra iglesia?





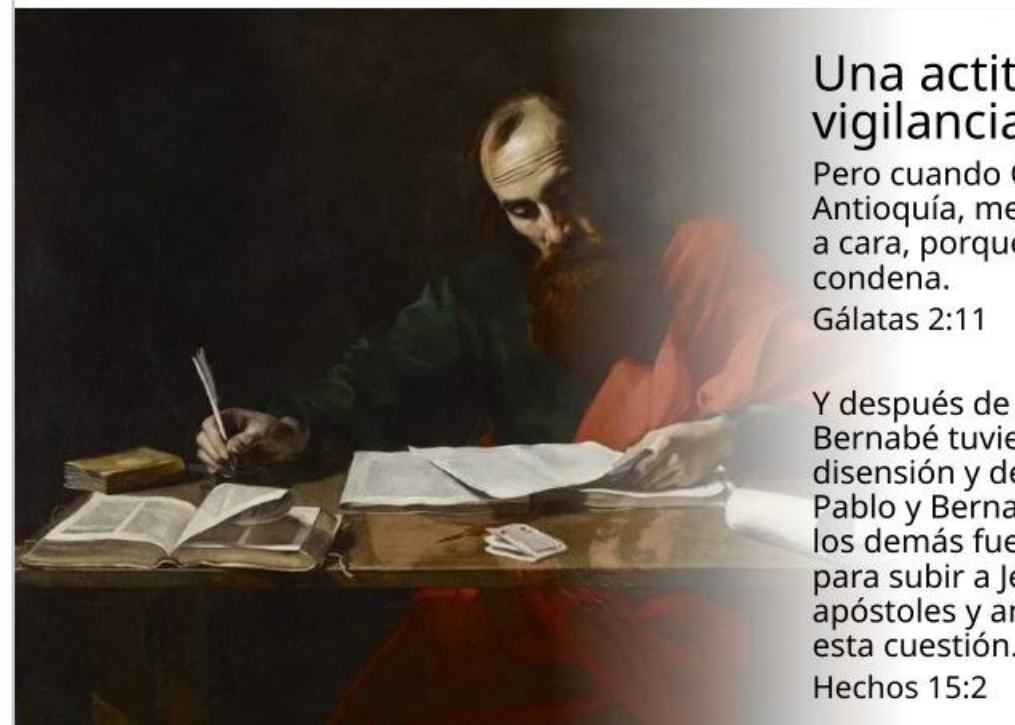
An attitude of vigilance.

But when Cephas came to Antioch, I opposed him to his face, because he stood condemned.

Galatians 2:11

And after Paul and Barnabas had no small dissension and debate with them, Paul and Barnabas and some of the others were appointed to go up to Jerusalem to the apostles and the elders about this question.

Acts 15:2



Una actitud de vigilancia.

Pero cuando Cefas vino a Antioquía, me opuse a él cara a cara, porque era digno de condena.

Gálatas 2:11

Y después de que Pablo y Bernabé tuvieron no poca disensión y debate con ellos, Pablo y Bernabé y algunos de los demás fueron designados para subir a Jerusalén a los apóstoles y ancianos sobre esta cuestión.

Hechos 15:2

What concerns do FWB pastors have?

Concerns	Percentage of Participants
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



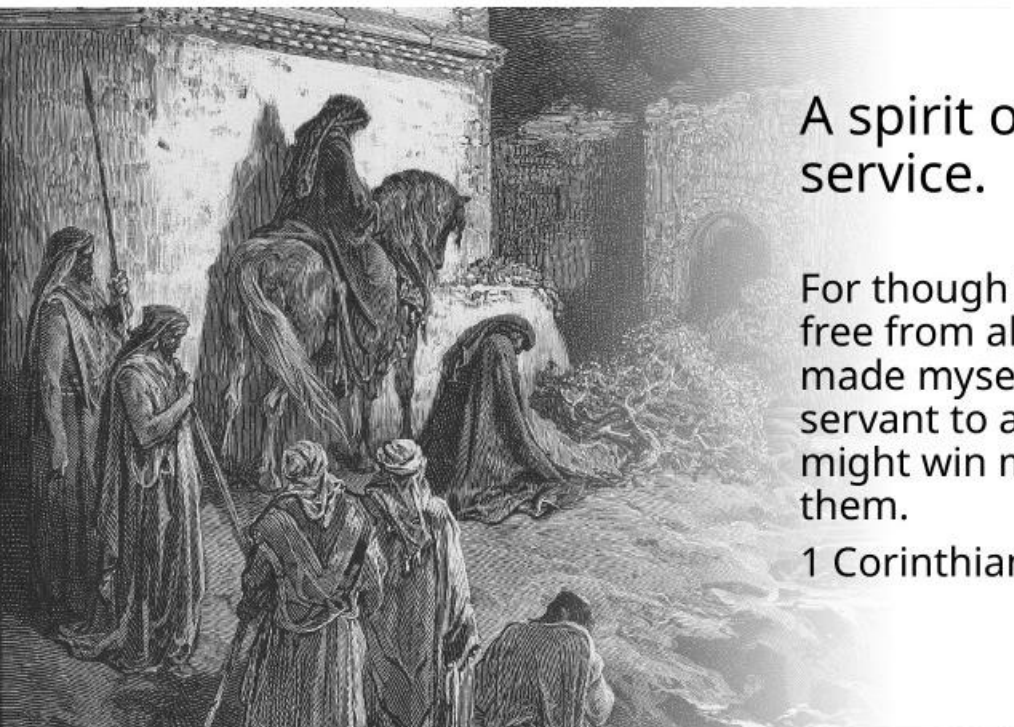
¿Qué preocupaciones tienen los pastores FWB?

Preocupaciones	Porcentaje de participantes
Ansiedad	49
Asuntos ministeriales	37 ←
Depresión	35
Matrimonio	32
Duelo	29
Problemas sexuales (p. ej., pornografía, adicción)	8
Trauma	8
Problemas familiares	7
Otro	8



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

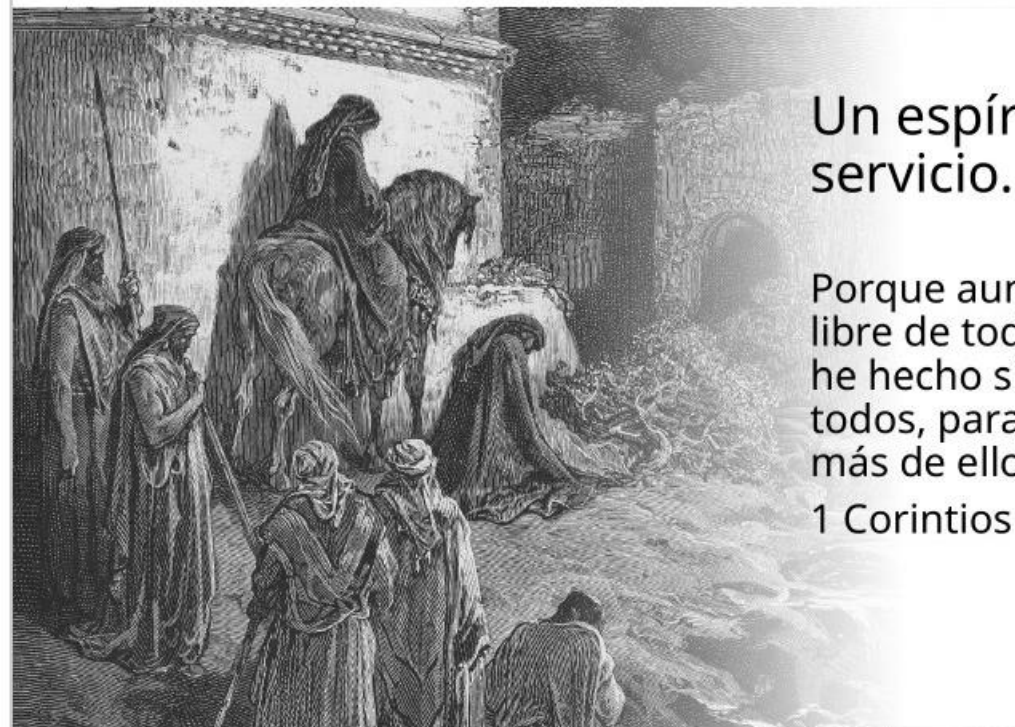
State	Churches	Overall Membership	Average Membership
North Carolina	149	15,232	102
Arkansas	156	12,926	83
Tennessee	185	11,027	60
Oklahoma	192	9,528	50
Kentucky	116	8,552	74
Missouri	135	8,288	61
Alabama	93	7,234	78
South Carolina	100	6,921	69
Ohio	111	5,277	48
Georgia	97	4,961	51



A spirit of service.

For though I am free from all, I have made myself a servant to all, that I might win more of them.

1 Corinthians 9:19

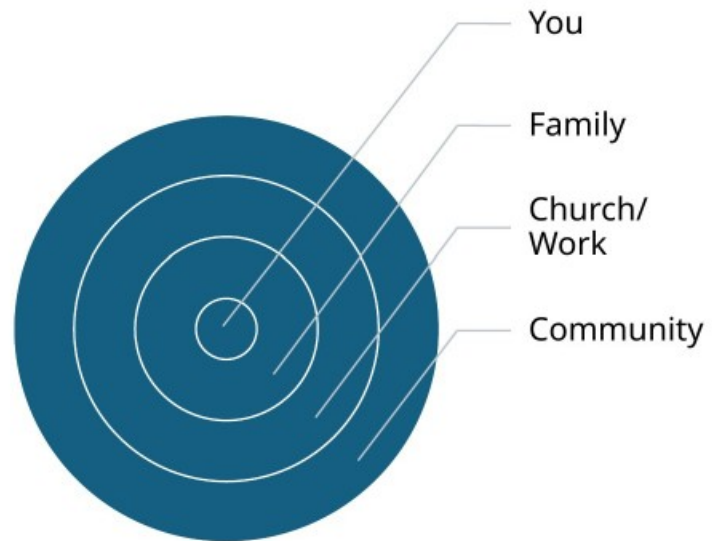


Un espíritu de servicio.

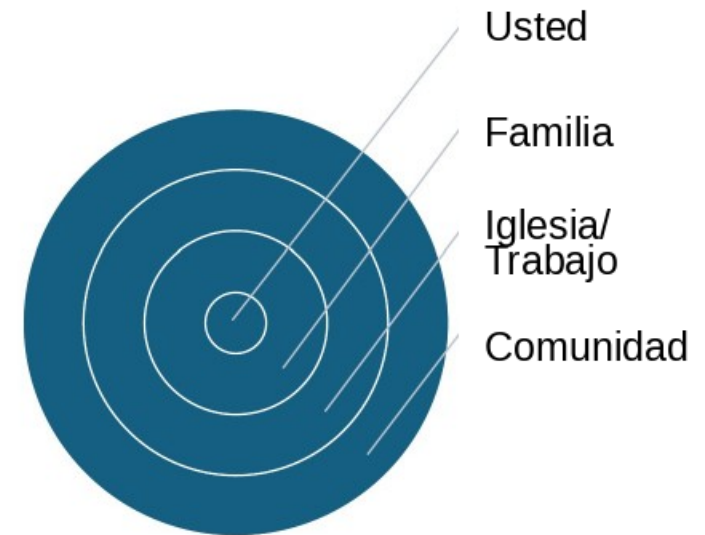
Porque aunque soy libre de todos, me he hecho siervo de todos, para ganar a más de ellos.

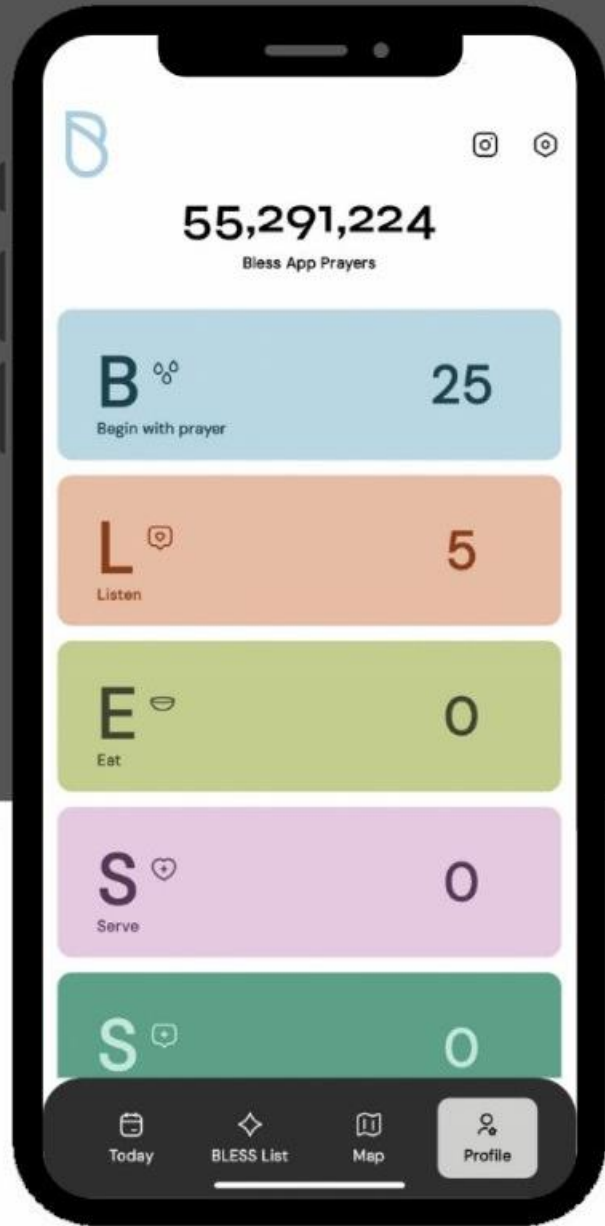
1 Corintios 9:19

Who and how do you serve?



¿A quién y cómo sirve?



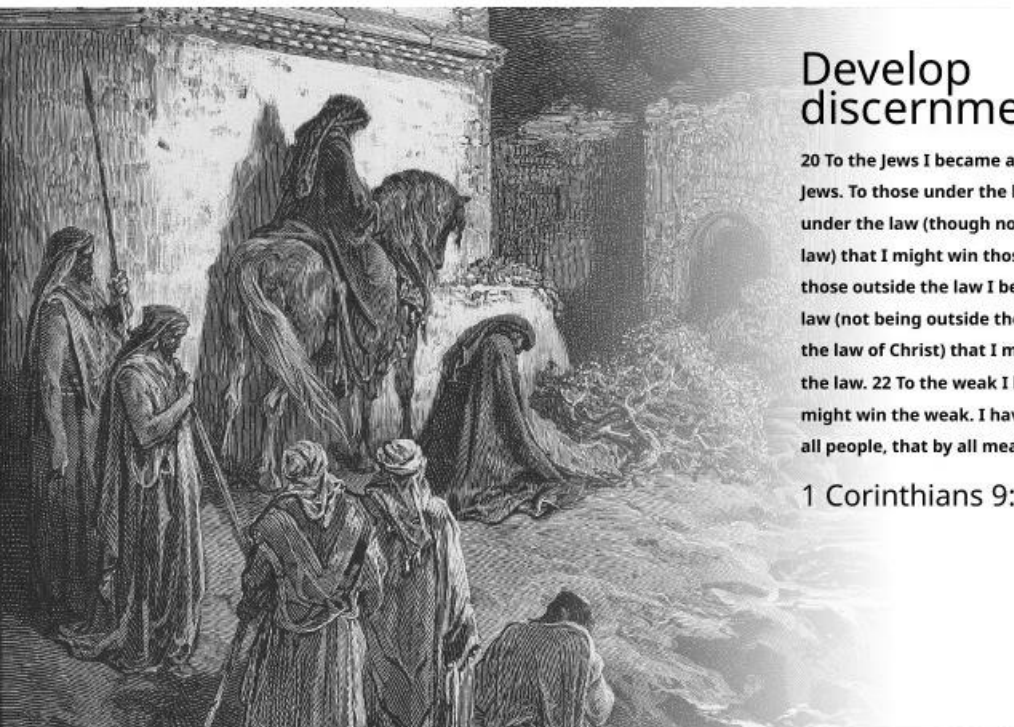


THE **BLESS** APP

PRAY | LISTEN | EAT | SERVE | STORY



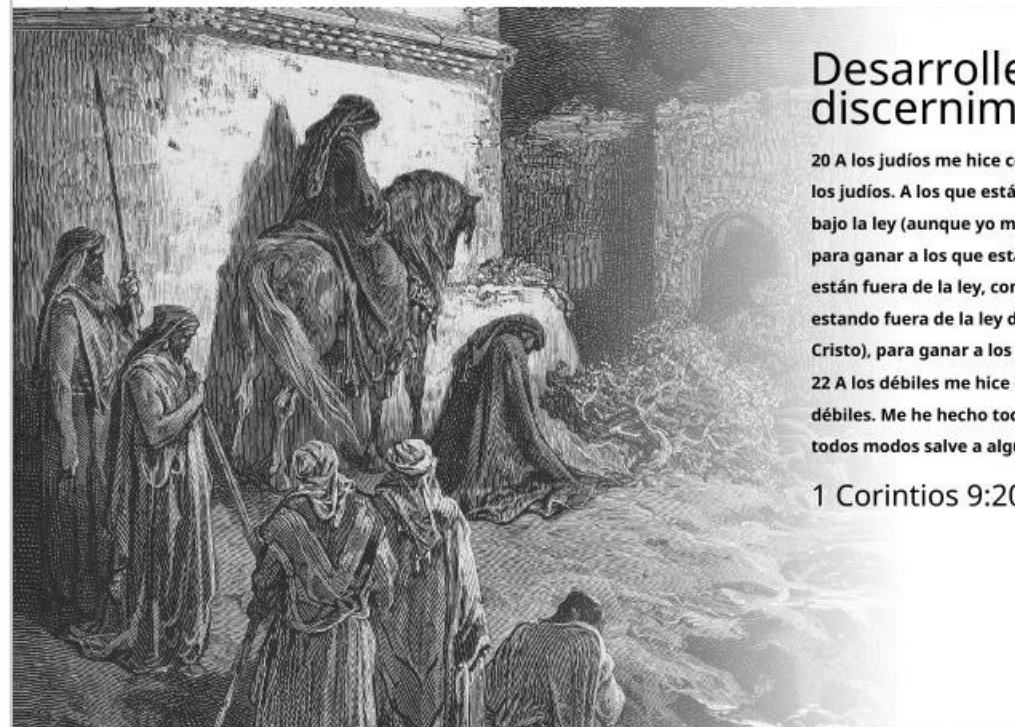
**NAFWB.ORG/
BLESS**



Develop discernment.

20 To the Jews I became as a Jew, in order to win Jews. To those under the law I became as one under the law (though not being myself under the law) that I might win those under the law. 21 To those outside the law I became as one outside the law (not being outside the law of God but under the law of Christ) that I might win those outside the law. 22 To the weak I became weak, that I might win the weak. I have become all things to all people, that by all means I might save some.

1 Corinthians 9:20-22



Desarrolle discernimiento.

20 A los judíos me hice como judío, para ganar a los judíos. A los que están bajo la ley, como uno bajo la ley (aunque yo mismo no estoy bajo la ley), para ganar a los que están bajo la ley. 21 A los que están fuera de la ley, como uno fuera de la ley (no estando fuera de la ley de Dios, sino bajo la ley de Cristo), para ganar a los que están fuera de la ley. 22 A los débiles me hice débil, para ganar a los débiles. Me he hecho todo para todos, para que de todos modos salve a algunos.

1 Corintios 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**
with the gospel?

Who will I **TRAIN**
in the faith?

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



ACCEPT THE
MISSION

DO YOU **REALLY KNOW** YOUR NEIGHBORS?

know your
community
WITH CHURCH ANSWERS



NAFWB.ORG/KNOW



Tapestry Segmentation Area Profile

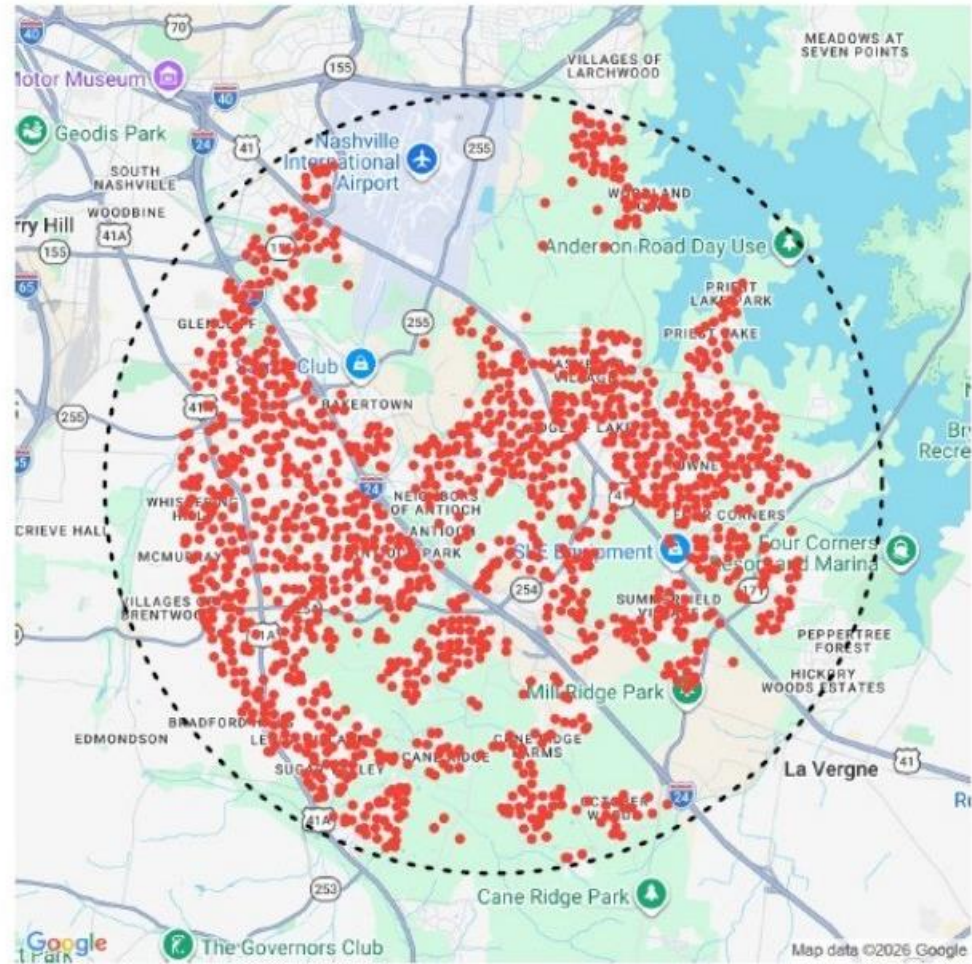
Antioch
5233 Mount View Rd, Antioch, Tennessee, 37013
Drive Time: 10 minute radius

Prepared by Esri
Latitude: 36.05293
Longitude: -86.65343

Top Twenty Tapestry Segments

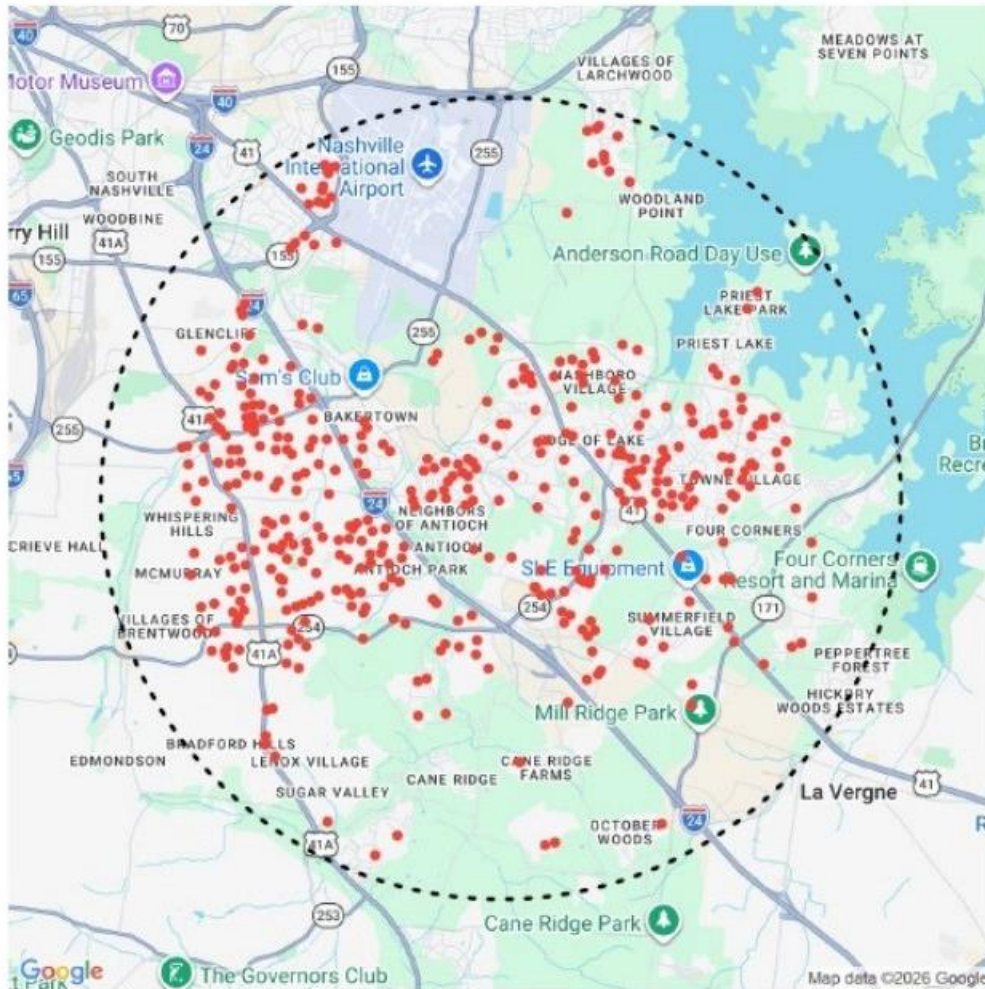
Rank	Tapestry Segment	2021 Households		2021 U.S. Households		Index
		Percent	Cumulative Percent	Percent	Cumulative Percent	
1	Young and Restless (11B)	27.1%	27.1%	1.8%	1.8%	1546
2	Urban Edge Families (7C)	15.2%	42.3%	1.5%	3.2%	1,036
3	Up and Coming Families (7A)	15.0%	57.4%	2.6%	5.8%	576
4	Bright Young Professionals (8C)	14.1%	71.5%	2.3%	8.1%	622
5	Metro Fusion (11C)	5.6%	77.1%	1.4%	9.5%	400
Subtotal		77.0%		9.6%		
6	Home Improvement (4B)	5.1%	82.2%	1.7%	11.2%	304
7	NeWest Residents (13C)	4.7%	86.9%	0.8%	12.0%	608
8	Forging Opportunity (7D)	3.0%	89.9%	1.0%	13.0%	294
9	Front Porches (8E)	2.9%	92.8%	1.6%	14.6%	183
10	Rustbelt Traditions (5D)	2.2%	95.0%	2.2%	16.7%	103
Subtotal		17.9%		7.3%		
11	Enterprising Professionals (2D)	2.0%	97.0%	1.4%	18.2%	138
12	Workday Drive (4A)	1.1%	98.1%	3.0%	21.1%	37
13	Middleburg (4C)	0.8%	98.9%	3.0%	24.1%	26
14	Old and Newcomers (8F)	0.7%	99.5%	2.3%	26.4%	30
15	Parks and Rec (5C)	0.5%	100.0%	2.0%	28.4%	23
Subtotal		5.1%		11.7%		

Your Low-Hanging Fruit - New Neighbors



This map shows icons for the homes in your focus area which have moved in during the last 12 months. When they have moved in from outside your mission field, they are the most likely people to visit your church - especially when church members will introduce themselves and personally invite them to visit your church.

James 1:27 Widows



This map shows icons for the homes in your focus area of women over the age of 64 who live by themselves and have low incomes. "Religion that is pure and undefiled before God the Father is this: to visit orphans and widows in their affliction, and to keep oneself unstained from the world." James 1:27 ESV. If your church has members who are neighbors with these women, the Lord will be pleased if they would reach out and minister to them. They also may be excellent prospects to start in home Bible studies and prayer groups.



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

Young and Restless (11B): Esri describes this group as a young, mobile labor force in urban areas. Many householders are under 35, live alone or with roommates, rent apartments, are highly mobile, and spend significant time online, on social media, streaming, and gaming. Those characteristics point toward outreach that is relational, convenient, mobile-friendly, and easy to enter without already knowing church culture.

- Apartment-community outreach.
- Dinner-and-discussion groups for young adults.
- Digital invitations that lead to personal relationships.
- “New to the Area” ministry.
- Recreational outreach.
- Career and life-transition ministry.
- Coffee-shop or lunch-hour Bible studies.
- One-to-one “Explore the Bible” relationships.
- Serve people during moves and transitions.
- Young-adult community centered on belonging rather than programming.
- Gospel-centered content around questions they are already navigating.
- Mobilize church members who are already in their spaces.

Jóvenes e Inquietos (11B): Esri describe este grupo como una fuerza laboral joven y móvil en zonas urbanas. Muchos tienen menos de 35 años, viven solos o con compañeros, alquilan apartamentos, son muy móviles y pasan mucho tiempo en línea, en redes sociales, streaming y videojuegos. Estas características apuntan a un alcance relacional, conveniente, compatible con móviles y fácil de iniciar sin conocer ya la cultura de la iglesia.

- Alcance en comunidades de apartamentos.
- Grupos de cena y conversación para adultos jóvenes.
- Invitaciones digitales que llevan a relaciones personales.
- Ministerio de “Nuevos en la zona”.
- Alcance recreativo.
- Ministerio de carrera y transiciones de vida.
- Estudios bíblicos en cafeterías o durante el almuerzo.
- Relaciones uno a uno para “Explorar la Biblia”.
- Servir a las personas durante mudanzas y transiciones.
- Comunidad de adultos jóvenes centrada en pertenencia más que en programación.
- Contenido centrado en el evangelio sobre preguntas que ya están enfrentando.
- Movilizar a miembros de la iglesia que ya están en sus espacios.

A low-angle photograph of a church building. The image shows the brick facade, a white cross mounted on the wall, and a tall steeple. The sun is shining from behind the steeple, creating a bright lens flare effect. The sky is a pale blue with some wispy clouds.

the HOPE INITIATIVE

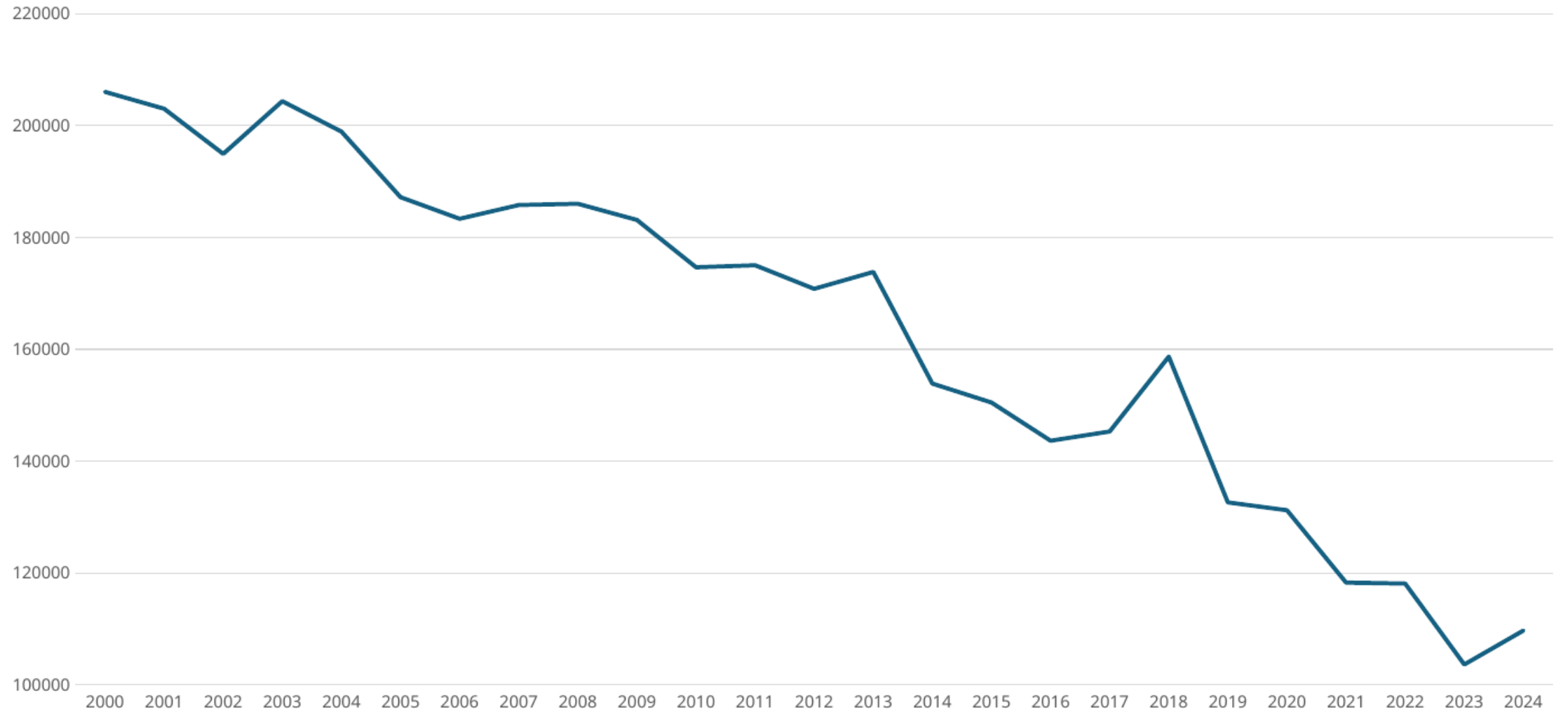
A SIMPLE APPROACH TO
IMPACTING YOUR
COMMUNITY
WITH THE GOSPEL

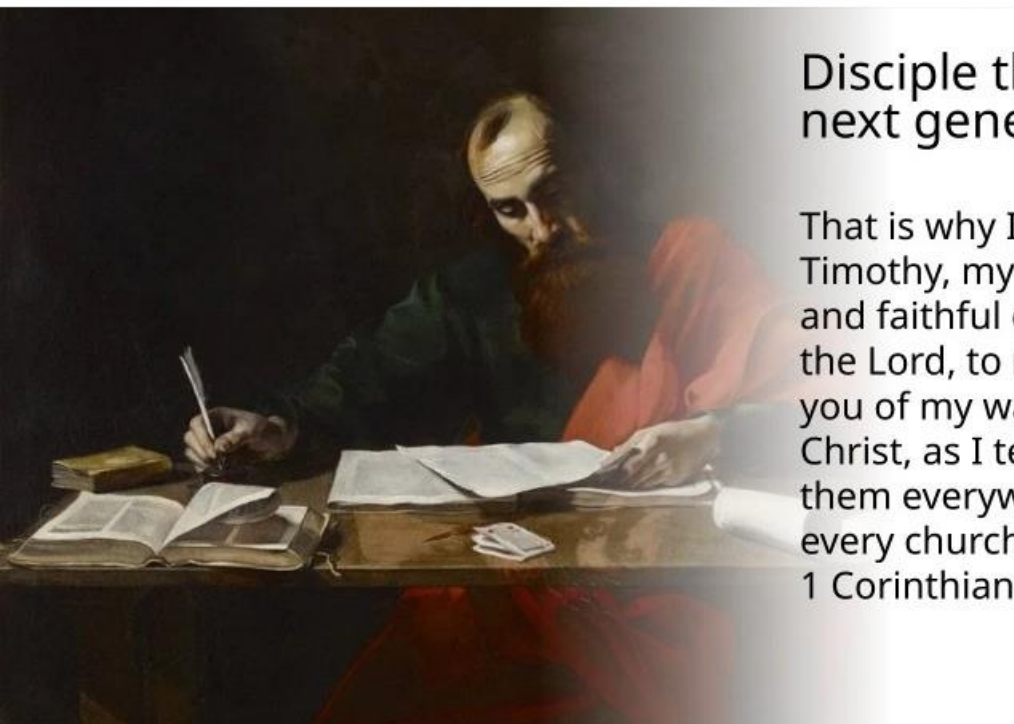
partnering with
CHURCH ANSWERS



NAFWB.ORG/HOPE

Actual Membership

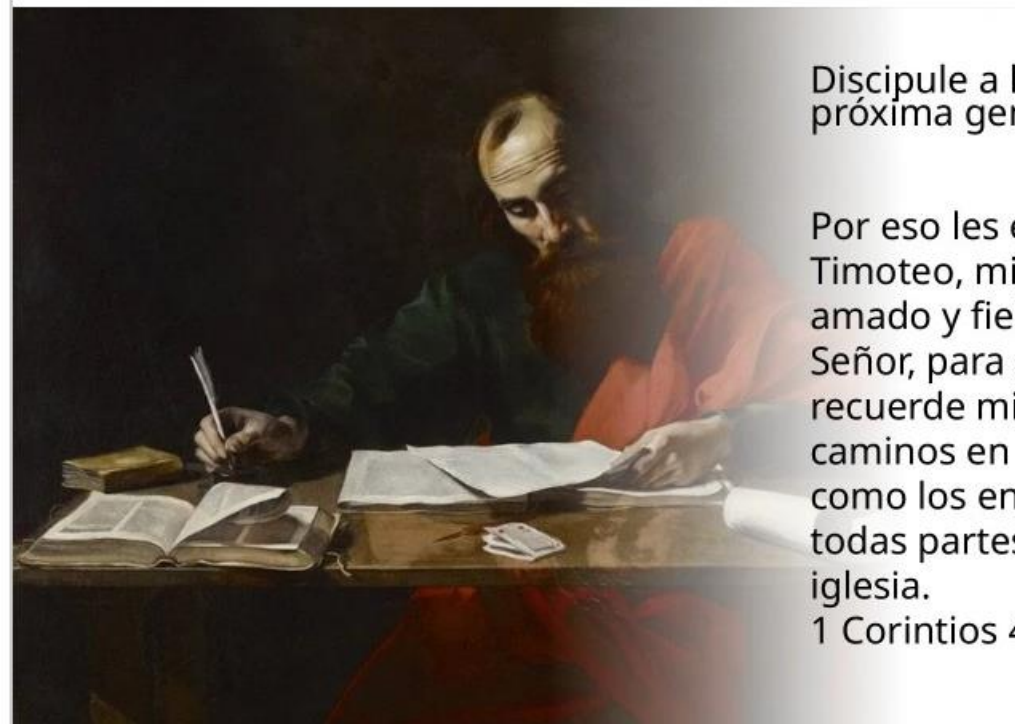




Disciple the
next generation.

That is why I sent you
Timothy, my beloved
and faithful child in
the Lord, to remind
you of my ways in
Christ, as I teach
them everywhere in
every church.

1 Corinthians 4:17



Discípule a la
próxima generación.

Por eso les envié a
Timoteo, mi hijo
amado y fiel en el
Señor, para que les
recuerde mis
caminos en Cristo, tal
como los enseñé en
todas partes en cada
iglesia.

1 Corintios 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

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



ACCEPT THE MISSION

Who will I **REACH** with the gospel?

Who will I **TRAIN** in the faith? ←

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



ACCEPT THE MISSION

¿Quién está en la línea de formación?

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

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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

Desafíos significativamente mayores para pastores bautistas libres

Preocupación	Rango Pastor FWB	Media	Probabilidad
Encontrar candidatos pastorales e internos de alta calidad	4	3.19	.005
Reclutar líderes laicos	5	3.17	.000
Aumentar participación en grupos pequeños	6	3.16	.000
Lograr que los miembros vivan su fe	7	3.15	.010
Movilizar miembros para el ministerio	8	3.11	.007
Reducir indiferencia de miembros	11	2.98	.017
Cumplir demandas de mi horario	15	2.89	.033
Administrar mi tiempo	17	2.86	.006
Desarrollar estrategia efectiva	19	2.80	.009
Promover participación activa en adoración	23	2.76	.013
Usar tecnología eficazmente	24	2.76	.052
Crear servicios de adoración de alta calidad	28	2.72	.000
Presentar visión clara para la iglesia	31	2.67	.006
Crear programas atractivos	35	2.61	.016
Resolver frustraciones personales	43	2.51	.047
Combatir falsa doctrina	47	2.46	.007
Mantenerme conectado con Dios	55	2.35	.003
Mantener mi salud mental	56	2.34	.043
Presentar el evangelio de forma atractiva	67	2.15	.0012

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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

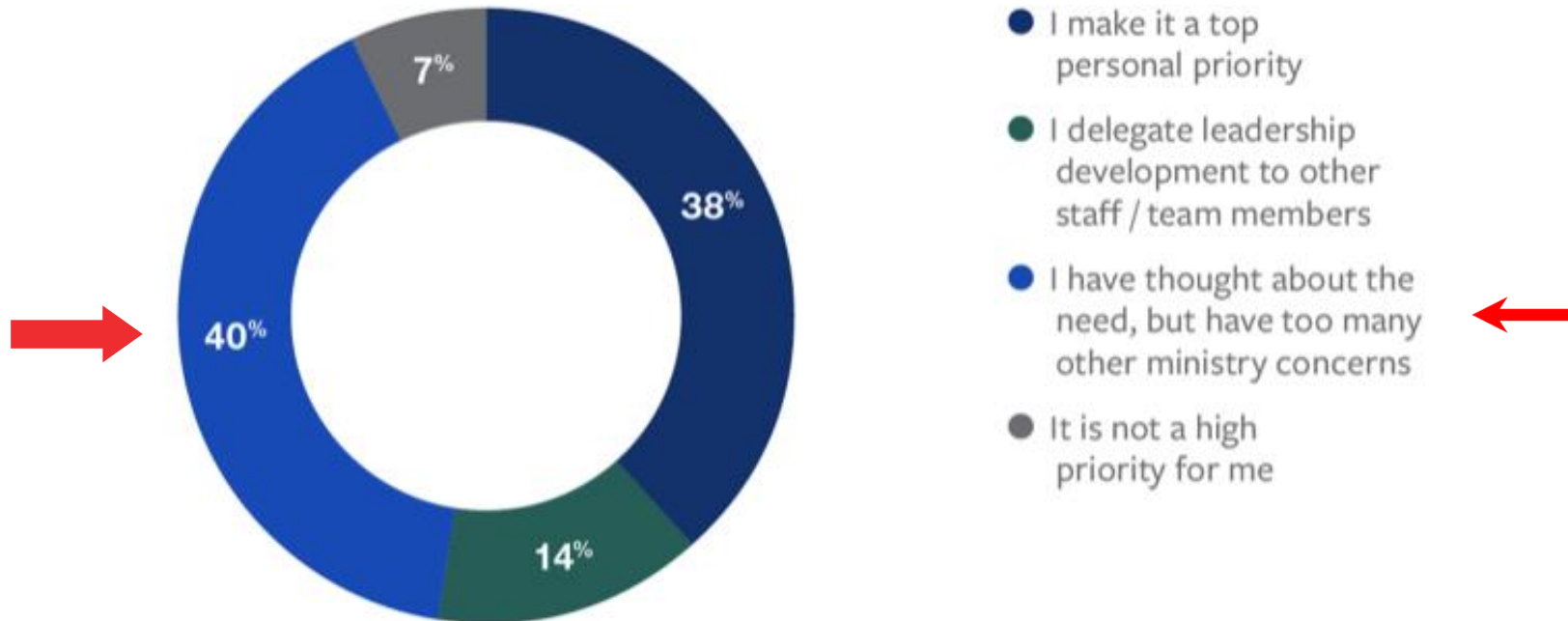
Desafíos significativamente mayores para pastores bautistas libres

Preocupación	Rango Pastor FWB	Media	Probabilidad
Encontrar candidatos pastorales e internos de alta calidad	4	3.19	.005
Reclutar líderes laicos	5	3.17	.000
Aumentar participación en grupos pequeños	6	3.16	.000
Lograr que los miembros vivan su fe	7	3.15	.010
Movilizar miembros para el ministerio	8	3.11	.007
Reducir indiferencia de miembros	11	2.98	.017
Cumplir demandas de mi horario	15	2.89	.033
Administrar mi tiempo	17	2.86	.006
Desarrollar estrategia efectiva	19	2.80	.009
Promover participación activa en adoración	23	2.76	.013
Usar tecnología eficazmente	24	2.76	.052
Crear servicios de adoración de alta calidad	28	2.72	.000
Presentar visión clara para la iglesia	31	2.67	.006
Crear programas atractivos	35	2.61	.016
Resolver frustraciones personales	43	2.51	.047
Combatir falsa doctrina	47	2.46	.007
Mantenerme conectado con Dios	55	2.35	.003
Mantener mi salud mental	56	2.34	.043
Presentar el evangelio de forma atractiva	67	2.15	.0012

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

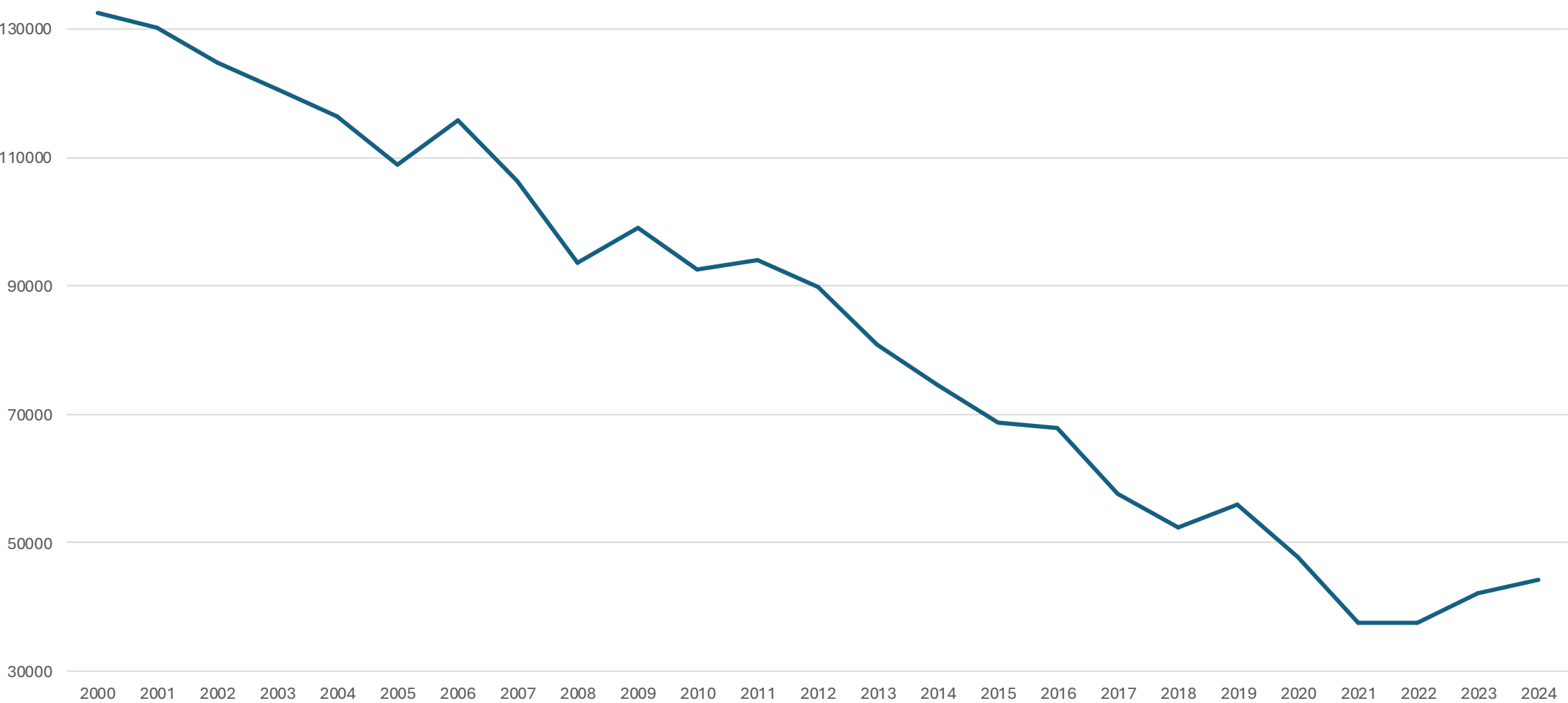
**No data was reported from Association of Mexico, Canada, Colorado, Hawaii, Indiana, Iowa, Mexico Association, Mid-Atlantic Association, and Northeast Association.*

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

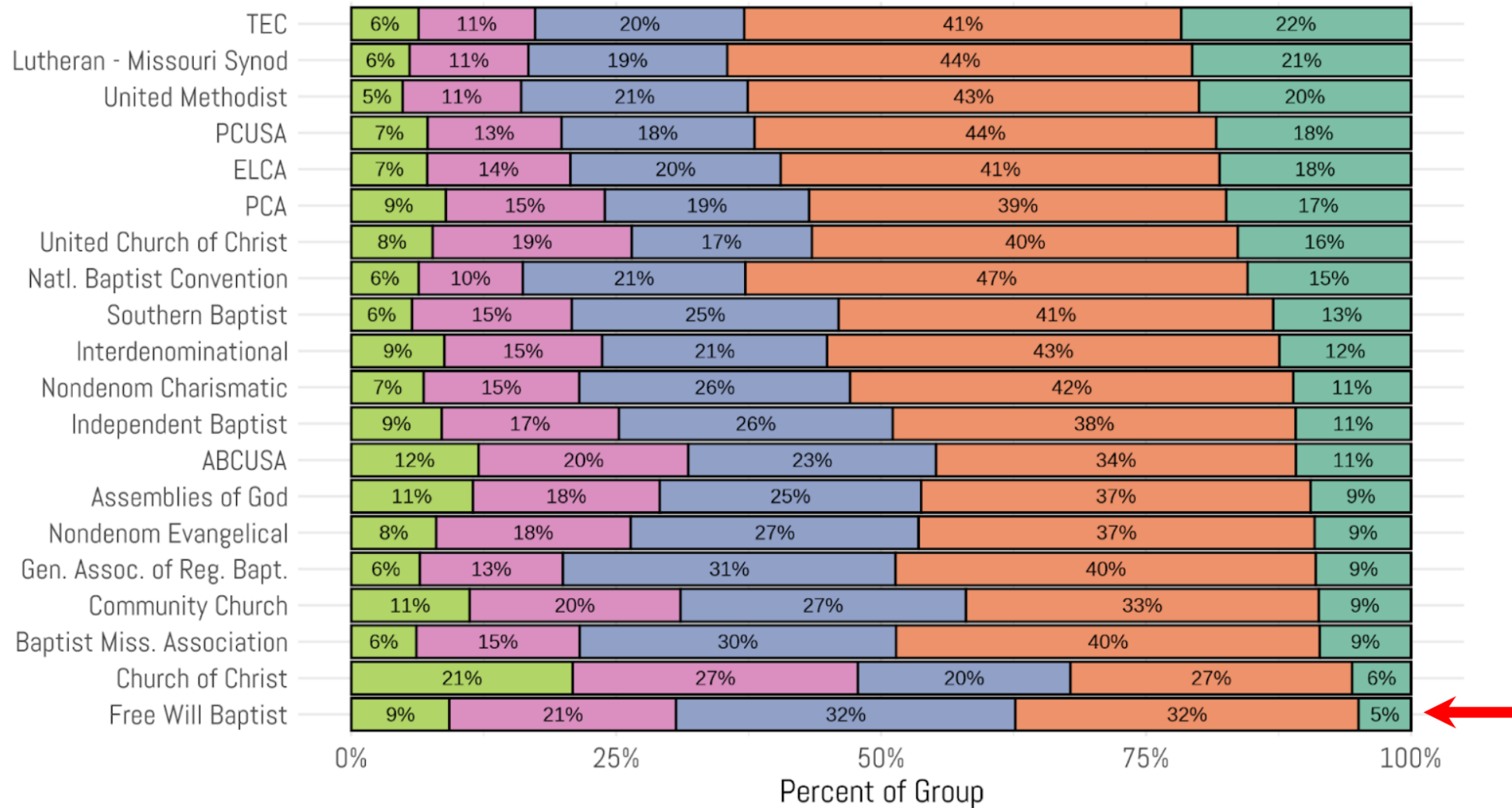


Source: Barna Group
n=584 U.S. Protestant senior pastors, September 6–16, 2022.

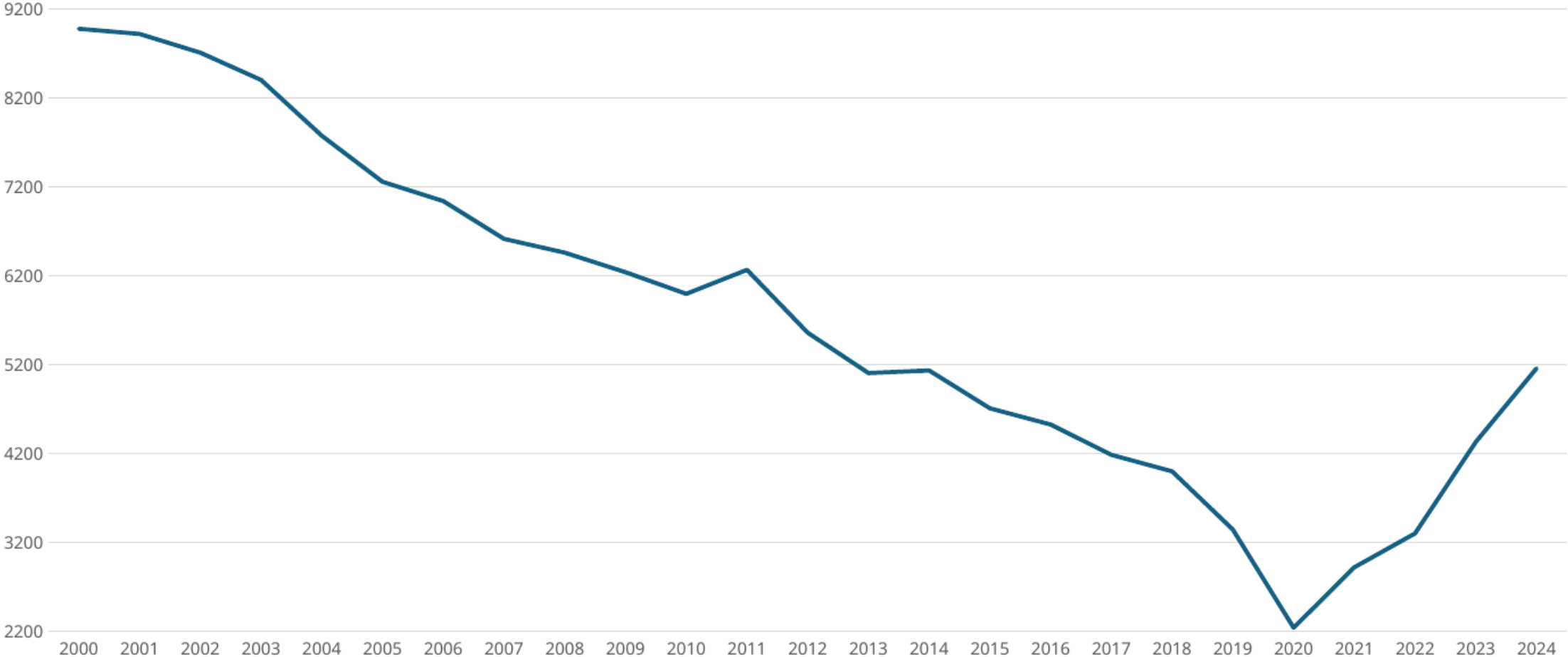
Sunday School Enrollment



Age Distribution of the Top 20 Denominations



Baptisms



Essential Skills for Today's Leaders

Edward E. Moody, Jr., Ph.D.
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Habilidades Esenciales para los Líderes de Hoy

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