



FBCAL

Florida Baptist Conference
of Associational Leaders

2025 FBCAL SUMMIT * Jacksonville, FL * Page 1

Offered by Mark Gonzales, AMS, Royal Palm, SW Florida

Summit Theme: Adding Value

WELCOME Jeffrey Haglund, president FBCAL; Worship time

Thom Rainer, Church Answers

"I am happy when I face a corner and not have to turn around."

"Evangelism is not natural to me . . . But see Matthew 9:36-38."

Why 2025 will be a Pivotal Point for Churches Seven Data Points Your Must Know

1. Top 1% of churches have Evang. Emphasis 4 times a year.
[] **Hope Initiative.** A ministry to encourage churches to do something evangelistic for 30 days. Simple. Low Barrier. Pray for 20 homes. Goal: create a culture of evangelism. It works...100%! (Pastors must participate. Daily text reports and checkups) Modest, no prep for pastor/people. Large numbers not needed.

Rapid Changes in Growth Rate (2019-2024) 350,000 sampling

2. 2+% growth rate 16% > 9% of churches
3. 0-1% growth rate 36% > 17% of churches
4. - 2% or worse growth 39% > 59% of churches
5. - 10% Moribund/Brink of dying 9% > 15% of churches
6. 65% of Gen Z (12 to 27) receptive to invitation go church/gospel
Most receptive generation since the oldest "Silent Generation!"
3 of ten homes led by single moms. 1 of ten by single dads.
An aging church focused on them and drew many!!
Read: The Anxious Generation. Gen Z shaped by the cell phone
Elon Musk says he's a "cultural Christian" & sees value of church
The Anxious Generation Goes to Church. Thom's coming book.
Best invite: Come with me to church. NOT: Come to our church
7. Matthew 9:36-38 Harvest great. Workers few. Pray for more!

The Major Pain Points of Pastors & Other Church Leaders

(Team Research. 230,000 of 375,000 churches surveyed.
Church Answers research companies. Lifeway Research.
100's of tools like Mission Insight, Know Your Church, Know Yourself, Know Your Community, Know Your Beliefs. Know Your Budget.)

1. Leading change in an older church. Help us get younger!
2. Reaching the community/outreach. (Upward sports)
3. Volunteers & Staffing restructuring.
4. Tracking guests & Assimilation (We'll give \$5 to your charity ...)
5. Compensation & Employee Benefits increases.
6. Deferred Maintenance.
7. Dealing with a Power Group.
8. Going Co-vo Pastor, Interim, or Intentional Interim
9. Attendance frequency. 50% attendance. Still 100% members.
(NEW: 50% of elders & deacons attend 50% of the time)
10. Excess facility space—usually Worship Center
11. Evangelism apathy
12. Healthy small groups/Sunday School/Life groups etc.
(These attendees are 5 times more likely to stick with the church)

Building a Tool Kit to help Churches and Leaders

(Based on Pain Points, Research, and Requests)

1. Our space is not Software Service Systems for Church Mngmnt. But it is a major need. 40+ options now. Online giving, etc.
2. Two Comprehensive Solutions:
A. Micro Consultations B. Church Health Scorecard (DIY)
3. Revitalization Certification; **Church Consultation University;** Church Health Scorecard; Know Your Church
4. Evangelism: The Hope Initiative; Invite Your One; Good News Neighbors Toolkit; Know Your Community
5. My Church Staff...Music & Worship...Stewardship...Welcoming
6. Church Comp./Benefits; Brown Church Development Group
7. Church Consultation Univers.; Co-vo Certification. Interim Cert.
8. The Complete Membership Toolkit; How to Lead Healthy Sm. Gr. Groups & Sunday School by Church Answers (\$14.97 monthly)



Chris Reynolds, Mission Leader, NE Florida Baptist Association
Adding Value through Communication

1. Excellent booklet provided with a hands-on AI practicum in groups!
2. Assess the church's Missional Vitality using the page 5 grid
3. Leverage Generative AI to create appropriate interaction
4. Use AI prompts to help with the storytelling & tailor your talk
5. Check out: ChatGPT.com OpenAI etc.
Google=information; Chat GPT=understanding; God=wisdom
(See [Join or Die on Netflix](#). [Read Bowling Alone](#))

JimBo Stewart, NAMB Replant Team (904-307-0379)

Adding Value through Church Renewal

Churches in N. America are dying from lack of disciple-making. — Mark Clifton
Church renewal strategies cannot solve spiritual problems.

1. Dying churches keep asking: "Are you for or against?" Josh. 5:13
Right question: "What does my Lord say to his servant?"
We need to gently help them ask the right questions? Is it time for:
2. Revitalization? Using our current staff & resources to turn things up
Fostering? A healthy church temporarily partnering with us to help
Replanting? Closing our doors, then restarting by adding new staff
members, focus, philosophy, ministries, name, brand, etc.
3. Local association is the best positioned entity to help with this due to
presence, proximity, credibility, influence & sister churches
4. 91% of churches are 199 folks or less. 83% are 99 or less folks.
5. Adjust worship style, room and size to fit the attendance
6. Cultivate culture of cooperation.— Ways to pray, serve, worship.
7. As churches decline, they isolate & get scared of community.
8. Every pastor needs a spotter. Start with lunch with each other.
9. Critics 15% (Exhort to repent); Fans 35%; (Encourage resilience)
Practitioners 35% (Equip/Resource); Multipliers 15% (Empower/Relate)
10. Start with one thing where we can move the needle to improve.
(Get the preliminary consultation survey) AMSReplantLab.com

Stephen Rummage, Florida Baptist Convention
(Continuing Together Tour—Love. Listen. Learn.)

Devotional: Colossians 1:1

- [] Fortress of Masada, 1500 ft. high by the Red Sea
2000 year old seed. 2005 began to grow. Date Palm Tree.
The gospel seed is older than that, and still grows and bears fruit!

3 Things that Happen When the Gospel Takes Root

1. The gospel grows a confident faith.
 - [] To place faith and weight on and INTO Christ Jesus
 - [] Screwing strength is about the studs you find, not the screw
 - [] 3:16 on 3/16 Best message on John 3:16 on March 16
2. The gospel grows a permeating love. (V. 4)
 - [] A love for all the saints. Love one another 13 times in NT.
 - [] If this was easy, He would not have to remind us so often!!
To have a love for the saints above, oh that is such a glory.
To have a love for the saints below, well that's another story.
 - [] To preach on love is not a soft message— it is hard!
3. The gospel grows an eternal hope. (Triad: Faith. Love. Hope.)
 - [] Hope in my present creates certainty in my future.
 - [] Cullinor diamond— Crown jewels of England. Presented by
10 yr. old dignitary from India. Again later as a full adult!!
 - [] Many present their hearts to Jesus as children. Renew that!

Rick Wheeler, FL Bapt. Financial Services/Stewardship Simplified

Adding Value through Stewardship

Summaries: Florida 1 Fund Distribution; Kingdom Fund;
Cohort Training, and much more. Great stuff and growth!!
GO TO: <https://floridabaptist.org> for more!

Our FBCAL Website is: <https://fbcal.org>

To access the resource section, the Password is **FBCALAMS**



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Mark Dance, Guidestone Pastors' Wellness Guy

Start Well. Stay Well. Finish Well.

Adding Value through Staying Well

Bench press weights. Ended on my throat and had to be rescued!

4 Reasons to Take Sabbath Seriously

Exodus 20:8-10a, 11; Matthew 5:17

1. Sabbath is a COMMAND to obey. (Don't have to pray re: this!)
 - Don't ignore it and play the God card to justify it!
 - I neglected it and had a 4 year bout with clinical depression.
 - I Peter 4:16 Make close attention to you life! Work... Rest.
 - Put margins in your calendar! Sprints should be dispersed.
 - Remind yourself like John B. did: "I am not the Christ."
2. Sabbath is a GIFT to enjoy.
 - It is a delight... honorable... not talking business! Isa. 58:13
 - Be an equipper, not an enabler— Don't take calls on Sabbath!
 - Vain to rise early... work late... He gives sleep. Psalm 127:2
3. Sabbath is a PLAN to implement. (Genesis 2:1-3)
 - Burn-out problem: Not working too hard. Resting too little!!
 - 24/7 ministry is not a Biblical concept! Share ministry!
 - Signs on a bench press: Don't do this alone!
 - David Clark: "The only people who will remember that you always worked late will be your kids."
 - Sabbath is your oxygen mask to put on first on the plane!
4. Sabbath is a PERSON to love. (Colossians 2:16-17)
 - The substance behind the Sabbath is Jesus Christ Himself.
 - "Come to ME all who are weary and burdened..." Mark 11:28
 - We say YES to work too much— don't want to disappoint folks, but we disappoint God when we don't say YES to Rest.
 - Set boundaries on pastors, members, family, etc.

Adding Value through Finishing Well

March 12, 2020. COVID started.

Things cancelled. Nursing Homes. How to shepherd?
Jack Eccles moved into his wife's, Gerry, nursing home!

5 Challenges Finishers Must Face

Acts 20:22ff "My purpose is to finish my course..."

1. FEAR. Paul and Timothy faced this (2 Tim. 1:7)
 - of Unknown. (His LA fire drive to the airport)
 - of Failure (1 Cor. 9:24); Healthy fear—so get folks to help you!
 - of Isolation (Acts 20:36-38; 21:1)(II Tim. 4:9ff Bring Mark...)
 - Paul often spoke of people who "refreshed me!"
Who is refreshing you? _____
 - Billy Graham finished well... *Love God. Love your wife. Die.*
2. FATIGUE. (Acts 20:19-20)
 - May attention to yourself... life... teaching (I Tim. 4:16ff)
 - Most difficult people to lead... ourselves! (Frank Page; Ravi; Robert Morris; Tony Evans; Stephen Lawson)
 - 3 types of Fatigue: Spiritual. Mental/Emotional. Physical.
 - Give ministry away!
3. FRUSTRATION. (Acts 20:29)
 - They will come. Inevitable. Real life
 - Jack Eccles (97) counsel on marriage. Listen to your wife.
4. FINANCES. (Acts 20:33-36)
 - Plan well!! Wives typically outlive husbands by 6 years.
 - Avg. age of pastors seeking Guidestone: 42. Late!!
 - Seminaries inviting Guidestone to come.
 - Why retire? Saban: "I didn't want to ride the program down."