

Morning Devotional * Dr. Jamie Work, IMB rep. to AMS

Thank you for your gifts and partnership with the IMB! 3600 missionaries and the 2700 children! Global Impact Guide packet & gift is provided today.

Proverbs 28:1 "The wicked flee when no one is pursuing, But the righteous are bold as a lion."

1. We have bold missionaries. 144,000 professions of faith last year!
2. We have bold leadership. We are going to expand our mobilization teams:
(Reaching students. (Sarah Farley Bell); Reaching churches; Reaching AMS—me)
Heb. 12:1-2: We can't quit, we press on in this spirit to be bold
 - A. Lay aside everything that might hinder us (Extra weight; Olympic swimmers)
 - B. Lay aside sin that entangles us (Doubt; Unbelief; Apostasy; Sin standing near you)
 - C. Run the race with endurance (There's a race! With patience)
3. We have bold focus. Keeping our eyes on Jesus

Developing a Restorative Culture * Dr. Pete Tackett, pastor, Antioch BC, Tennessee

Introduction. Helping AMS help churches restore their culture. His book is provided: *Reclaiming a Restorative Culture*. Galatians 6:1-3 "Brothers, if anyone is caught in any transgressions . . ."

Christians are the only army who shoot their own wounded. We don't tend to be gentle with the fallen. Satan not only targets our weaknesses, he targets our strengths!

Personal Experience. Seasonal depression. Overwhelming and suicidal in 2008. I still did not get help!
Finally reached out to Lifeway (dropped program). City of Refuge (Waiting list). Focus on Family (\$10,000)
Lack of resources personally. Resigned my church. Anonymously visited other churches. Stumbled along.
One day God said: "It's time to move on." Got a call: "Our church about to die. Can you come help us?"
80 people with the average age of dead. Broken preacher and broken church. My goal: Help the hurting.

Definition of Restoration.

- A. It is not making things like they used to be. No guarantee of return to ministry leadership.
- B. It is a process. (Conception is an event. Pregnancy is a process.) Building bridges between broken people
 1. Creating safe venue for sin, hurts, habits, and hang ups to be revealed, admitted, repented, healed.
 2. Includes family, church, leadership, and collegial relationships

Needs

- A. Churches:
 1. Some suffer from failure of a leader. Get defensive. Create 40 page Constitutions!
 2. Some churches fail a leader. Go through multiple pastors. Demand pastors fit their preconceptions
 3. Some churches can't afford a new leader full time for what they need.
- B. Church Leaders—It's bigger problem than you think!
 1. Spiritually depleted 2. Spiritually defeated 3. Spiritually mistreated 4. Spiritually retreat
 - Sick sheep; Leaders who go too fast; Young leaders not fitting the mold; Pastors caught, accused, fired)
 - Pastor wounded; Members suffering clergy abuse (*Subtle Power of Spiritual Abuse*. David Johnson)
 - Sexual predators are over our pay grade. Today's culture: Accusation = Guilt. Those who leave. Stragglers.

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Return on Investment

- A. Restorative ministry is hard. Many do not finish
- B. But it is WORTH IT!
- C. Restores reputation of Jesus and the church
- D. Leadership vacuum (Church planting vs. restoration, revitalization, and shepherding; Looming financial crisis in churches under 250; SBC Exec. Committee in Vision 2025 to increase the called
- E. The Spiritual Gifts of Broken People (When my transmission died... REBUILD it!!)
- F. Repair shops can do it! (Smiling mechanic)

What the AMS faces

- A. Restorer is fraught with challenges
- B. Still have to work with the church
- C. Still friends with the broken folks
- D. Need to deal with new pastor
- E. DECIDE! To what degree will you do this

How to Restore Culture

- A. Tools for building a culture
 1. Preaching that allows people to be honest with self, the church, and faultlines (Psalm 29:32-34)
 2. Modelling by telling stories of your brokenness and God's grace. Inform leaders. Celebrate little wins
 3. Coaching to help folks know it's okay to be broken, but not stay broken. Have a team as an AMS
 4. Mentoring as an adviser, distance coaching
- B. Culture killers "Culture eats vision for lunch." Collins in
- C. Have a publicly adopted statement that becomes part of your vocabulary
- D. Know what you believe and be comfortable with being uncomfortable. We're all strugglers!!
- E. Know that colleagues and members will always agree with you.
- F. Know trust levels, history, structure
- G. Know sources of financial support, partnerships, and peoples of peace to support restoration work
- H. Know safe haven churches, pastors, state leaders, and AMS guys who support restoration work
- I. Know Charlie Grigsby, City of Refuge, Antioch BC (Pete), David Hyles, *The Red Barn* ministry

Process. . . Covenant

- A. "Don't rush the washing machine." Things take time and specific order. 12 to 18 months.
- B. The covenant process offers: 1. Safe structured place for confidential conversation. 2. Enough time to get to the root cause for deep healing. (Repentance is an event. Restoration is a process.) 3. Pathway forward 3. Way to explain what has happened—a post fall resume!
- C. HELICOPTER VIEW: 1. Timeline 2. Biblical 3. Valuable 4. Clear plan 5. Boundaries and expectations
 6. Bridges to relationships, public apology or letter
 7. Comforts those impacted
 8. Proves it is all serious
 9. Provide exit ramp
- D. Restoration team: 1. Careful selection 2. Listeners, traffic managers, cheerleaders, liaisons, advocates
 3. Accountability team
 4. Church attendance selection
 5. Public ministry boundaries
 6. Careful confession
 7. List of run redlights on way to failure
 8. Face the music/Repay
 9. Counseling (create a fund for it)
- E. Celebrate completion!! 1. Kill the fatted calf 2. Power of ceremony 3. Value of Final Report
 4. Letters of recommendation/Be an advocate
 5. Resume building
 6. A good word to be said/Be an advocate for them
 7. Living in God's 2nd Best!

Stewardship Simplified * Dr. Rick Wheeler, Florida Baptist Financial Services

Introduction

Biblical Framework: Matt. 25 Parable of the Talents; Being good stewards of what we're given

Our stewardship tells a story. To whom?

1. The World (Christians are not outgiving the world these days!)
2. The next generation (Psa. 145:4) How are we training them through our modelling?
3. The Lord (We will give an account for that!) Enter the joy of your Master!

Our Mission

1. We're for Baptists only; Growth of \$77M in last 2 years to \$310M to give and loan; 100 new accounts.
2. 15.5 million in the last 5 years have been distributed (\$41 M since 2003); Want to do more loans!!
3. We are selling the Florida Baptist Retirement Center with proceeds to benefit Mission Dignity fund
4. Launching the Florida One Fund from the reserve fund to assist Florida Baptist Mission causes
5. A New Normal Mindset & Heartset: A. *Kingdom first* is our clear focus in the pandemic era
B. Faithfulness in pressing on in times of trial C. Servant spirit D. Walking with God
6. 5 most Common Careers of Millionaires: Engineer * Accountant * Teacher * Management * Attorney
7. Professions that are planners . . . Video (downloadable)
8. Penny Jar Principle. 91% of our assets are non-cash assets; Estate Planning includes this
9. I want to my giving when I'm living so I'm knowing when I'm going.
10. Beneficiaries of your estate: A) Family B) Kingdom Impact/Charity C) IRS
11. Tools: Church Growth Investment Fund;

Florida Baptist Convention * Dr. Tommy Green, Exec. Director

The pandemic has helped us take an inventory of how we're doing and how to go about it . . .

1. INFLUENCE. Do you lead? Influence? Is it an effective leadership model? YES!
2. *A genuine leader is not a searcher for consensus but a molder of consensus.* (Martin Luther King)
3. The weakness of a leader is when position equates with prominence, power, and prestige.
4. Leader is an assignment not an assumption. We have leaders, not leadership (See Mark 10:45)
5. Strength of influence... a process... edifies relationships. If you don't care for them they won't care for you
6. Psalm 78:72 Shepherding with integrity. Don't get intoxicated with a title or position!
7. The spiritual mantle that God places on your life is for a season of Kingdom impact.
8. Corp. leadership is product based. Commander leadership is chain of command, rules and regimented
Coach—teamwork and process Christian leadership is Holy spirit lead, salvation and sanctification
9. Culture influencers: Micro, Macro, & Mega levels; Building a bond, a brand, and a platform.
Ryan is a 10 yr old worth \$32M; He opens toys and evaluates them! 31M Youtube subscribers!
10. My journey: 1st church: Learned to be a preacher 2nd church: Learned to be a pastor
3rd church: Learned to be visionary & strategist, and also how they influenced me
4th church: Learned to take people on a journey to be on mission and impact the world
Florida Baptist Convention: Goal is to influence people to walk and work together in mission

Florida Baptist Convention * Dr. Tommy Green, Exec. Director
Challenge 2025 Gathering on 2-22-22 * Check out: flbaptist/pray

2021 Summary

1. New church plants: 69 in SEND Network; closer to 72. 10% of America
2. Coop. Program gifts: 9.7% increase; \$30,775,364
3. McGuire State Mission Offering: 14.4% increase; \$638,362 All for church planting
4. Baptisms: Many baptized; ACP's not all in (22 to 25,000. 10% of America!
5. 2016-2021: 354 church plants; 92.9% still active or merged; 21 closed, 5.9% ; \$3.4M invested in planting
6. SEND NETWORK: 146 church planters; 44 planters completed assessment in 2021; 69 plants in 2021
7. 2016-2021: Ministry to churches: \$22,644,720; Emergency loans (up to \$100,000) \$9,949,737 (289)
8. 2021: Mission engagements: 99,952 projects locally and overseas
9. Net Worth of FBC: Grown to \$75M to help as many as we can.
10. Good intern planter program? Family Church; FBC Melbourne; Calvary, Clearwater; Send your best guy!

Micah Ferguson re: Intro. Mission Insight portal available through

1. Provides demographic data, ministry insight, mission insights and more
2. First steps as we learn along the way: a) Dashboard wizard assistant or go straight to map; Select tool sets and then go to interactive section; b) Click HELP as needed; c) HELP videos;
3. Overview...

CASTING THE NET: Identify to area you want to explore (Click SHAPES on tool bar; Click RADIUS on next bar; Put in address; Click NEXT; Put it size; Click circle POLYGON tool; Draw abstract box to avoid stray areas on map; Click PEN icon; TRAVEL POLYGON: Build on drive times; 5 mile radius replaced with 15 min. radius

GATHERING THE NET: Click DEMOGRAPHICS on tool bar; Select from 7 reports on menu; EXECUTIVE INSIGHTS is a good start; Click GENERATE REPORT (It takes time!! Be patient! Wait for 100% It will go to your DOWNLOAD FOLDER on your computer as a PDF. See MOSIAC SEGMENTS; Click on HELP; Find EXPERIAN Mosaic e-Handbook PDF. Print. Study results and create ministries to meet those needs and people types. The QUANDRENIUM PROJECT section provides cultural insights and needs Meet needs! In short, use these tools to help churches create a strategy to reach their unique field, like coming alongside single moms, or a need for a non-Sunday worship gathering.

Developing Your Ministry Succession Plan * Dr. Tim Maynard

Introduction: Colossians 1: The Lord is the head of the church. It is His ministry, not yours.

It is not hard to give up your ministry when you realize it was not yours to begin with.

MYTH: You will just know when it is time to retire or leave your ministry; Filled with grief and fear

You gotta kill your ego. You gotta let the next guy win.

3 Reasons I am retiring

1. I want to finish well. You don't want to be ousted.
2. I don't want to retire from something, I want to retire to something. Leave with a sword in your hand!
Leave your ministry with enough time to start our second career. Bob Russell
Being of retirement age does not give you permission to stop. KFC started with first retirement check.
Your best years may be waiting for you.
3. I don't want retirement to happen to me, I want to start it. They deserve your best leadership efforts.
You can only effectively reach those from 10 years younger to 10 years older.
IT is as difficult as when you had to discern if you were suppose to come in the first place.

Three Key Things to help reduce the trauma of the transition. People will grieve. You will too.

1. Provide the church with a church and community profile
2. Help them form a good Pastor Search Committee. Don't choose a guy like me!!!
3. Keep the team together for a year after the new pastor comes
(Follow up promises ; Help me move on. I had 2nd and 3rd thoughts. Almost as touch as my wife's death)

My Aha Moments

1. Mother Theresa beat me up. She asked: "How can I pray for you?" I need clarity. She said: "I will not pray That for you. What you need is faith, not clarity." I wept.
2. An Old Irish Pastor: "The goal of a pastor's life is to be an old man with a broken but peaceful heart."
3. It is not just about leading well, it's about leaving well.

"Setting a Vision for the Future" * Dr. Spike Hogan, One More Child

Introduction: 3 Things Pastors Should Never Do:

1. Quit before they retire
2. Retire too late
3. Try to hire their replacement

Message: Philippians 3: *Press on toward the goal to win the prize . . .*

What is your vision for your association, your family, yourself? 5 things to consider . . .

1. **What does your vision of living by faith look like?** Discipline. Devotional plan. Nicky Gumble
2. **Have a vision for your family.** Check YouTube: How Men and Women are different.
3. **Have a vision to be financially free.** Supporting a local church? Member there? Be generous!!
4. **Have a vision to be physically fit.** Temple of the Holy Spirit. Say NO to dietary dangers.
5. **Have a vision to fellowship with believers.** Be a friend, not just a pastor. Don't hunker in a bunker.

*It's our job to catch fish. It's God's job to clean them. * What is your dream for 2022?*

*For great leaders, there is always a "What's next?" * Sometimes it is to downsize and focus!*

Churches need to do 3 things well: 1. Worship 2. Ministries 3. Missions

The Great Commandment & The Great Commission