



FBCAL

Florida Baptist Conference
of Associational Leaders

2023 FBCAL SUMMIT * Jacksonville, FL * Page 1

DAY 1

WELCOME Tom Cheyney, president

FBCAL WEBSITE: fbcal.org Brian Nall

[] To access resources, type in: AssociationLeaders!

[] Provide resources via Link at bottom of landing page

Session 1: Essentials for Helping the Small Church: Leading the Small Church Without Settling for Less.

Karl Vaters (KarlVaters.com/AMSSummit)

Refining Success.

- [] I've been a small church pastor for over 40 years.
- [] I've been hurt and beaten up, yearning for big growth
- [] I came to a beaten up church in CA, 31 years ago!
- [] All we did: Worship services & pot lucks for 6-7 years... Healing!
- [] Aha moment: "We're healthy now." "Uh, now what?" (75 folks)
- [] We went from 20 to 200 in 15 years. Crock pot growth!
- [] Went from small facility to using a Jr. High School. Grew to 400!
- [] We hired staff to grow to 600, then decreased to 100-150 in 1 yr.
- [] I felt ruined, stunned, and angry... at everyone... even God.
- [] I took a 40 day break (wanted 80). And I went to therapy.
- [] Therapist: "Karl, you need to redefine success, without numbers."

What is a Small Church? (Under 250)

- [] Church of 50. Church of 150. Very different. Also similar!
- [] 150 to 250, the dynamics change. "Knowability" lessens.
- [] 31% Under 50 37% Under 100 24% Under 250 8% 250+
- [] The Grasshopper Myth. (Karl's book) "The false impression that our small church ministry is less than what God says it is because we compare ourselves with others." (see Numbers 13:32-33). This starts in our own eyes, not others. This mentality is on me.
- [] I was surrounded by BIG Churches—Saddleback; Calvary Chapel
- [] We must understand our unique value in God's eyes

3 Undeniable Realities of Church Ministry

1. 80-90% of churches will never be larger than 250 people
2. Virtually all pastors will pastor a small church for at least some time in our ministry. (Small is not an indicator of sickness. Large is not an indicator of health.)
3. You can lead a small church well, without settling for less. What if all these small churches is God's way of building the church? Multiplying like rabbits.

Don't fall for IKEA Envy. Biggest store on face of the planet!!!

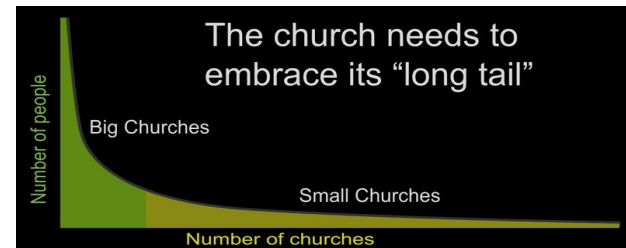
- [] You are guided through a maze... literally! 250,000 sq. ft.
- [] What if Starbucks (250 sq. ft.) said "Let's be like IKEA." No way!
- [] Each is designed to do something different! Like churches.
- [] Some principles are not transferrable.

Small is not a problem, virtue, or excuse.

- [] It's been presented as a problem for a long, long time. (8 reasons why your church won't grow? Simplistic; Unfair; Hurtful.)
- [] *We're small because we're only ones preaching true gospel. Small churches are virtuous. Large churches are watered down.* (Pride problem! Stop! Don't throw poop at each other, monkeys!)
- [] *Well we would do this but we are not big enough.* (No Scripture makes this distinction!)

Bigger fixes nothing. Aim for healthier. YouTube videos:

- [] Just as many eyes on the long tail as big spike viral videos!



- [] Encourage and resource the long tail!

Jesus didn't wake up depressed at the small size of your church!



- [] Pastoring a small church is not a penalty for doing something wrong. It is a specialty, and it's worth doing well.
- [] I am not wired and I do not want to plan, hire, and build... I want to be in the hallways with my people before and after church.
- [] 12 years pastoring in Maine. 7 months you are iced in our city. But cold shoulders of people were colder than the weather. When we stayed, they trusted us more and more. Firewood min.
- [] People said: *You came. You stayed. You love us.*

Session 2: Karl Vaters

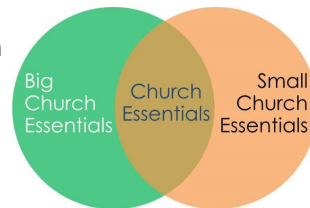
(KarlVaters.com/AMS Summit)

Big Churches, Small Churches—What's the Difference?

- [] 90% under 200; 80% are under 100. *"We have to fix this problem."*
- [] 1st reaction: "Oh no!" 2nd: "So what?" 3rd: "Now what?"
- [] But, because we're doing well planting churches, the stats make sense! Plus, numbers are not a health stat.
- [] Apollo 13. *"Using only what's on this table, we have to make this fit into this, lives are at stake, and the clock is ticking."*
- [] Small churches only have so many types of people on the table.
- [] In fact, just think of the 12 guys that Jesus picked!!
- [] Responsive design for websites. Must look good on all devices. (\$50 app will do that for you.) Create resources that way!

People will come to small churches, but won't give up on quality.

- [] Quality is different at large & small church (Décor by design firm vs. two ladies.)
- [] Overlap of essentials is very small.



Small church pastors must

1. Know what's in the overlap (basics)
2. Know what's common in small churches
3. Know what's unique in your small church

The smaller the church, the greater the uniqueness!

The law of large numbers:

- [] The bigger the crowd, the more predictably it behaves. (Requires a minimal sampling size)
- [] The smaller the crowd, the more impact each person has— for good and bad. (One person can ruin or make a Sunday!)

Why do you go to a small church?

- [] Pastor knows my name.
- [] Pastor available for our spiritual needs
- [] **Don't talk down to pastors and people who like that!!!**
- [] Karl: "I was not built to pastor through a staff at 400."
- [] Karl: "We shifted to entertaining Christians, not reaching the lost."

Big church leadership emphasizes process, systems & programs.

Small church leadership emphasizes relationship, culture & history.

- [] **Relationship:** The best way to disciple people is by mentoring. (Discipleship fixes financial, spiritual, relationship problems, etc.) (Pastor is lead discipleship, but mentors others to do so as well)
- [] **Culture:** Unwritten set of rules that defines all that the church does (*That's just the way we do things here.* We are working on mission problems when we have culture problems. Parable of the seed is more about the **soil— the culture.**
 1. Hard soil — path heavily walked on/hurt. (Pour soft water. Address the hurt, not the stubbornness)
 2. Shallow soil — no follow through. Disciple them deeply.
 3. Weedy soil — too busy. (Declutter the programs; Focus!!)
 4. Fertile soil — Good book: Dirt Matters. Jim Powell.
- [] **History:** Small towns/churches have long memories. You try to change culture here, and you're gone soon. Large churches are creating culture everyday. Old culture can be an anchor. (New parking lot: Ban skaters or buy ramps? It's a new tool!)

Don't do what our founders did. Think like our founders thought.



Session 3: Karl Vaters (KarlVaters.com/AMSSummit)

Leading the Post-Pandemic Church

Two keys to recovery after the pandemic:

- [] Don't try to go back to what was. Most still gone, won't be back!
- [] Build on what you're learning. My dad taught me this.
(Peach processing plant story; Moving belts give you vertigo!)
(ME: It was terrible and I hate it. DAD: What else did you learn?)
- [] The 3 pandemic years gave us decades of leadership training!
- [] This kind of thing WILL happen again. This is a broken world.

Churches that thrived during & after the pandemic had:

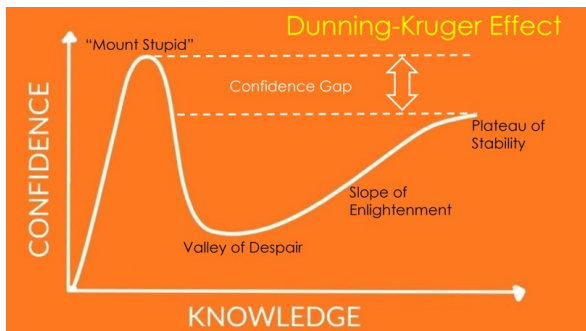
- [] Resources in reserve—10% of gifts to contingency fund. Tough.
- [] Team-based leadership—*Make disciples who make disciples!*
- [] Adaptability—*Changing methods when changes are needed!*
(Government didn't close churches, they closed buildings.)
- [] Unity—Churches sadly went at each other's throats re: masks...
(*Why did we do that? Widespread cultural grief. Neurobiology: Logic centers goes dark. Emotion & Action light up. Soldiers.*)

We're all experiencing multiple levels of severe trauma

- [] People in trauma can't hear explanations. **Story & song help!**
- [] They need familiarity and stability. **Worship more than preaching!**
- [] They are camping in one of **Kuebler-Ross' 5 Stages of Grief:**

Denial >> Anger >> Bargaining >> Depression >> Acceptance

- [] Subconscious
- [] Fight, Flight, or Freeze
- [] False confidence "Mount Stupid"
- [] Deal with fears, not symptoms
- [] See your own trauma first.



Don't let your triggers become your truth. (See Paul, Romans 7)

- [] When times are normal, leaders inspire change.
- [] When times are disruptive, leaders provide stability.

DAY 2 * MORNING DEVOTIONAL, Matt McCraw, Church Answers

WHAT WE PASTORS NEED IN OUR AMS

Be Examples for us. I Cor. 11:1 *Be imitators of me...*

- [] Holiness, Humble, Wise

Be Encouragers for us. Prov. 27:17 *As iron sharpens iron...*

- [] Churches need your help. Don't be a discourager

Be Equippers for us. Eph. 4:11-12 *Equipping the saints...*

- [] Church Answers University—a certification program in Christian Ministry and in Women's Discipleship; A la carte courses
- [] \$1497 is full cost; Online at your pace; Payment plans available
- [] 20 \$1000 scholarships available; Seminary level instructors
- [] Contact Matt at (863)804-2423, or matt@churchanswers.com

"WHAT IF?" EVANGELISM, Mike Kahn, AMS, Tampa Bay Assoc.

- [] We need a simple approach to training in evangelism
- [] Two little words that invite us to envision a different outcome.
What if? Dream. Imagine. Something better. Improved.
- [] Such as: Heinz plastic upside bottle; Popcorn now microwaved
Luggage now on wheels!
- [] Past Evang. Strategies: Crusades; Door to door; Food distribution
Helping schools; Event orientation
- [] 1999: 70% had religious memberships. Now: 47%. Lowest in 80 yrs.
- [] 5 to 20% of believers evangelize. (Doesn't work in football!)

What if all Churches & Believers partnered in Regional Evang.? What if all Churches & Believers practiced Relational Evangelism?

[] Ben Mandrell's Secret Sauce to Church Plant Growth

1. God's favor
2. Strong support of other churches
3. Stressed that EVERYONE does evangelism
 - [] Make it easier. Move the goalpost up for shorter field goals
 - [] Invite neighbors to dinner and have fun with them



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[] Paul concerned for all the communities and the lost. (2 Cor. 11:28)

[] Relational Evang. - Love neighbors & everyone. (1 Cor. 10:31-32)

[] Train them from the pulpit...

The PLEASE method with friends and ALL.

P ray for others. **BlessEveryHome.com** movement of praying, sharing and caring. \$15 per church per month. Info. App. ALSO, use Prayer Cards.

L ove others. Love others as Jesus loves them. When you pray for people, your heart for them changes!

E njoy others. Jesus enjoyed the wedding at Cana. Eating together. Bowling. Leagues. Clubs. **Questionsinabox.com** is a great app to help them start conversations!! "Who will you have over dinner?"

A ssist others. Train folks to have margins in their life to help others

S hare with others. Transition using their salvation story. See page 10 in the **WHAT IF brochure (Mike Kahn at Tampa Bay Assoc.)**
Easy gospel methods: The L.O.R.D. Presentation. (p. 12);
3 Circles Presentation (p. 13)

E naging with many. With people we don't know. Examples on page 14 and online videos. Download 8 gospel cards to select from at **all41life.org/conversing/** PLANT SEEDS!!

[] How can a church promote this? (90 minutes of video training)

1. Learn/print PLEASE strategy at **tbba.org/evangelism/please/**
2. Pray through it as a church
3. Share it with leaders, from pulpit, as constant testimonies
4. Launch & Continue. Create new church email address to let members report their stories. Preach an 8 wk. series. (p. 15)

STEWARDSHIP. SIMPLIFIED. Rick Wheeler, FL Bapt. Financial Services

"Maximizing Kingdom resources by following His plan."

Charitable Giving; Ministry Accounting; Church Loans
Cash Management/Investments; Donor Advise Funds

[] Branding updated to better connect with our churches

[] Estate planning—70% have no will!

[] Church Growth Investment Fund. Crowd sourcing!!!

Key Metrics:

[] 2022 \$5,068,991 distributed to Kingdom work; 26 million in 6 years

[] 2022 Over \$330 M total assets under management; 110 M growth!

Some Highlights:

[] We completed sale of Florida Baptist Retirement Center

[] Used those funds to help pastors & widows: *Mission Dignity*

[] Received bundles of *Thank You* notes. Samples read.

[] Widows are qualified through *Mission Dignity*

[] Launched *Florida One Fund* assists Florida Bapt. mission causes

[] New: Heather Houseal, Estate Planning & Elder Care Attorney

Easy Ways To Partner with Us

[] Host a Workshop/Meeting/Lunch & Learn

[] Encourage pastors/churches to reach out to us (Free Will service)

[] Let them know about Church Growth Investment Fund (3%ish)

[] Make introductions to new pastors/leaders

[] Check out website, podcast, etc. at **Floridabaptist.org**

[] We do legal education, not legal counsel re: wills and trusts



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FLORIDA BAPTIST CONVENTION Tommy Green

- [] Kudos! Rick Wheeler strengthening ties w/ FBFS & FL Bapt. Conv.
- A Personal Word: Jesus, 10 Lepers & a Thankful Samaritan (Luke 17)
- [] CEO speaker shared of his child with disabilities
- [] Powerful testimony of grace and mercy of the Lord
- [] The bomb: Couldn't find a church to make them feel welcome.
Are you ready to receive us? They didn't know how.
- [] Are we ready to received those living in messy shadows?
- [] Lepers were people who were not welcomed. It's a opportunity.
- [] 318,000 moved to Florida, 2021-2022. Ethnic. Poor. Deaf ...
- [] *"Oh, they are suppose to be over there, not here."* Outta sight.
- [] Ever been left out? Uninvited? Ignored? Very painful.
- [] Churches are attacking other churches for loving the unlovable!
- [] We reflexively choose kind of people to invite, welcome, or love.
- [] The Samaritan Leper had a double whammy of rejection!
- [] He didn't go a priest. He had been with the High Priest, Jesus.
- [] Never forget who and what you were before coming to Jesus.
- [] I preached a crusade to 14 people. 2 struggling folks saved!
- [] Look for opportunity, wherever you are and wherever you go.

KEY METRICS:

- [] 74 New church plants * Baptisms projection is 26-28,000
- [] \$29 M Cooperative Program giving in 2022
- [] \$939,000 McGuire State Mission gifts for planting
- [] 2017-2022 285 church plants; 92% survival rate
- [] 64 of 80 planters successfully complete Send Network assessment
- [] 4.6 M invested in church planting; 3.7 M to churches or Assoc.
- [] 26.2 M in churches from 2017-2022; 2.6 M Church Loans, 2022
- [] 12.5 M in church loans, 2017-2022; \$214,000 to pastors in 2022
- [] 6.5 M given to churches, etc. in 2022
- [] 132,879 in mission engagements by churches in 2022
- [] 175 M given through Coop. Prog., 2017-2022

We're here to help you with all the crazy things out there!

ONE MORE CHILD Jerry & Kristie Hagg

- [] RISE for Life: Reach every child. Involve every church.
Strengthen every community. Empower every family.
- [] How can you help?
 1. Start single mom community program at your church
 2. Partner with pregnancy care support center.
 3. Open your heart to Foster Care
 4. Organize resource drive for diapers and food

Living & Leading Through Times of Change

- [] We're 25 years past Y2K. Remember? Remember bag phone?
Brick phone? TV had 3 channels? No remotes? Blockbuster?
Pan AM? Sears? Xerox? Kodak? Toys-R-Us? Cash offerings?
- [] Do we view change as a threat or an opportunity?
- [] How do we respond to change?
 1. We can give up. 2. We can be critical. 3. We can lead it!
- [] *"The secret to change is focusing our efforts not on fighting the old, but building the new."*
- [] Change spawns opportunities to do ministry in fresh ways.
- [] 5 Keys for Leading Change

1. **Don't neglect your core values.** *Humble/Hungry/Wise/Called.*
(We can change our preferences, but not our values.)
2. **Communicate a vision, don't hand down a verdict.**
(Shared vision. Involve staff. Give them time. No ultimatums.)
3. **Own your zone— control only what you can control.**
*(No SMOTING zone! No DRAMA zone! Don't be OFFENDED!
No SILOS! Show God's grace in the work place! Trust God!)*
4. **Don't wait for perfect conditions to make a decision.**
(40% to 70% info is enough to make a decision -Colin Powell)
5. **Stay nimble.** *Learn to be comfortable w/ the uncomfortable.*
(Peyton Manning practiced with paper cups thrown at him.)

Why do we go overseas? God sends us. Let's not miss out!



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Q & A Session, FBCAL Lead Team reps

[] What do you make of the SBC struggles these days?

All over the map; FL Baptists not as embroiled in it; Some do a Zoom call SBC wrap-up to pat down over-reactions. Sometimes go to churches to lead a Q & A; Try to be fair. Very small fringe are extreme and leave.

[] How is Florida AMS work different from other states?

In states that fund some AMS work, there are requirements and limited discussion. Others are divided states among AMS. We are fortunate to be supported and mutual.

[] How do you answer what is the value of the association?

Big churches feel less need personally, but they know that we can help small churches with needs they aren't aware of. The AMS is the key asset with experience, support, counsel. Put pastors and churches in your budget. Help. Lunches. Buy printers for banners. Trailers. Event trucks.

[] How to you build relationships with staff pastors?

Recruit assoc. youth pastor rep, worship min. rep., etc. Fund their lunches. Go on occasion. Learn the difference between Coaching, consulting, and mentoring: Keith Webb. Bob Logan.

[] What do you think about a "Friends of the Assoc." group?

Retired pastors and AMS guys. Hire some as volunteer staff! Invite them to join pastors' events. Have quarterly lunches. If they are active in their church, they can be on Assoc. teams. Retiring AMS should always point to the current AMS.)