



POWERWALK
MINISTRIES

Stengthening The Household of God

DOING TODAY WHAT WILL
COUNT FOR ETERNITY



LEADERSHIP DEVELOPMENT
CHURCH DEVELOPMENT
BIBLICAL COUNSELING

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Welcome To PowerWalk Ministries Training In Partnership with Baptist Fellowship Association

This year we have some exciting news. The BFA will be partnering with Dr. Paul Cannings and PowerWalk Ministries to add even more great teaching to our schedule of workshops. Dr. Cannings, Dr. Nicholas Ellen, Pastor Keith Treadwell and Dr. Victor Clay will be teaching workshops as part of the PowerWalk Ministries on Church Development, Leadership and Counseling. There will be 3 workshops under each of these categories in addition to our Conference and to be a part of PowerWalk Ministries goal to train Pastors and leaders in practical ministry areas.

Schedule of PowerWalk Workshops

(All Workshops will meet in Cypress 1)

Monday, July 22, 2024

- 8:00—9:15 am Church Development
Moving Your Church from Striving to Thriving
Dr. Paul Cannings
- 9:30—10:45 am Church Development
Leading the Church in Post Christian America
Dr. Paul Cannings
- 11:00 am—12:15 pm Church Development
Ministry Planning and Goal Setting
Dr. Victor Clay

Tuesday, July 23, 2024

- 8:00—9:15 am Leadership Development
Moving the Church from Ineffective Leadership to Effective Leadership
Pastor Keith Treadwell
- 9:30—10:45 am Counseling
Designing and Developing an Effective Counseling Ministry
Dr. Nicholas Ellen
- 11:00 am—12:15 pm Leadership Development
Developing a Training Program for Training Leaders to be Biblical Leaders
Dr. Victor Clay

Wednesday, July 24, 2024

- 8:00—9:15 am Counseling
General Principals for Developing Effective Counseling Skills
Dr. Nicholas Ellen
- 9:30—10:45 am Leadership Development
Developing Effective Leadership Skills
Pastor Keith Treadwell
- 11:00 am—12:15 pm Counseling
Developing a Premarital Counseling Program
Dr. Nicholas Ellen

TRACK #1



DEVELOPMENT

Workshops

Moving Your Church from Surviving to Thriving
Dr. Paul Cannings

Leading the Church in Post Christian America
Dr. Paul Cannings

Ministry Planning and Goal Setting
Dr. Victor Clay

PRESENTERS

Dr. Paul Cannings is the Founder and Senior Pastor of Living Word Fellowship Church in Houston, Texas. He is also the Founder and President of Power Walk Ministries, a national and global training resource for clergy and lay leaders. President of Living Word Christian Academy and adjunct professor of the College of Biblical Studies all in Houston, Texas.



Dr. Paul Cannings
Living Word
Fellowship Church
And
PowerWalk Ministries

He has served as youth director at Oak Cliff Bible Fellowship Church, Assistant Academic Dean of Dallas Bible College, Dallas, Texas. Executive Vice President of College of Biblical Studies (formerly Houston Bible Institute), of Houston; National Director of Outreach at The Urban Alternative and City Director for The Urban Alternative – Houston Branch (Dr. Tony Evans, President).

Dr. Cannings studied in Oxford University, England, and holds a Doctorate in Philosophy / Theological Studies in Religion and Society from Oxford Graduate School in Dayton, TN. He earned a Master's Degree in Theology, Bible and Christian Education from Dallas Theological Seminary and received a Bachelor of Arts degree from Austin College, Sherman, Texas.

He can be heard locally in Houston on KHCB 105.7 FM, where he serves as a Bible study leader on "The Pastor's Corner." He also hosts a live question and answer program called "The Pastor's Study," every other Tuesday at 9:30 p.m. and can be heard each morning, Monday through Friday at 5:15a.m. His radio ministry also extends to the Caribbean area and he can be heard at any time on Oneplace.com. The TV ministry of Dr. Cannings occurs every Sunday morning at 6:30 a.m. on Houston's KTXH My 20 and each Monday at 6:00 a.m. on Houston Media Source through Comcast and AT&T.

He is the author of the following books, '*Why Can't Mondays Be More Like Sundays?*', '*Biblical Answers for the 21st Century Church*', '*Making Your Vision A Reality*', '*Jesus and Money*', '*Give Fear a Knock Out Punch*' and the latest book – '*Big Idea Sermons*' a 52 sermon guide for busy pastors and clergy; as well as a great devotion for anyone who desires to spend quality time with God. He's also published the popular "*Leadership Training Manual*," a series for training pastors and lay leaders, alone with a host of Video and CD series regarding marriage, parenting, and spiritual growth.

Dr. Cannings and his wife Everette are the parents of two adult sons, Paul Jr., and Pierre who are married to Tanisha and Monica respectively; with seven grandchildren.



Dr. Victor Clay
Senior Pastor
Dynamic Life Baptist
Ministries

Executive Director
Baptist Fellowship
Association

Senior Pastor Dr. Victor Clay is a native of St. Louis, Missouri. Dr. Clay has a B.A. in Business Management from Northwest Missouri State University, an A.A. and B.A. from Carver Baptist Bible College and Institute, a Master of Divinity in American Church Planting, from Midwestern Baptist Theological Seminary. He graduated with honors in Expository Preaching. Dr. Clay graduated in May 2018 with a D Min degree from Midwestern Baptist Theological Seminary. The title of his dissertation is “Developing a Road Map for Training Leaders and Laity of Dynamic Life Baptist Ministries in the Principles and Practices of Multiethnic Ministries.”

The goal of Dr. Clay is to help shape and direct the transformation process of Spiritual growth from the inside-out through expository preaching, teaching and writing. Dr. Clay wants to develop leaders of a multi-cultural diversity, to reflect a heavenly community on earth through the local Church by providing training in leadership development, strategic planning, staff development, conflict resolution and church development. In light of this, he wrote an article for the Baptist Bulletin in 2016 titled “What Role Should Local Churches Play in the Ongoing Discussions About Race Relations in America?”.

Dr. Clay graduated with honors from Carver Baptist Bible College. He was awarded a Black Church scholarship at Midwestern Baptist Theological Seminary. Dr. Clay was elected Alumnus of the year 2000-2001 at Carver Baptist Bible College. In 2003, Dr. Clay was awarded the Lifeway Preaching award for the 2003 graduating class at Midwestern Baptist Theological Seminary.

Dr. Clay served as a member of the Board of Directors for Carver Baptist Bible College, Seminary and Institute, and is an Adjunct Professor there. He serves as the Vice Chairman of the Cedine Bible Camp Board. Dr. Clay is also the acting Executive Director for the corporate Home Office of the Baptist Fellowship Association and serves on their Steering Committee which is its governing board.

Dr. Clay is married to Stephanie S. Clay and they have two children, Tyler W. Clay and Janessa V. Price (Devante Price) and one grandchild Journi Price.

Baptist Fellowship Association

Annual Conference

Pastor Milton E. Kornegay, President

Dr. Victor Clay, Executive Director

"Moving Your Church from Surviving to Thriving"

Pastor Paul Cannings Sr., D.Phil.

Living Word Fellowship Church

President of Power Walk Ministries

www.powerwalkministries.org

www.lwfellowshipchurch.org

I. Introduction

If we are willing to be honest, some churches were already surviving before the pandemic. The pandemic has only put a spotlight on it. What do I mean?

Many churches around the world had come to a point where there was hardly any physical growth (not even a consistent evangelism outreach ministry taking place), hardly any baptisms (not many people coming to Christ), same things being done in worship each week (mostly the same songs, the same order of worship, mostly the same people singing solos), leaders who had grown accustomed to holding positions and titles while not doing anything but meet when necessary. Some of these churches have a few people who are power brokers in the church committed to controlling the pastor and any new idea that comes to the church.

This issue of surviving is not new to the scriptures. Christ came and met the same thing and was crucified for trying to move the temple in the correct direction based on God's Word. The leadership crucified Christ because He threatened an institutionalized, methodical, ritualistic approach to worship and the self-righteous way in which they dealt with the people.

Christ's ministry of love, truth, and service attacked the stagnated temple worship of His day. He transformed it from an unholy temple to Pentecost.

II. A Summary of the Church

The New Testament local church represents a group of baptized believers of Jesus Christ (1 Corinthians 1:2; 12:12-14), working together to carry out His plans, purpose, and will (Ephesians 1:11). These believers must gather regularly (1 Corinthians 1:2; 11:18; Acts 20:7; Hebrews 10:24,25) for the building up and equipping of one another (Ephesians 4:11-13; 1 Tim. 4:1-16) through the teaching, prayer, singing, Lord's supper, fellowship (Acts 2:42). This will be done as a result of the use of individual gifts (Romans 12:3-21; 1 Corinthians 12-14) so that believers will be imitators of Christ (Ephesians 4:1-2; 5:1-2) to be presented perfect in Him (Col. 1:28-29). These believers must then become witnesses for Christ in the local community and the world (Acts 2:42-47; 13:1-4).

III. Steps to Overcoming Stagnation, Surviving from Sunday to Sunday

A. **Worship** - It is new and living (Hebrews 10:19-23). It is spirited while being controlled by truth (the Holy Spirit is our truth; John 14:16-17; 4:21-24). We must keep worship fresh.

1. Definition - "Worship" means "to bow down" or "prostrate oneself" (Gen. 22:5; 42:6; 48:12; Ex. 24:1 Jud. 7:15), was characterized by works of service performed at the temple through the offerings brought by the Israelites. It is a time for giving God the adoration due Him (Hebrews 12:28), giving to Him (worship - 'worth-ship') and serving Him.

2. What is True Worship:

Worship cannot occur without total commitment (Rom. 12:1) to a personal day-to-day walk with Christ (Matt. 4:10; Eph. 4:1-3; 5:2). It must always involve time, commitment, prayer, the Lord's Supper, fellowship (Acts 2:42), thanksgiving, praise and the reading and teaching of scripture (Col. 3:15-17; 1 Tim. 4:11-16).

2. Characteristics of Worship:

⇒ **Teaching, fellowship, breaking of bread and prayer** - *"And they continued steadfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers."* (Acts 2:40; KJV)

⇒ **Singing** - *"And be not drunk with wine, wherein is excess; but be filled with the Spirit; Speaking to yourselves in psalms and hymns and spiritual songs, singing and making melody in your heart to the Lord; Giving thanks always for all things unto God and the Father in the name of our Lord Jesus Christ; Submitting yourselves one to another in the fear of God."* (Ephesians 5:18-21; KJV)

⇒ **Teaching so believers can become disciples of Christ** - wisdom; admonition (correct) - *"Let the word of Christ dwell in you richly in all wisdom; teaching and admonishing one another in psalms and hymns and spiritual songs, singing with grace in your hearts to the Lord."* (Colossians 3:16; KJV)

⇒ When Jesus Christ said to the Samaritan woman that **she must worship in "spirit and truth" (John 4:24)**, He used a common 's'. He was not talking about the Holy Spirit; He was referencing her spirit. The Samaritans worshipped in a spirited manner, but they did not believe in most of the Old Testament because they were not included as Gentiles (half Jews and half Assyrians). The Jews' worship was not spirited but very ritualistic. Christ is saying on Jacob's mountain (similar heritage), they need both to satisfy Him.

⇒ **Christ never told us to eliminate our culture in worship.** We must not let our culture usurp what God says is true worship.

IV. Application:

⇒ We must keep God's focus for worship so the _____ that _____ worship remain, but we must use our _____ to keep _____ based on the freedoms the Lord provides. Don't allow traditions to control worship.

⇒ Our _____ cannot _____ worship because worship is universal. The New Testament church _____ worship, and it was a blending of Jews and Gentiles. Nothing _____ about it being _____.

⇒ Worship must be new and living; *"Having therefore, brethren, boldness to enter into the holiest by the blood of Jesus, by a new and living way, which he hath consecrated for us, through the veil, that is to say, his flesh; and having an high priest over the house of God; let us draw near with a true heart in full assurance of faith, having our hearts sprinkled from an evil conscience, and our bodies washed with pure water. Let us hold fast the profession of our faith without wavering; (for he is faithful that promised;) and let us consider one another to provoke unto love and to good works: Not forsaking the assembling of ourselves together, as the manner of some is; but exhorting one another: and so much the more, as ye see the day approaching."* (Hebrew 10:19-25; KJV)

B. Evangelism and Outreach – Christ's ministry remained fresh and grew because He was as busy in the temple as He was on the streets. Going into the world (Matthew 28:16-20; Acts 1:8) establishes discipleship which takes place in the church (Ephesians 4:12-13, 16).

1. The problems we face in our communities, country, and world can _____ through the powerful Word of God (2 Timothy 3:17; 2 Peter 1:3-5).
2. Satan has no victory because Christ died and arose (complete victory over Satan), and He is now the head of the church (Ephesians 1:22; Col. 1:18), and all power is in His hands (Matt. 28:18), and we have the _____ every issue Satan can ever present to us (Matthew 16:17-19).
3. It seems to me that when Christ was on earth, lives were changed, and communities were changed for the glory of God. The same results took place when His disciples served.
 - a. Christ came to a _____ process with a _____ (John 2:17) for God and created excitement and passion for God.
4. Jesus Christ came to *"seek and to save those who are lost"* (Luke 19:10). Christ's efforts created such change they had to get rid of Him. He told us to go into the world (Matthew 28:19-20; Acts 1:8). Those who initially did so disrupted the temple and changed the world. Our passion for the gospel _____. If the traditional ritualistic worshippers don't change, God can create a fresh stream into the church.
5. These individuals who God designs are social, physical, and spiritual beings.

Christ said, *"The Spirit of the Lord is upon Me, because He anointed Me to preach the Gospel to the poor. He has sent Me to proclaim release to the captives and recovery of sight to the blind, to set free those who are downtrodden, to proclaim the favorable year of the Lord."* (Luke 4:18-19)

6. **Evangelism:** Several forms of evangelism can still take place during the PANDEMIC.

- a) Actively serve the community when there is a crisis.
- b) Help the elderly with home projects. People see the church as active in the community.
- c) Conduct job fairs and health fairs that serve needs.
- d) Street evangelism.
- e) Train members to do "Frangelism" - winning people to Christ at work, family members, and neighbors by building healthy relationships as they serve the needs of these individuals through the many outreach efforts.
- f) Outdoor crusades.
- g) Use social media to send and share the Word.

C. **Develop a Comfort and Care Ministry:** When _____ during the most difficult times in their lives, they remain engaged in the church and are often willing to serve others.

1. Find people with the gift of _____ and _____.
2. Organize deacons to be Administrative Deacons and Family Care Deacons.

D. **Here is what the New Testament church did to keep the Spirit flowing so that it kept growing:** When the Spirit of God is alive in our churches, it is impossible for our churches to stagnate.

1. *"And they, continuing daily with _____ in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart, 47 Praising God, and having favor with all the people. And the Lord added to the church daily such as should be saved."* (Acts 2:46-47; KJV)
2. *"Howbeit many of them which heard the _____; and the number of the men was about five thousand."* (Acts 4:4; KJV)
3. *"And believers were the more added to the Lord, multitudes both of men and women."* (Acts 5:14; KJV)
This took the place of their _____ the Christian community had in Jerusalem (Acts 5:12-13).
4. *"And the word of God increased; and the number of the _____ multiplied in Jerusalem greatly; and a great company of the priests were _____ to the _____."* (Acts 6:7; KJV)
5. *"Then had the churches rest throughout all Judaea and Galilee and Samaria and were _____; and walking in the _____, and in the _____, were multiplied."* (Acts 9:31; KJV)
6. *"And so were the churches _____, and increased in number daily."* (Acts 16:5; KJV)

E. **Principles we can learn from seven churches in Revelation. These principles teach us when Christ is alive or not alive in the church.** The churches of Revelation teach us what characteristics they had that led to their demise. Here are some guidelines we can learn from (Revelation 2-3):

Please note a church does not have to be large to be vibrant. It needs to sustain _____; whether small or large, it will be new every morning (Lamentations 3:23). It will be "a new and living way." (Hebrews 10:19-26).

1. Christ's presence prevents stagnation:

a. Smyrna - This church will be blessed because they did not _____ in much poverty or tribulation.

* *"I know thy works, and tribulation, and poverty, (but thou art rich) and I know the blasphemy of them which say they are Jews, and are not, but are the synagogue of Satan. Fear none of those things which thou shalt suffer: behold, the devil shall cast some of you into prison, that ye may be tried; and ye shall have tribulation ten days: be thou faithful unto death, and I will give thee a crown of life."* (Revelation 2:9-10; KJV)

* This church demonstrated a _____ and was rewarded (Hebrews 11:6).

* They did not just know the word of God; they lived it and, as a result, was loved by God (John 15:1-10).

b. Philadelphia - No threat to remove the lampstand because of the following:

* After saying Sardis' works were incomplete this church is praised (3:8).

* In the midst of tremendous opposition, they _____.

* They are loved by God because of their perseverance.

2. Christ's decision to leave a church is a precursor to spiritual and physical death (Romans 6:23; I John 5:16):

a. Jesus - *"Nevertheless I have somewhat against thee, because thou has _____."* (Ephesians 2:4). I believe that the first love is Matthew 22:36-40; they knew the word, had great teachers (Paul, Timothy, John), but _____ it as it relates to _____ each other was lacking.

* John had just left this church and went 60 miles to the Isle of Patmos. Before leaving he taught them the importance of loving each other (1 John 2:3-6; 2:9-10; 4:7-21).

* The greatest attribute the church must have is love (1 Cor. 13:1-8), and no one can love if they have left their first love, who is Christ. This is because we love. After all, we _____ to _____ (Matthew 22:36-40).

3. Pergamum - False doctrine:

- * *"I know thy works, and where thou dwellest, even where Satan's seat is: and thou holdest fast my name, and hast not denied my faith, even in those days wherein Antipas was my faithful martyr, who was slain among you, where Satan dwelleth. ¹⁴ But I have a few things against thee, because thou hast there them that hold the doctrine of Balaam, who taught Balac to cast a stumbling block before the children of Israel, to eat things sacrificed unto idols, and to commit fornication. ¹⁵ So hast thou also them that hold the doctrine of the Nicolaitans, which thing I hate. ¹⁶ Repent; or else I will come unto thee quickly, and will fight against them with the sword of my mouth." (Revelation 2:13-16; KJV)*
- * False doctrine _____ (1 Timothy 4:1-4). Satan uses this to destroy a church. It may flourish for a while because, in the last days, people will be drawn to those who tickle their ears (2 Timothy 4:3), but eventually, when that charismatic personality is no longer there, it struggles.
- * Many pastors go after the next hottest thing but always need one pep rally after another to keep the church functioning. This, as we would see, is the church of Sardis.

4. Thyatira - Immorality and false doctrine:

- * *"Notwithstanding I have a few things against thee, because thou sufferest that woman Jezebel, which calleth herself a prophetess, to teach and to seduce my servants to commit fornication, and to eat things sacrificed unto idols. ²¹ And I gave her space to repent of her fornication; and she repented not." (Revelation 2:20-21; KJV)*

5. Sardis - This is the popping church to go to, but their deeds are not incomplete.

- * *"Be watchful, and strengthen the things which remain, that are ready to die: for I have not found thy works perfect before God." (Revelation 3:2; KJV)*

6. Laodicea - Lukewarm in their service.

- * *"I know thy works, that thou art neither cold nor hot: I would thou wert cold or hot ¹⁶ So then because thou art lukewarm, and neither cold nor hot, I will spue thee out of my mouth." (Revelation 3:15-16; KJV)*

If we are not doing anything that causes Christ to leave the church, which by the Book of Revelation had spread throughout the world, what can we do within these guidelines that allow us to carry on the expansion of the church for God's glory? This Spirit-empowered process is what keeps the church a "new and living way." (Hebrews 10:20) It was new to the Jews and Gentiles, but the Spirit of God empowers the living, not dead like it was in the temple (dead) where people attended out of obedience to the law but not out of a love for God.

IV. Conclusion

What causes the church to stagnate? It is our unwillingness to allow the church to operate as the body of Christ rather than our traditions (Mark 7:5-8). Our persistence to do things based on our personal convictions removes or reduces the impact that Christ can have in and through the church. *"As ye have therefore received Christ Jesus the Lord, so walk ye in him: Rooted and built up in him, and stablished in the faith, as ye have been taught, abounding therein with thanksgiving. Beware lest any man spoil you through philosophy and vain deceit, after the tradition of men, after the rudiments of the world, and not after Christ. For in him dwelleth all the fulness of the Godhead bodily. And ye are complete in him, which is the head of all principality and power."*(Colossians 2:6-10; KJV)

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Leading in Post Christian America

Pastor Paul Cannings Sr., Ph.D.

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President of Power Walk Ministries

www.powerwalkministries.org

www.lwfellowshipchurch.org

I. Introduction

When we evaluate how the scriptures define a post-Christian world, a summary list of passages is as follows:

1. *"For many will come in My name, saying, 'I am the Christ,' and will mislead many. You will be hearing of wars and rumors of wars. See that you are not frightened, for those things must take place, but that is not yet the end. For nation will rise against nation, and kingdom against kingdom, and in various places there will be famines and earthquakes. But all these things are merely the beginning of birth pangs. Then they will deliver you to tribulation, and will kill you, and you will be hated by all nations because of My name. At that time many will fall away and will betray one another and hate one another. Many false prophets will arise and will mislead many. Because lawlessness is increased, most people's love will grow cold." (Matthew 24:5-12; NASU)*
2. *"For the time will come when they will not endure sound doctrine; but wanting to have their ears tickled, they will accumulate for themselves teachers in accordance to their own desires, and will turn away their ears from the truth and will turn aside to myths." (2 Timothy 4:3-4; NASU)*
3. *"Difficult Times Will Come" 3 But realize this, that in the last days difficult times will come. For men will be lovers of self, lovers of money, boastful, arrogant, revilers, disobedient to parents, ungrateful, unholy, unloving, irreconcilable, malicious gossips, without self-control, brutal, haters of good, treacherous, reckless, conceited, lovers of pleasure rather than lovers of God, holding to a form of godliness, although they have denied its power; Avoid such men as these. For among them are those who enter into households and captivate weak women weighed down with sins, led on by various impulses, always learning and never able to come to the knowledge of the truth." (2 Timothy 3:1-7; NASU)*

Leading in post-Christian America will be challenging because the world and Christians will have a low tolerance for God's Word. Believers' love for God growing cold means their appetite for the church; submitting to the will of God is no longer a passion.

Does God believe His Word needs to be modernized? I don't believe so based on these passages: "He made known to us the mystery of His will, according to His kind intention which He purposed in Him with a view to an administration suitable to the fullness of the times, that is, the summing up of all things in Christ, things in the heavens and things on the earth." (Ephesians 1:9-10; NASU) "All Scripture is inspired by God and profitable for teaching, for reproof, for correction, for training in righteousness; so that the man of God may be adequate, equipped for every good work." (2 Timothy 3:16-17; NASU)

The Lord views His Word as relevant, comprehensive, effective "more powerful than a double edge sword." (Hebrews 4:12) The world views His Word as hard to endure and would rather have their ears tickled, and the church is unnecessary and irrelevant. So how do we lead?

II. It is Time for a Biblical Reset – Christ Model

When Christ came, He had to create a time that was going to be post-Judaism; what can we learn from this?

When Christ came, the temple was corrupt; the leaders were totally absorbed in traditionalism (Matthew 15:3-9), and even though they knew who He was (John 5:39-40), they had no desire to associate with Him (John 1:9-12). Paganism had infiltrated the temple in the form of Hellenism, causing a new group of leaders to develop to combat this called Pharisees. The Romans political structure influenced the High Priest and the Sanhedrin. To make the impact, Christ had to do a 'RESET'.

Christ did the following:

1. Even though the temple was corrupt, He remained engaged (John 2:17). He had a _____ for worship.
2. At the appropriate time, He decided to focus on bringing about _____ (Matthew 21:12-13 – money changing tables). He promised to destroy the temple and replace it in three days (John 2:19). He did this when He died and rose again. Christ introduced a _____ of worship to God (Hebrews 10:19-22).
3. He was going to be about _____ no matter the cost (John 4:34).
4. He was _____ religious leaders who did evil (Matthew 12:24-27; 33-36).
5. He _____ (Luke 4:38; 5:1-11) disciples who were willing to follow His leadership based on His Father's will. He did not try to pour new wine into old wineskin (Matthew 9:17).
6. He was committed to _____ (Luke 19:10) and _____ (Luke 4:17-21; Matthew 25:31-40).
7. Even though He is King of Kings, He was willing to _____ (John 13:1-17).
8. He was a _____ (Matthew 14:23; 26:36-46; Mark 6:46; Luke 6:12; 9:28).

The Church and the Post-Christian World

A. The Post-Christian Mindset:

1. Coming to church is to come to meet expectations that our 'post-COVID' Christians may not be comfortable with. If they used to go to church, they might have never liked adjusting to these, so being online is perfect for these individuals. Here are some examples:
 - a) They do not submit to the "religious dress codes". For example, women are not allowed to wear pants or must wear their dresses to their ankles, must "dress up" to go to church or have church clothes.
 - b) People have their assigned seats and are offended if anyone sits in them.
2. If they come to church, they want to leave as soon as possible. They view the church people as hypocritical, maybe very religious, not friendly and if the church members are friendly, it is pretentious. So, they want to leave the church as soon as possible.
3. People want to attend church, even give to it like they are members, but not join and don't like it if people pressure them to do so. The church ends up with associate members who expect to be treated as members. They expect benevolence, counseling, etc.
4. Some listeners online may feel the same way as those who attend church without joining.
5. They don't mind a challenging message, but they also want to be encouraged.
6. They don't want church drama.
7. They love to see the church involved in the community.

B. The Church's Response while Remaining Biblical:

1. Keep _____. Don't do the same thing every Sunday. Hebrews 10:20 says it is "a new and living way." Christ said to the Samaria woman to worship Him in Spirit and truth (John 4:24; the Jews had the truth but were very ritualistic. The Samaritans only had some of the truth but were very spirited. Christ told her to do both).
2. Keep the _____. Use different styles of music and different singers. "Let the word of Christ richly dwell within you, with all wisdom teaching and admonishing one another with psalms and hymns and spiritual songs, singing with thankfulness in your hearts to God." (Colossians 3:16; NASU) We must not allow traditional or denominational views to control how the Word of God defines what is allowed in worship.
 - a) Psalm – This is a sacred song with musical accompaniment – it literally means the 'touching of the harp or other stringed instruments with the finger or with the plectrum.'
 - b) Hymn – This is a song of praise focused on honoring God for His power, acts of deliverance, etc.
 - c) Spiritual song – A song that is a praise to God – a particular melodic pattern with verbal content. It recounts the acts of God and praises Him for them. (Revelation 5:9; 14:3; 15:3).
 - d) Thanksgiving – This is the same word for grace. It speaks of God's spontaneous, generous, free-hearted favor towards someone.
3. Along with the ushers, have _____ with friendly personalities and the gift of encouragement to reach out, especially to _____.
4. Keep the online service well-produced with the _____ the church can afford. People look at various programs, so they would turn off the online service if the church's online is not well done.
5. Use _____ (30 seconds to 1 minute) for social media. Maybe put out devotionals.
6. The church should _____ on all social media platforms. It is not the platform that is sinful; it is what we do with it.

7. Only put Sunday service and Bible study online. All other activities and programs should remain offline, so people are encouraged to come back and engage in the church community. Use eblast and Facebook to engage them to attend these events.
8. Have a _____, _____ and _____. The children or youth may be the individuals that bring the parents to church.
9. The church needs a _____. Individuals came out of COVID with serious emotional struggles.

C. How Did the Church Grow in a Post-Judaism World:

1. *“And day by day continuing with _____ in the temple, and braking bread from house to house, they were taking their meals together with gladness and _____ of heart, _____, and having favor with all the people. And the Lord was adding to their number day by day those who were being saved.” (Acts 2:46-47; NASU).*
2. *“But many of those who had heard the message _____ (deep conviction that the Word of God is totally true), and the number of the men came to be about five thousand.” (Acts 4:4; NASU)*
3. *“And all the _____ in the Lord, multitudes of men and women, were constantly added to their number.” (Act 5:14; NASU)*
4. *“And the Word of God kept on spreading; and the number of the _____ greatly in Jerusalem, and a great many of the priests, were becoming obedient to the faith.” (Acts 6:7; NASU).*
5. *“So the church throughout all Judea and Galilee and Samaria enjoyed peace, being built up; and going on in the _____ and in the _____, it continued to increase.” (Acts 9:31; NASU)*
6. *“And the _____ was with them, and a large number who believed turned to the Lord.” (Acts 11:21; NASU).*

IV. Characteristics of The Leader Who Can Make a Difference

"The real test to your leadership is whether or not other leaders are developed as you lead the way. The development of Christ-like character in the people for whom you are responsible is one of your prime objectives." (Adams, Jay. "Be the Leader God Calls You to Be." Pg. 79)

- A. Leaders that are _____ (2 Timothy 2:2).
- B. Leaders must be deeply _____ that the _____ (2 Timothy 3:17; 2 Peter 1:3-4) to address _____ the church encounters. This keeps _____ and applications of those solutions _____ by the Holy Spirit. When the truth of God’s Word is sustained in the church, there are greater expressions of faith and less religious rules. These righteous rules make us non-inspiring to individuals in this post-Christian world.
- C. _____ to Serve God’s Purposes makes a difference:
 1. *“But even if I am being poured out as a drink offering upon the sacrifice and service of your faith, I rejoice and share my joy with you all.” (Philippians 2:17-18; NASU)*
 2. *“Thus Hezekiah did throughout all Judah; and he did what was good, right and true before the LORD his God. Every work which he began in the service of the house of God in law and in commandment, seeking his God, he did with all his heart and prospered.” (2 Chron 31:20-21)*

3. Whatever you do, do your work heartily, as for the Lord rather than for men, knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you serve. For he who does wrong will receive the consequences of the wrong which he has done, and that without partiality. (Col 3:23-25)

"Whole-heartedness and zeal are the outgrowths of a love that burns in the leader's heart. From there it spreads to the hearts and lives of others, who catch the flame of that spirit." (Adams, Jay. "Be the Leader God Calls You to Be." Page 64)

D. No matter the task ahead of them, they were _____ (James 5:16 – effective, fervent, and righteous):

1. Abraham prayed to God in the crisis of Sodom and Gomorrah (Genesis 18:22-33).
2. Daniel prayed to God regularly and in crisis (Daniel 6:10).
3. Prayed to God to help his people (Nehemiah 1:4-11).
4. Paul prayed without ceasing (1 Thessalonians 5:17; Phil. 4:4-8).
5. Moses did not want to go anyway without God going with him (Exodus 33:8-17), so he prayed to the Lord _____.

E. A leader that will be effective must be _____ (1 Corinthians 16:6-7; 2 Corinthians 1:15-17; Acts 16:6).

F. A leader who does not _____ (1 Corinthians 16:9; 2 Cor. 4:10) does not quit leaving the group incapacitated.

G. Christian leaders are _____: (Mt. 20:27, 28; Mk. 10:44, 45; Phil. 2:5-7). *"Leaders in the church exist to facilitate the ministry of the whole body; they are not appointed to dominate or control the body."* (James E. Means page 47)

H. A leader that _____ because of their _____ and His people truly makes a difference:

1. Paul's concern for people is vividly portrayed in 1 Thessalonians 2:7, where he says, *"But we proved to be gentle among you, as a nursing mother tenderly cares for her own children. Having so fond an affection for you, we were well-pleased to impart to you not only the gospel of God but also our own lives, because you had become very dear to us."* (NASU)

I. Leaders need to _____, not hoarders. *"Instruct those who are rich in this present world not to be conceited or to fix their hope on the uncertainty of riches, but on God, who richly supplies us with all things to enjoy. Instruct them to do good, to be rich in good works, to be generous and ready to share, ¹⁹ storing up for themselves the treasure of a good foundation for the future, so that they may take hold of that which is life indeed. O Timothy, guard what has been entrusted to you, avoiding worldly and empty chatter and the opposing arguments of what is falsely called "knowledge" — which some have professed and thus gone astray from the faith."* (1 Timothy 6:17-21; NASU)

V. Conclusion

Leading in a post-Christian world is a challenge that can be overcome when our love for the Lord is greater than our love for tradition or church as usual. A love for God means we are committed to keeping His commandments (John 14:15) and to love one another (Matthew 22:36-40) even when the person treats us as an enemy (Romans 12:9-21). This shapes the church to lift Christ up (John 12:32). When Christ's character dominates the church's culture, "all men" will be drawn to Him, no matter where they come from or who they are.

The church must reset to the original structure that was carved out by the disciples, especially Paul. It did not matter what or who Paul encountered in whatever country and, therefore, culture; the church continued to spread and reach the world.

We must make financial sacrifices to get the church there. Some people have big savings accounts while the church suffers financially. Some people only give if the church is going in the direction they agree with. It only takes a few people to believe, commit to serve, commit to giving, and commit to holding to the scriptures while living in the freedoms God allows to make a significant impact in the post-Christian world. It only took twelve men in the New Testament to change the world.

Doing It God's Way By Dr. Paul Cannings

MINISTRY PLANNING AND GOAL SETTING

(Some notes from Chapter 8 are used with permission from Dr. Paul Cannings)

Presented by:
Dr. Victor Clay
Baptist Fellowship Association
Executive Director

I. Introduction

To not have a progressive development process that evolves over a period of time focused on ministering to the needs of parishioners cause many churches to drift from one Sunday to another. Churches with short-term vision statements tend to wander from program to program.

It is imperative that the pastor is given the freedom to develop God's plan for Christ's church. Please understand that as far as God is concerned He has provided the plan (**Ephesians 1:9-12**).

It is of extreme importance that we address how leaders in the church lead and at the same time work with the pastor to develop a vision for the church.

The question is how does a leader move from great ideas to a productive process, which is implemented in such a manner that it forms a strategy that defines the nature and function of the church?

II. Designing the Vision Statement

A. Definition of a vision statement:

1. “_____ planning is a process by which a church envisions its future and develops the necessary procedures and operations to achieve that future.” – J. William Pfeiffer
2. “A visionary plan is a _____ for carrying out strategic thinking, directions, and action leading to the achievement of consistent and planned results.” – Patrick J. Below, George L. Morrissey, and Betty Acomb

B. Developing the vision statement as a Pastor:

1. You must pray, pray, and pray again and again.
2. Brainstorm
3. What are the passions for ministry that drive you as the pastor?
4. You must evaluate your strengths and weaknesses.
5. What are the needs of the congregation?
6. What are the needs of the surrounding community and the city?
7. List all the present ministries and grade their effectiveness on a scale from 1 – 10.
8. Are there enough people to help with the changes that need to be made?

9. There are 3 questions that must be answered.
 - a. Why are we here?
 - b. Where are we going?
 - c. How do we get to where we should be going?
- C. Putting together the vision statement:
1. Formulate your research into a paragraph. Try to be as concise as possible.
 2. Set it down for about a week and then come back to it.
 3. Put together a group of ministry leaders and seek to gain their thoughts about the paragraph.
 4. Set the statement aside again and pray.
 5. Make the statement even more concise.
- D. Developing objectives from the vision statement. This leads to the creation of a mission statement:
1. This outlines specifically what you will do in order to implement the vision of the church.
 2. This should lead you into your ministry development plan for the church.
 3. It should include not just what you are planning to do presently, but also what you are planning to do futuristically.

Planning Process for the Implementation of the Pastor's Vision Where the Leadership is Elders and Deacons

I. General Overview

The pastor needs to outline his vision or a five-year plan for the church. He must outline a strategy for the implementation of the vision during this five-year period. A preliminary budget should be presented because it will strategically outline the impact of the vision on the church's finances.

- A. The pastor needs to help all leaders by providing the Biblical process behind the vision statement.
- B. The vision is shared with the elder board. When the vision does not violate the Word of God there should be no reason not to support it. If the vision does not violate God's Word, the elders should not make suggestions that change the original intent of the plans presented by the pastor.
- C. The elders then assist the pastor by providing spiritual guidance for how the vision can impact the body.

- D. The pastor must begin to teach and preach on this subject regularly.
- E. The elders must then meet with the deacons that are assigned to them to explain and define the pastor's vision or the five-year plan.
- F. The pastor should formulate meetings with ministry leaders in an effort to organize the development of the vision.

Planning Process for the implementation of the Pastor's Vision Where the Leadership is Deacons and Trustees

I. General Overview

The pastor needs to outline his vision or a five-year plan for the church. He must outline a strategy for the implementation of the vision during this five-year period.

- A. The pastor needs to help all leaders by providing the Biblical process behind the vision statement.
- B. The vision is shared with the deacon board in a properly called meeting. If the vision does not violate God's Word, the deacons should not make suggestions that change the original intent of the plans presented by the pastor.
- C. The deacons then assist the pastor by providing spiritual guidance for how the vision can impact the body.
- D. The pastor must begin to teach and preach on this subject regularly.
- E. The administration deacons must then begin meeting with the trustees to start carving out a budget.
- F. The pastor should formulate meetings with ministers and ministry leaders in an effort to organize the development of the vision.

TRACK #2



LEADERSHIP DEVELOPMENT

Workshops

**Moving the Church from Ineffective Leadership to
Effective Leadership**
Rev. Keith Treadwell

**Developing a Training Program for Training Biblical
Leaders**
Dr. Victor Clay

Developing Effective Leadership Skills
Rev. Keith Treadwell

PRESENTERS



Rev. Keith C. Treadwell
Senior Pastor
Ocean Avenue
Baptist Church

Keith Treadwell has been married to his loving wife, Lydia, for 46 years. He is the proud dad of their daughter, Rachel, a Son-in-law, Leonard, and papa to three grandchildren, Gabrielle, Nigel, and Logan.

He is pastor of the Ocean Avenue Baptist Church in Jersey City, New Jersey, where he continues to serve after 33 years. He earned a Bachelor of Biblical Studies degree from Philadelphia Biblical University (now Cairn University), a Master of Divinity degree from Biblical Theological Seminary, and has been an adjunct instructor at Cairn University since 2008.

Since May 2018, Keith has been in a teaching partnership with Power Walk Ministries, a Houston, Texas based ministry whose mission is “Building Ministry Leaders One Step at a Time.” Through Power Walk Ministries, Keith is also in teaching partnership with TLAfrica (Transformational Leadership in Africa). This ministry trains pastors and women leaders in five East African countries (Burundi, Congo (Democratic Republic), Kenya, Uganda, and Rwanda). Since 2020, he has also served on the U.S. Board of TLAfrica.

Keith’s continuing commitment is to daily reflect Christ before a watching world through his marriage and daily living, to equip God’s people through the faithful exposition of God’s word, and to share Christ with the unchurched. He longs to leave the legacy of a loving and faithful husband, parent, grandparent, pastor-teacher, and servant of the Lord Jesus Christ.

Also Presenting:
Dr. Victor Clay
See bio on page 7

BAPTIST FELLOWSHIP ASSOCIATION ANNUAL CONFERENCE

July 21-24, 2024

Moving the Church from Ineffective Leadership to Effective Leadership

Pastor Keith C. Treadwell

Ocean Avenue Baptist Church

I. INTRODUCTION

- * Those who occupy positions of leadership in the church or para-church organization, want to know and believe that their leadership is proving effective.
- * There are obstacles that have the potential to undermine the effectiveness of leadership in the church, para-church organization, or even in the family.
- * There is one underlying error, one foundation error, that if not corrected, there will be no protection from the obstacles undermining our leadership.

II. THE FOUNDATIONAL CAUSE OF INEFFECTIVE LEADERSHIP

A, The _____ of a _____ Understanding of Leadership

1. Both effective and ineffective leadership begin and end with the foundation upon which they are built and rest. There are but two foundations:
 - a) _____ – (from the Latin word *saeculum* meaning world) refers to that which is worldly. Consequently, secular leadership...
 - (1) finds its _____ in the world, is _____ by worldly means, and is designed to achieve worldly ends.
 - b) _____ (Sacred) – refers to that which is holy, the _____ of the secular. Consequently, biblical leadership...
 - (1) it originates in a holy God, is empowered by a holy God, to glorify a holy God.
2. Oftentimes what we see masquerading as church leadership is little more than a rehash of conventional secular principles, sprinkled with Bible verses so as to _____ and _____ their use.
3. Secular leadership is _____ with Christian leadership. Jesus highlights some stark differences (Mark 10:35-45):
 - a) V. 35. “for us” – When leadership is centered in us, about us, for our own benefit, it is a complete _____ of Christian leadership.

- b) V. 37. "Grant that we may sit,...on your left" – They saw leadership as a _____ of _____
"in Your glory" – Leadership is a time and place of _____.

JESUS' RESPONSE:

- c) V. 38. "are you able to drink the cup..." – Jesus highlights the _____ and _____ involved in authentic Christian leadership.
- d) V. 40. "this is not Mine to give." – Herein is the _____ of God. Our leadership is under the sovereign _____ of God, to accomplish His sovereign _____.
- e) V. 42. "...rulers of the Gentiles lord it over them..." – Such _____ leadership is the Gentile form of leadership.
- f) V. 43. "But it is not this way among you" – Such leadership is not to be practiced by Christians.
"whoever wishes to be great. . . " – The call to _____.
The word used here for servant is [*diakonos*] - a person working in the service of another.
- g) V. 44. "slave" [*doulos*] a person who is legally owned by someone else and whose entire _____ and _____ was determined by their _____.
- h) V. 45. Jesus Himself came to serve [*diakoneo*] – to attend to the wants and needs of others.
- i) Jesus reminds us that biblical leadership is about sacrifice, serving, submission, suffering, and underneath it all is the sovereign hand of God.
4. The apostle Paul gives us another aspect of the character of a Christian leader, which also stands in stark contrast to secular leadership. (1 Corinthians 2:1-5):
- a) PRINCIPLE ONE: (v. 1) - A Christian leader does not assume a _____, whether in speech, in demeanor, or attitude.
- b) PRINCIPLE TWO: (v. 2) - A Christian leader longs to _____ all he/she can about Christ, and to know Him _____.
- c) PRINCIPLE THREE: (v. 3) - A Christian leader seeks to _____ with the weaknesses, fears, and trembling of the people he/she serves. This speaks of _____. It means _____, and paying attention to where they are in life.
- d) PRINCIPLE FOUR: (v. 4) - A Christian leader recognized that apart from the work of the _____ their words would have no redeeming impact. The leader must every be reminded of the words of Christ, "...apart from Me you can do nothing" (John 15:5).
- E) PRINCIPLE FIVE: A Christian leader continually points those he/she leads _____ to the power of God.

5. The apostle Paul sets forth an important antithesis.

a) In vv. 6-8 Paul make a clear distinction between the _____ of God and the _____ of this age.

(1) R.C. Sproul (Leadership in the Church) writing on this distinction states that “secular wisdom [is] “the corporate intelligence of men as they grope in the darkness for their own insights and understanding to solve their own problems. That’s the wisdom of this age. Over against that stands the wisdom of God Himself, who alone understands the universe and humankind.”

b) In vv. 9-10 Paul reminds us that through the Spirit, God speaks to us in the Scriptures.

c) vv. 11-16. - Every Christian leader has been given the tools, “the mind of Christ”, to prove effective in their heavenly commission.

III. CONCLUSION

Secular leadership is the antithesis of biblical leadership, and when we attempt to us secular principles to lead the church, those we lead will always be left groping in their understanding of life and living, and in their intimacy with the God of their salvation. Without question our leadership will prove ineffective, if not a failure.

Christian leadership means ministering by the power of the Spirit, by the mind of Christ, and with the wisdom of God, to accomplish redemptive purposes which are eternal. Without question, this is a tall order, but with the order comes the equipment. God does not call us to do something that is beyond our capacity. He has given us His Spirit. He has given us His Word. He has given us His Son. He has given us a commission.

Doing It God's Way

By Dr. Paul Cannings

DEVELOPING A TRAINING PROGRAM FOR TRAINING LEADERS TO BE BIBLICAL LEADERS

Presented by:
Dr. Victor Clay
Baptist Fellowship Association
Executive Director

(Some of Chapter 9 notes are used with permission from Dr. Paul Cannings)
DOING IT GOD'S WAY

I. Introduction

In many ministries people who demonstrate a desire to serve are given ministry responsibilities quickly, often without training, clearly defined expectations, or even any visible applicable skill sets required to do the job. Yet when responsibilities are delegated in this manner people become disillusioned, burned out, or they create confusion and can become disruptive.

The delegation of responsibilities for the effective development of a ministry requires several aspects. There must be the recruitment of qualified leaders, discipleship, effective training for the proper development of ministry gifts or talents, the development of a strategic process, and accountability.

A strategic process must be in place or individuals that are given a task function aimlessly. Christ delegated responsibilities to His disciples but it was after much training, clearly defined expectations, and giving an outline of His vision.

II. Recruiting Leaders

Luke 9:57-62

III. Essential Leadership Characteristics to Look For

1. They must be _____ . (**Matthew 7:15-23**)
2. Must have demonstrated, in some capacity, faithful _____ .
3. They must be _____ and _____ . (**2 Timothy 2:2**)
4. They must have demonstrated a consistent _____ to the ministry vision (they make meetings without having to be constantly reminded, they consistently complete tasks, they are open to accountability and work well with others) in the manner in which they serve and financially support church or para-church.
5. If they are going to _____ members of the church or organization in ministry areas, they must have demonstrated some level of confidence in their ability to lead.
6. They must demonstrate a commitment to _____ under leadership (**John 31:15-17**).

7. They must have a good _____ among the members of the church or from other organizations they have served in (**Acts 16:1-6**).

IV. A Model Recruiting Process

1. Christ recruiting Peter:
 - a. Christ challenged Peter to do something for Him before He called Peter to serve Him.
 - b. He then gave Peter and the other disciples the opportunity to observe His miracles (**John 2**) and His teachings (the Sermon on the Mount in **Matthew 5-7**).
 - c. He then tested them. (**Matthew 8**)
 - d. He let Peter, James, and John experience the Mount of Transfiguration, and then the Garden of Gethsemane.
 - e. He touched Peter in 3 areas: Personally. His daily life. Peter's commitment to Christ's Lordship in the worst times of his life.
 - f. Christ accepted failure but still demanded a strong commitment to the ministry goals (**John 21:15-17**).

LEADERSHIP TRAINING IN THE LOCAL CHURCH

I. The _____ of leadership training

The plan of leadership training remains the same: Personal Sacrifice

- A. We must be ready to deny ourselves:
“if anyone wishes to come after me, let him deny himself and take up his cross daily and follow me.”
 1. Denial of our own personal goals is to trust that our goals in Christ are far superior.
 2. It means to say “NO” to self on a moment by moment basis by saying “YES” to Christ.
 3. The issues is submitting to God on every issue in our life, which includes the thought pattern.
- B. We must place ourselves on the daily altar of “cross bearing.”
 1. The cross is reflective of the death on Calvary. It should represent to us the daily death to selfishness.
 2. We must see our will totally submerged in the will of God.
Mark 14:36b – “...yet not what I will, but what Thou wilt.”
- C. Our only goal is to “_____.”
 1. Our only response as disciples is to obey what Christ expects of us.
 2. We must emulate Christ in our work and our walk.

Practical Applications

- * Being a disciple as a pastor or leader is the first part of training others in our congregations.
- * We must be prepared to sacrifice to develop the leaders we need.
- * Perhaps some of our people are given to us for the purpose of perfecting our own training process and using God's principles to change them to become leaders.

II. The _____ of leadership training

Leadership training should always include those who are spiritually prepared, biblically qualified and desire to do the work of the ministry. J. Oswald Sanders in his book “Spiritual Leadership” lists several qualities that should be in the life of a good leader.

- A. Discipline – Holy Spirit controlled, not laziness with disorganization.
- B. Vision – Having the ability to see through spirited eyes.
- C. Wisdom – Ability to make spiritual decision in life's situations.
- D. Decision – After hearing facts being able to make swift decisions.
- E. Courage – Standing when encountering danger.

- F. Humility – Having a servants attitude.
- G. Integrity (sincerity) – Personal convictions that allow you to stand
- H. Humor – Not taking others and self too seriously. (Done right)
- I. Anger – Righteous indignation. (Hate what God hates)
- J. Patience – Ability to hold on until God moves
- K. Tact and Diplomacy – Know how to talk and interact in difficult situations.

III. and leadership training

As we plan to perform leadership training for our leaders we have several areas to consider. Teaching and acquiring a theological basis by which the church is governed; developing skills to transmit these truths to a waiting congregation; and adopting a proven behavior that can be a model for all.

- A. Doctrinal and theological truths must be thoroughly understood by your leaders.
 - 1. Church positions and biblical issues should be well documented and taught to all.
 - 2. Each leader needs to be trained in teaching others what they have learned.
 - 3. The Word of God must be studied and have the trainees to reason and present the basic truths of the Bible.
 - 4. Training must exist from a variety of sources to have an overall familiarity with what the Bible teaches.
 - * Basic Bible Doctrine
 - * Overview of Old and New Testament
 - * Bible study method (How to study the Bible)
 - * The Family
 - * Evangelism
 - * Spiritual Foundations

These formulate the “core courses” which needs to be structured in such a way so as to cause each person to have the background required for leadership training.

- B. Leadership training should have a section within it to begin helping in the areas of skill development for the job required.
 - 1. Multiple areas need to be practiced:
 - * Able to teach
 - * Counselling – ability to do one to one
 - * How to care for one another
 - * How to evangelize
 - * How to handle conflict
 - * How to handle the needy
 - * How to handle financial counseling
 - * How to minister to the sick
 - * How to handle those “caught” in sin
 - * How to access the church’s programs
 - * How to read and study the Bible
 - * How to serve others
 - * How to have your own devotions
 - * How to have a good library
 - * How to handle rumors in the church
 - * How to handle church positions on any major issues
 - * How to handle baptism and communion
- C. Leadership training must provide the laboratory by which each leader can be observed and evaluated on how they conduct themselves in ministry.
 - 1. Leaders in training must have a place to serve where they can be observed performing their work. Each trainee must be attached to some ministry.
 - 2. Each trainee must work under someone’s authority and specific leadership. (Training must be caught and taught)
 - 3. Each leader must have a well-developed job description about what they are expected to perform.

4. Each leader in training must have a specific time to be taken out and demonstrate the proper way of leading.
5. There must be a one on one time where leader(s) observe the trainee in several relationships of performing their assigned tasks.
6. Feedback sessions must be provided to determine the progress of each person. Strengths and weaknesses must be discussed.

IV. The _____ of leadership training

The length of training should be between 1-3 years once a person is selected.

V. The _____ for leadership training

- A. Selection/interview process.
- B. Final approval status.
- C. Training process begins.
 - 1.
 - 2.
 - 3.
- D. Periodic/final evaluations.
- E. Ordination and/or commissioning process.

VI. The _____ for leadership training

- A. Start with pre-membership. (Develop a standard and maintain that standard – 4 weeks)
- B. Spiritual growth program. (12 weeks where we review our basic foundation in faith)
- C. Center for Discipleship Making Courses (2 year period to complete)
- D. Leadership Training
 1. Selection process by recommendation only
 2. Interview process
 - * Personality
 - * Family life
 - * Meet basic qualifications (1 Timothy 3)
- E. Final Evaluation
 1. Exit interview
 2. Name brought before the church
 3. Final approval
 4. Assigned to ministry (must have completed all assignments)
- F. Ordination
 1. Group brought before the church
 2. Given personal recognition
 3. Specified time with Pastor

BAPTIST FELLOWSHIP ASSOCIATION ANNUAL CONFERENCE

July 21-24, 2024

Developing Effective Leadership Skills

Pastor Keith C. Treadwell
Ocean Avenue Baptist Church

I. INTRODUCTION

- * Leadership planning and development is critical to the efficiency of any organization.
- * Christ left specific objectives (Matthew 28:18-20; John 17:13-26; Acts 1:8), and He provided structure to it by being the corner stone (Ephesians 2:20), the rock upon which the church is built (1 Corinthians 3:11).
- * Christ's expectations were clear (John 3:16; Luke 4:14-21). And His expectations for His leaders were clearly outlined, even in the case of Paul (Acts 9).

II. LEADERSHIP PLANNING

- A. Leadership Must Develop Biblical Criteria for the Quality of Individuals they Need in Leadership:
1. They love God and love other believers (Matthew 22:37-40):
 - a) They demonstrate a willingness to _____ (John 14:15).
 - b) They are committed to adjust their life to the _____ (1 John 2:3-5).
 - c) They demonstrate a loving care for other believers (John 13:34-35; 1 John 3:16).
 2. They must first prove to be _____ and _____ (Proverbs 18:2; 2 Timothy 2:2)
 - a) Just as we are inadequate, potential leaders are inadequate. It is the Word of God that is sufficient to make us adequate (2 Corinthians 3:5; 2 Timothy 3:17).
 - b) _____ – faithful with whatever task they are assigned.
 - c) _____ – have a willingness to receive instruction, and to be held accountable to demonstrate spiritual characteristics and to fulfill their responsibilities.
 3. A person who demonstrates a willing to serve even the small task (John 13:1-17).
 4. Must not be a recent convert (1 Tim. 3:6).
 5. Must not be someone who recently joined the church (1 Timothy 5:22) no matter how great he was at the last church.
 6. A person who faithfully _____ church, and is faithful in _____ to the church (Luke 12:33-34; Hebrews 10:23-25).
 7. People that are excited about the work of Christ because of the grace of God, and as a result are committed to serve Him (Luke 5:1-11).

8. A person must also have the following:

a) If an elder they must demonstrate they have the gift of _____ and _____ (Jeremiah 3:15). By this they show the following:

- * Have a passion for studying God's Word.
- * They are never tired of studying God's Word (Acts 20:27-28).
- * They can explain to others with practical applications (1 Timothy 3:2).

b) If a deacon they must demonstrate, from _____ in the church, the gift of service (1 Peter 4:10). This service has been so effective to the members of the church the members recommend these individuals (Acts 6:1-6).

B. Important Characteristics for Leaders to Acquire:

1. A leader that will be effective must be _____:

a) Acts 16:6; 1 Corinthians 16:6-7; 2 Corinthians 1:15-17.

2. Must be someone who is willing to be accountable.

3. An effective leader is someone who will be _____:

Matt. 28:19-20; Col. 1:27-28; John 17:4,8.

4. An effective leader is someone who does not _____:

a) 1 Cor. 16:9; 2 Cor. 4:10.

5. An effective leader is one who has a _____:

a) 1 Cor. 4:17; 16:10-11; John 13:34-35.

b) When the world sees the church working together as a team, they witness the validity of our faith.

C. The _____ of Leaders Must be Clear:

1. Must be committed to the vision of the church or para-church organization.

2. Must be committed to submit to leadership and work as a team for the purposes of God (Phil. 2:1-2; Hebrews 13:7,17).

3. Must be committed to express compassion, kindness and concern for people (John 13:34-35; 1 John 2:3-6; 4:7-12).

4. Must be committed to support the church _____ (Luke 6:38; Matthew 6:19-24).

5. A leader must allow _____ to rule (Matt. 28:19-20; 5:17-20; 2 Pet. 1:16-21; 2 Tim. 3:12-16; Col. 1:9-11).

6. They must be more committed to the Word of God rather than _____ (Colossians 2:6-8; Matthew 15:2-9).
7. They must not be argumentative (1 Timothy 6:3-5; 2 Timothy 2:14, 24; Proverbs 17:19).
8. They must not tolerate members who seek to _____ in the church (Romans 16:17-18; Titus 3:10; 2 Thessalonians 3:14-15).
9. Must attend Bible Study consistently.
10. Must attend Worship consistently.
11. Must attend church meetings consistently.
12. Expectations as it relates to the believer's life:
 - a) Daily personal devotions.
 - b) Regular family devotions

When these expectations are ignored the church or para-church organization becomes more of an organization than a living organism, spiritual empowered to bless God. *"But there were some of them, men of Cyprus and Cyrene, who came to Antioch and began speaking to the Greeks also, preaching the Lord Jesus for He was a good man, and full of the Holy Spirit and of faith. And considerable numbers were brought to the Lord."* (Acts 11:20, 24).

D. Organizational Criteria that Must be in Place Before Leaders Become Functional:

1. Must have a vision and mission statement in place.
2. A clear doctrinal statement.
3. Must have a church structure in place so that leaders understand who they are responsible to and what part it plays in the overall development of the ministry.
4. Ministry descriptions must be clear.
5. Job descriptions must be outlined.
6. Ministry objectives and possible time lines must be clear.

III. LEADERSHIP DEVELOPMENT

A. Jesus Fourfold Training Program (by Gene Getz):

1. _____ instruction:
 - a) He taught His disciples both by word and example the importance of prayer communion with the Father, personal consecration and the leadership of the Holy Spirit. It was not enough that they know about the Father, Son and Holy Spirit. They needed to know God personally, and this occurred only because they spent time with Him. They undoubtedly knew much about Jesus, but His concern was that they also know the Father (Jn. 14:9)
2. _____ instruction:
 - a) He constantly interpreted for them the Old Testament Scriptures (Lk. 24:27) and explained His own teachings, which were to become the foundation for the New Testament (Mt. 13:18-23).
 - b) Paul and Barnabas taught considerable numbers for an entire year, which means they were well grounded in the Word. They developed in the context of a church which was being established (Acts 11:19-26; 13:1-4).

3. _____ instruction:
 - a) A thorough understanding of doctrine was essential to leadership (1 Tim. 4:16; Tit. 1:9).
 - b) Paul spent extensive time, three years night and day with the Ephesians elders, in order to see that they were established in the whole counsel of God (Acts 20:17-38).

4. _____ instruction:
 - a) He witnessed one-on-one (Jn. 3 and 4), He preached to the multitudes (Mt. 5-7), and He commanded the disciples that they were to be His witnesses both at home and throughout the world (Acts 1:8).

5. Leaders must be provided practical learning opportunities:
 - a) Christ taught the disciples where their provision came from when He sent them out by themselves before feeding about fifteen thousand people (Luke 9:1-27).
 - b) They were in a storm with Him when Christ calmed the waves (Matthew 8:23-27), and Christ came walking on the water in the midst of a storm (Matthew 14:22-36) to teach them He is the true Messiah.
 - c) When key leaders were sent from the church to further the gospel, they quickly appointed leaders in every church who were to assume responsibility for the oversight of the new converts (Acts 13:1-14:28).

6. Orient leaders to how the Word relates to the Church (Acts 11:19-26; 13:1-4) (by Gene Getz Ministry):

7. Key areas of development:
 - a)Instruction -- lecture
 - b) Training -- hands on illustrations of how to do a particular project.
 - c) Discussion -- encourages interaction ("who do you say that I am" Matt. 17).
 - d) By example -- provides visible demonstration.
 - e) Building -- developing character (Eph. 4:13; Col. 1:28-29)

B. The Significance of this process for the local church:

3. This process develops people who can impact, not only the church, but also everyone they touch on a daily basis.
4. This process also develops the following:
 - a) _____ in the lives of these men
 - b) _____ and _____, which can affect lives and the church's ministries.
 - c) It translates the Word of God into practical benefit
 - d) _____ that can last a lifetime

5. It teaches these men and women how to trust God, which can in turn impact many areas of life.
6. It meets the needs of men and women and teaches them how to fish.

7. It creates vision that can bless homes and communities.

C. Curriculum for Training Leaders Straight from the Word:

1. Biblical Training:

- a) The Gospels -- The Life and teachings of Jesus Christ
- b) Acts
- c) Pastoral Epistles
- d) The Biblical nature, attitude and Mind-set of a leader.
- e) Cults
- f) The keys to maintaining spiritual growth.
- g) Doctrinal issues:
 - * The ministry of the Holy Spirit
 - * Eternal security
 - * Baptism
 - * The nature and function of the New Testament church
 - * The meaning and significance of the Lord Supper.

2. Practical Training:

- a) Elders:
 - * Ask them to address some problems from their Biblical research.
 - * Ask them to provide practical solutions from the Biblical principles of their research.
- b) Deacons:
 - * Give them soon menial task to do.
 - * See if they finish these ask and seem prepared for more task.
 - * See if they complained a lot while doing the task.
 - * See if they blessed others while doing the task.
 - * See if they enjoyed doing the task.

3. Impart the basics:

- a) Hear -- Rom. 10:17; John 16:
- b) Read -- Rev. 1:3
- c) Study Acts 17:11
- d) Memorize -- Ps. 119:9,11
- e) Mediate -- Ps. 1:2-3

IV. CONCLUSION

Biblical leadership is not the same as non-Christian leadership (Mark 10:41-45). Biblical leadership is determined by the commitment of leaders to Christ and how that commitment influences others to be disciples of Jesus Christ. This body of believers must then be committed to demonstrate Jesus Christ before their community and the world.

It is essential to have leaders who are disciples because then you have leaders who are willing to serve under the authority of God's Word. As a result they do not just serve a position, they serve believers and influence these individuals, because of their lifestyle, to submit their lives to God. Because these men allow God to lead them, they allow God to lead members of the church, through them.

TRACK #3



COUNSELING

Workshops

**Designing and Developing an Effective Counseling
Ministry**

Dr. Nicholas Ellen

**General Principles for Developing Effective Counseling
Skills**

Dr. Nicholas Ellen

Developing a Premarital Counseling Program

Dr. Nicholas Ellen

PRESENTERS

Dr. Nicolas Ellen's biography



Dr. Nicolas Ellen
Senior Pastor
Community of Faith
Bible Church

Professor of
Biblical Counseling
College of Biblical Studies

Dr. Ellen is the Senior Pastor of Community of Faith Bible Church in Houston Texas and Senior Professor of Biblical Counseling at the College of Biblical Studies in Houston, Texas. Dr. Ellen is also a Visiting Professor and Co-Director of the MABC and D Min program at Central Baptist Theological Seminary in Plymouth, Minnesota. In addition, Dr. Ellen has also developed a biblical counseling training center called Expository Counseling Training Center LLC.

He received his B.A. in Business Administration from the University of Houston, Houston, Texas, his M.A. in Christian Education from Dallas Theological Seminary, Dallas, Texas, his M.A. in Biblical Counseling from The Masters University, Santa Clarita, California, his Doctorate of Ministry with a concentration in Biblical Counseling from Southern Baptist Theological Seminary Louisville, Kentucky and his PH.D in Biblical Counseling from Southwestern Baptist Theological Seminary, Fort Worth, Texas.

Dr. Ellen is a certified Biblical Counselor with the Association of Certified Biblical Counselors (ACBC), a Fellow with the Association of Certified Biblical Counselors (ACBC) and travels nationwide with the organization teaching biblical counseling principles. Dr. Ellen and his wife Dr. Venessa Ellen have two children and four grandchildren.

Developing a Biblical Counseling Ministry



The Content to Learn for Biblical Counseling

Old Testament Survey

New Testament Survey

Systematic Theology

History of Biblical Counseling

Philosophy of Biblical Counseling

Theological Building Blocks of Biblical Counseling

Concepts of Analysis ([Biblical-Theological-Diagnostic of Life/People/Circumstances etc.](#))

The Biblical Process of Change (Awareness, Conviction, Change process)

Application Assignment Necessary to Move people through the Biblical Process of Change

Classification of Biblical Diagnostic Tools for Evaluation of Life/People/Circumstances

3 Responses to People and Circumstances

What One Can and Cannot Control

5 Categories of Where Change is to take Place in People's Lives (i.e. Level 1 – Level 5 areas)

The Six Involuntary Responses that happen in the Heart of Man when He Chooses to do Right or Wrong

The Central Root Issues of Man's Heart (i.e. Pride, idolatrous lust, worry, anger)

The Phases and Stages of a Person's Condition

The Six Categories of Growth Assignments according to the phases and stages of person's condition (i.e. the awareness, brokenness, change model)

The Six Categories of Sorrow Mentioned in the Bible

12 Categories of Suffering Mentioned in the Bible

The Four Categories of Fears Mentioned in the Bible

A Biblical View of Emotions

Immaterial Pain vs. Material Pain

Hyper-Criticism

The Work of Conscience and the Issue of Guilt/Shame

The Three Categories of Desires (Natural, Neutral, Naughty)

The Dynamics of Temptation

Distinguishing between Suffering, Salvation, Sin, Sanctification, Sage, and Soma issues

The Cycle of Relationships

The Four Levels of Relating

The Categories of Conversation

Competencies to Cultivate to Develop Skill in the Practice of Biblical Counseling

Using A Personal Data Inventory

Organizing and Constructing a Counseling Session according to the Eight “C”s of Counseling

Counseling by Objectives using the Awareness, Brokenness Change Model, Evaluating the Issues of Life that need to be addressed in a particular order

Discerning the Five Categories where Change is to take place

Discerning the phases and stages of biblical change and identify what phase or stage people are in relation to the categories where change is to take place

Use of Appropriate Questions in Counseling

Transitioning through a Counseling Session

Diagnosing using The Concepts of Analysis ((Biblical-Theological-Diagnostic of Life/People/Circumstances etc.)

Teaching Concepts and Guiding the Sessions according to Awareness, Brokenness, Change Model or In Accordance to the Issues Life Made Central

Procedures to Follow for Biblical Counseling

Developing in the 8 “C”s of Counseling

Distinguishing between Suffering, Salvation, Sin, Sanctification, Sage, and Soma issues

Discerning the Various Objectives for the Particular Counselee and the Sessions Necessary to Accomplish those Objectives

Dialogue with Counselees

Direction of Insight with Counselees

Diagnosing the Problem with the Counselees

Developing and Distributing the Appropriate Homework

People to Train for Biblical Counseling

Pastors
Elders
Deacons
Staff
Church Members
First Responders
Fireman
Policeman
Doctors/ Nurses
Lawyers
All Forms of Caretakers
Blue Collar Workers
White Collar Workers
Students in High School
Students in College
Prisoners/Guards

Policies to Develop for Biblical Counseling

Organization of Staff with the Various Roles and Responsibilities Required
Legal Protections Needed to Protect Church and Counseling Ministry
Training Requirements for people Inside and Outside the church to Become Counselors
Process of How One is able to Receive Counseling From Inside the Church and Outside the Church
Process of How One is Dismissed From Counseling From Inside the Church and Outside the Church
Identification of Which Biblical Counseling Organizations Counseling Ministry Will Connect With
Establishing of Bookstore for People to Purchase Biblical Counseling and Life Issues Material Accordingly

General Principles For Developing Good Biblical Counseling Skills

1. Learn The Premise of Biblical Counseling

- a. To help people establish a right relationship with God the Father through our Lord Jesus Christ
- b. To help people put off particular sins that keep them from loving God and loving others
- c. To help people put on particular patterns of righteousness that produce a love for God and love for others
- d. To provide wisdom to discern and guide one into the best course of action
- e. To console those who are suffering with biblical understanding and support

2. Learn The Points of Change in Biblical Counseling

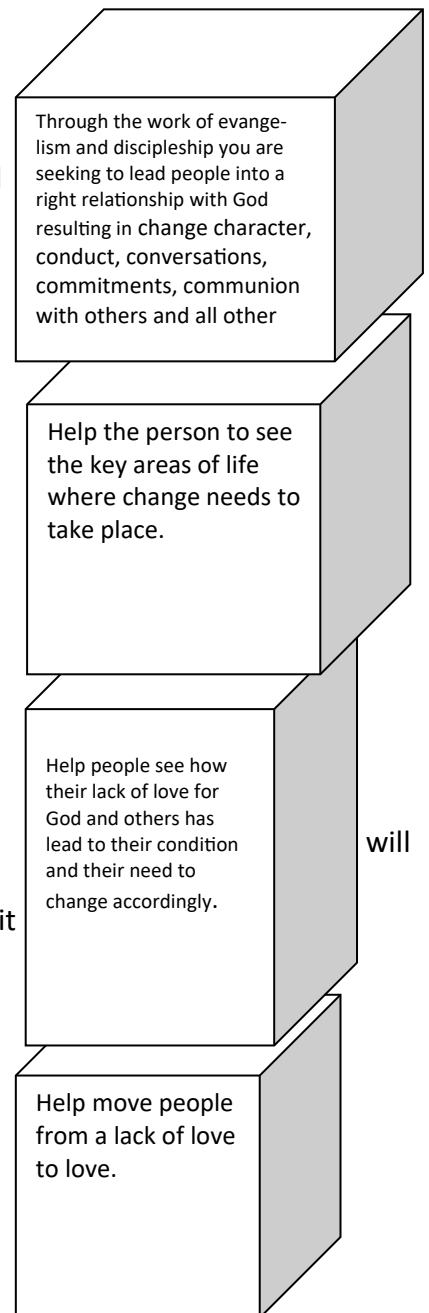
- a. People will need to change in thoughts, attitudes, motives, and desires
- b. People will need to change in conversations and communication
- c. People will need to change in behavior and lifestyle
- d. People will need to change in how they relate to others
- e. People will need to change in the way they serve God and others

3. Learn The Parameters of Change in Biblical Counseling

- a. People will need to gain a biblical understanding of God and submit to His accordingly
- b. People will need to gain a biblical understanding of themselves and submit to God's will accordingly
- c. People will need to gain a biblical understanding of others and submit to God's will accordingly
- d. People will need to gain a biblical understanding of life's situations and circumstances and submit to God's will accordingly

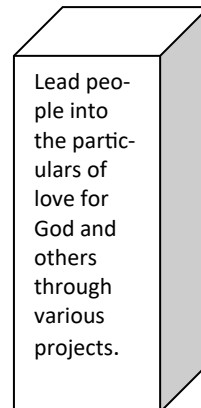
4. Learn The Process of Change in Biblical Counseling

- a. Confession of sin (1John 1:9, James 5:16)
- b. Repenting of sin (2Corinthians 7:10-11, Proverbs 28:13)
- c. Radical amputation of sin (Mathew 5:29-30)
- d. Replacement of sin with right living in that area (Ephesians 4: 22-24, Colossians 3:1-17)
- e. Embracing of the wisdom of God and applying it accordingly (Proverbs 4:6-7)
- f. Accepting what God allows while submitting to His will accordingly to to grow through and work through the suffering (Ecclesiastes 7:13-14)



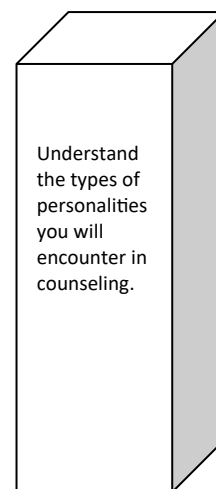
5. Learn The Projects of Change in Biblical Counseling

- a. Hope Homework – projects, activities and reading assignments given to help people gain a true hope in Christ in accordance to the problems they are facing
 - b. Doctrinal Homework – projects, activities, and reading assignments given to help people gain a solid theological understanding of their problems so that they can deal with them properly
 - c. Awareness Homework – projects, activities, and reading assignments given to help people become aware of their own sinfulness in the problem so that they can stop deceiving themselves about the problem they are facing and own up to it accordingly
 - d. Embracing God Homework – projects, activities, and reading assignments given to help people to connect with God according to a particular characteristic of God that relates to their problem or sin
 - e. Action Oriented Homework – projects and activities that lead people to put off particular sinful thoughts, desires, conversations, behavior, and lifestyle and to put on particular godly thoughts, desires, conversations, behavior, and lifestyle that according to the situation or problem
 - f. Relational Orientated Homework – projects and activities that lead people to put off unloving relational patterns and move them to relate in open and loving relational patterns towards others within the situation or problem and abroad
- (Portions of this information was adapted from Instruments in a Redeemer’s Hand by Paul Tripp)



6. Learn The Personalities encountered in Biblical Counseling

- a. Those who lack knowledge yet once they receive it are able to work on the their problems and honor God (lack of knowledge).
- b. Those who have knowledge but don’t know how to apply it to their problems and honor God (lack of skill).
- c. Those who have knowledge but refuse to apply what they know to work on their problems and honor God (lack of will).
- d. Those who lack knowledge and are not interested in getting knowledge to work on their problems and honor God (lack of knowledge, skill, and will).



Key Steps to Developing A Pre-marital Counseling Ministry

STEP I— Identify the Needs, Burdens, Concerns, or Issues the Ministry Can Address	
<ol style="list-style-type: none"> 1. As we look at our strengths, weaknesses, talents, treasures, spiritual gifts what needs can we address? 2. As we look at our strengths, weaknesses, talents, treasures, spiritual gifts what issues can we address? 	<ol style="list-style-type: none"> 3. As we look at our strengths, weaknesses, talents, treasures, spiritual gifts what burdens can we bear? 4. As we look at the Word of God what things do we need to address?
STEP II—Identify the Biblical Imperatives in Relation to Singles, Dating, Marriage	
<ol style="list-style-type: none"> 1. Why does the Bible say about Marriage? 2. What does the Bible say about being single? 3. What does the Bible say about how singles should date? 	<ol style="list-style-type: none"> 4. Does the Bible gives us insight on how to move from dating to marriage?
STEP III—Develop a Purpose Statement for the Ministry	
<ol style="list-style-type: none"> 1. Why do we exist? 2. What is our over arching reason for existence? 3. What are they key essential elements that describe the meaning of our existence 	<ol style="list-style-type: none"> 4. What would be the main reason this ministry would function? 5. What are the defining features of this ministry?
STEP IV—Develop Objectives for the Ministry	
<ol style="list-style-type: none"> 1. What are we always seeking to accomplish? 2. What are our over-arching goals that never change that truly define what we are always seeking to accomplish? 	<ol style="list-style-type: none"> 3. What are the goals that if accomplished would fulfill the purpose of our existence? 4. What are the never-ending things we must do to fulfill the purpose of our existence?

STEP V—Develop a process by which you will accomplish your objectives

- | | |
|---|--|
| <ol style="list-style-type: none">1. How will this ministry work in order to accomplish its' objectives?2. What will be the procedures that will guide the function of this ministry in order to accomplish its' objectives? | <ol style="list-style-type: none">3. How will this ministry organize itself to run in order to accomplish the objectives of this ministry?4. What is the logical sequence of process to accomplish the objectives of this ministry? |
|---|--|

STEP VI—Develop a Structure of Roles and Responsibilities to Accomplish Objective

- | | |
|--|---|
| <ol style="list-style-type: none">1. What type of Positions do we need to accomplish our objectives?2. What responsibilities should be given to each position to accomplish our objectives? | <ol style="list-style-type: none">3. What primary strengths and gifts should a person have to fulfill each position to accomplish our objectives?4. How will we measure the success of each position?
What type of organizational chart will we develop to display this? |
|--|---|

Measurable Goals for the Position:

- * How many programs/systems/activities have been developed and implemented as a result of my position?
- * How many workers have been recruited and trained to work with premarital couples as a result of my position?
- * How many marriages have been equipped to function according to God's design as a result of my position?
- * What policies and procedures have been implemented or updated as a result of my position?

Position Title: Premarital Discipleship Trainer

Purpose of Position: To provide biblical counsel and instruction to men and women who are seeking to be married.

Reports to: Director of Premarital Discipleship Counseling

Responsible for:

- * Training couples in the Biblical view of marriage
- * Training couples in their roles and responsibilities of marriage
- * Helping couples become aware of the pitfalls and snares to avoid in marriage
- * Exposing the strengths and growth areas of their relationship
- * Exposing character flaws of each person and helping them to deal with those character flaws
- * Identifying sin patterns that need to be put off in each individual
- * Identifying Godly patterns that need to be put on in each individual
- * Helping couples learn how to function according to God's design for marriage
- * Helping couples decide if their decision to get married is a wise or foolish decision
- * Keeping accurate records of the time spent and issues worked on

Primary Strengths/Gifts/Talents Required:

- * Must be a Christian
- * Must be able to handle difficult people and difficult situations with a positive attitude and appropriate conflict resolution skills
- * Must work well in a team relationship with church leaders and ministry workers and have good people skills
- * Must be trained in biblical counseling
- * Must have the gift(s) of serving or compassion or exhortation or teaching

Measurable Goals for the Position:

- * How many couples have we prepared for marriage?
- * How many couples have we helped to wait for marriage?
- * How many couples have divorced after being trained through this ministry?
- * How many couples has become a part of our ministry after going through the process?

Position Title: Premarital Administrative Supporter

Purpose of the Position: To handle all paper work and administrative task that is involved with the ministry and keep workers and others abreast of meetings and pertinent information

Reports to: Director of the Premarital Counseling Ministry

Responsible For:

- * Assisting the Director in the day to day administrative activities of the ministry
- * Setting up and coordinating all trainings, meetings, and events as assigned by the director
- * Setting up and arranging any counseling sessions as assigned by the director
- * Assisting in the planning, coordinating, and implementing of all programs, systems, seminars, courses, policies and procedures

Primary Strengths/ Gifts/ Talents Required:

- * Must be a Christian
- * Must be able to handle difficult people and difficult situations with a positive attitude and appropriate conflict resolution skills
- * Must work well in a team relationship with Church Leaders and ministry workers
- * Must have the gift of administration or serving
- * Must be computer literate or willing to learn
- * Must have good clerical skills or willing to learn
- * Must be able to handle multi-task well
- * Must be able to think wisely and make quick decisions
- * Must have good managerial skills or be ready to learn

Measurable Goals for the Position:

- * In what ways has the ministry been able to function effectively as result of your service?
- * What programs, classes, activities, seminars, policies, and procedures were able to be implemented as a result of your service?

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DATE	Church/Ministry/Contact	LOCATION
February 20 - 23	NRB Convention	Nashville, TN
February 29-March 2	Cedine Conference	Spring City, TN
April 28 – 29	Taylor University – Pastor’s Conference	Upland, IN
May 3	POP Talk w/Lisa Burkhart Worley	Dallas, TX
May 24 – 27	United Bible Conference - Pastor Clifford Ice * 404.244.9435	North Carolina
June 8	St. Luke M.B.C. – Dr. James Pate, Jr. Leadership Workshop	Galveston, TX
June 26 – 27	GLOBAL SUMMIT * Matthew Parker * matthew.parker@odb.org	Grand Rapids, MI
July 22 -26	West Indies Baptist Convention	Houston, TX
July 22 – 26	BFA Conference * Dr. Victor Clay	Orlando, FL
August 12 – 16	Guyana Marriage & Family Conference	Guyana, So. America
September 15 – 19	Central Baptist Church * Pastor M. Kornegay	Syracuse, NY
September 20	PWM Luncheon w/Dr. Evans	Houston, TX
September 26 – 28	PWM & Edifying Word Ministry * Leadership Conference * Pastor Rodney Maiden	Cleveland, OH
September 30 – October 5	CRUISIN’ with the CANNINGS	Caribbean
October 14 – 18	PWM & TLAfrica, Inc Leadership Conference	Rwanda Africa
November 4 - 8	Love and Light Ministries International * Pastor Mark Harewood	Barbados
November 14 – 17	First Haitian Evangelical Church of Queens * Pastor Valentin Sandaire	New York

6.6.2024

Schedule of 2025 PowerWalk Workshops

Church Development

1. Strategically Crafting and Developing the Church's Vision
2. Designing Ministries that Effectively Attract and Grow Millennials
3. From Infancy to Spiritual Maturity: Challenging the Church to Spiritual Growth

Leadership Development

1. Transformational Leadership that Changes Through Discipleship, Mentoring and Coaching in the Church
2. Recruiting and Training Leaders that are Transformers
3. God's Expectations for Biblical Leaders

Biblical Counseling

1. Counseling Techniques for Restoring Broken Marriages
2. Understanding How to Deal with Suffering
3. The Church and Mental Health Issues



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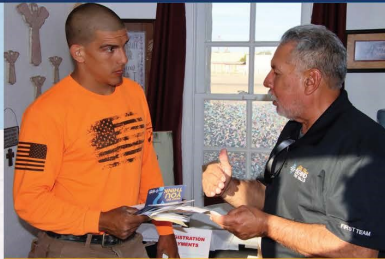


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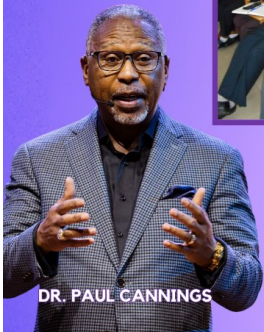
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