



PFWB RESET INITIATIVE

It's Time To Push The Button!

In 1959, a group of people came together with a belief that together, they could accomplish more, and with that, the PFWB was born. In those early days, they developed structures and systems, established doctrines and dogmas, and began to enjoy a season of fruitful ministry.

Then In 1996, another group of people came together certain that some of the things they had been doing for 37 years were no longer working, and our church underwent a major restructuring. As part of that restructuring, they made several significant organizational changes. And the work that they did has served us well for the past twenty five or so years.

Now, it's our turn, It's our time for a major reset. It's time to push the button! With all that has transpired these past two years, and with a strong sense that we are closer than ever to the Lord's return, it's time for some adjustments to our organizational structure and our ministry systems because the way we've been doing things simply isn't working as effectively as it once did. It's time to push the button.

The Reset Initiative is our attempt to position the PFWB to better meet the demands of ministry in this ever changing, fast paced age that we are living. My father used to say; "*The world at its worse, needs the church at its best.*" I think we would all agree, this world is definitely at its worse and this demands that we, the church, strive to be at our best both for His glory and for the advancement of His Kingdom.



#1

SPIRITUAL RENEWAL

Believing that we are living in the last days, the days just before the rapture of the church and the Lord's return, there are six key spiritual indicators that must become our primary focus.

Six Spiritual Indicators/Strategic Partnerships

1. **Reaching the lost with the gospel.** We must implement a plan to train and equip our churches to reach out to their surrounding communities through evangelism & community outreach. Our strategic Partnership for evangelism & outreach is *Go2022* at www.gomovement.world
2. **Leading people into a lifestyle of holiness.** We believe in the doctrine of sanctification as a second definite work subsequent to salvation. Our Strategic Partnership for helping our churches with spiritual growth & discipleship is Church of the Highlands *Freedom curriculum* <https://freedom.churchofthehighlands.com>
3. **Introducing people to the Spirit filled life.** We believe in the baptism in the Holy Spirit and in the supernatural manifestations that accompany that experience. Our Strategic Partnerships for this initiative will be the *Acts two Journey* by Alton Garrison <https://acts2journey.com>
4. **Inspiring people to develop a vibrant prayer life.** In these perilous times, we must do everything we can to lead our people into such a way of life. Our Strategic Partnership for the prayer initiative will be Doug Small's projectpray.org
5. **Engaging people in the reading and application of scripture.** We believe the Bible is the inspired, infallible Word of God. Our Strategic Partnership to engage our folks in the Bible is the Bible Engagement Project brought to us by the Assemblies of God denomination and *My Healthy Church* www.bibleengagementproject.com
6. **A renewed commitment to regular church attendance and involvement.** We believe the church is the hope of the world. Our Strategic Partnership for this initiative will be an initiative called *Back to Church Sunday* www.backtochurch.com



#2

CHURCH REVITALIZATION

Recognizing the toll these past two years have taken on our churches, we must develop a strategy to revitalize PFWB churches that need our help. Our purpose statement is “*We Help Pastors. We Help Churches.*” So we need a plan. How are we going to help our pastors and churches in these perilous times.

Four Categories of Churches Needing Help:

- Churches that are derailed, otherwise stable but just stuck and in need of some level of revitalization to move to a new level of effective ministry.
- Churches that are declining, with more serious problems that are going to need to face some hard facts and make some tough decisions in order to remain relevant and enjoy fruitful ministry.
- Churches that are dying and in need of a totally new vision and direction and must embrace a new approach in order to continue operating.
- Churches that are dead and have closed the doors of the church and the property is sitting empty with no ministry presence in the community.

Four Reproducible Models for Churches Needing Help:

- The **Coaching Model** is for churches that could benefit from the help of a trained coach who can help them move forward with greater effectiveness.
- The **Merge Model** is for two or more churches in close proximity that have become weak and/or unhealthy and might accomplish more through a merger.
- The **Campus Model** is for churches that have become weak and/or unhealthy and might benefit from becoming a campus of a more healthy church in close proximity.
- The **Plant Model** is for a church that has closed its doors and the properties are left vacant and a new church plant is feasible.



#3

Structures & Systems

Healthy churches must have the proper structure and systems in place to sustain growth. It is my opinion that, in some of our churches, we have structures and/or systems that may need to be addressed. The following are several recommendations I am offering for PFWB churches for prayerful consideration moving forward.

Governance Models - Historically, PFWB churches have been led by elected Deacon Boards. While this practice certainly has Biblical support, the Bible also speaks clearly of the need for a church to recognize the place of Elders in church leadership. In scripture, the Deacons were those selected to lead the day to day operations of the local church while the Elders were those selected to attend to the spiritual oversight of the local church. It is my belief that some PFWB churches should give prayerful consideration to the observance of this dual role for church leadership.

Decision Making - Historically, most PFWB churches have followed a congregational form of government where the vote of the people carried tremendous weight. It is my opinion that some local churches should prayerfully consider a more limited approach to use of the congregational vote. It is my recommendation that PFWB churches prayerfully consider asking their congregations to limit their vote to the following five items; Hiring and/or dismissing a senior pastor, selection of Deacons/Elders, buying or selling real estate, changes to the church bylaws, and approval of the churches annual budget. Beyond these five key decisions, I would recommend that all other decisions in the local church be made by those selected to lead the church; be that Deacons, Elders, or other forms of leadership.

Pastoral Authority - Historically, pastors of PFWB churches have had very little authority in the local churches they served. In some cases, this has resulted in short tenure of pastors and/or ministry void of fruitfulness and fulfillment. I believe this has greatly hampered the ability of some churches to excel in ministry. According to Scripture, it is God who calls men and women into the ministry, it is God who gives to them the gift of Pastor, and it is God who expects them to exercise pastoral authority and leadership in the context of the local church. It is my hope that more churches will prayerfully consider taking the necessary steps to empower those called and gifted to lead to, in fact, lead.



#4

STAFF REALIGNMENT

Note: This is a temporary, internal, mid-course adjustment based on events of the past two years. I believe it is in our best interest, at this time, to structure our leadership team in such a way as to cover all bases with a limited staff. Below is our temporary structure with roles/responsibilities for each Executive Director.

Randy Carter, General Superintendent
Growth Strategies/Leadership Development

Vision Casting
Strategic Planning
Leadership Development

Church Revitalization
Church Planting
Coaching Network

Chris Searles, CLM Director
Church Health/Discipleship

Discipleship
Men/Women's Ministry
Children/Youth Ministry
Camps & Retreats

International Ministries
Evangelism & Outreach
Social Media
Web Design

Marty Tew, Regional Director
Ministerial Development/Pastoral Care

Ministerial Development
Ministerial Credentialing
Pulpit Placement
Pastoral Care

School of Ministry
Internship Program
Ministerial Recruitment
Care for Pastors Wives/Widows

PFWB COACHING NETWORK

Our mission is clear. We Help Pastors - We Help Churches. We help pastors and churches fulfill God's purpose in their ministry. We train and equip pastors and churches to be better and to do more.

Our Coaching Network consists of two phases; the first focused on helping our pastors be better; better pastors, better leaders, better people. The second phase is focused on helping our churches do more; helping them reach more people, reproduce more disciples, and realize more of their hopes and dreams.

Step #1 - We Help Pastors (Jan-April 2023)

A four month training program to help pastors "*be better*"

- Monthly training from LeaderLabs by Dr. Fred Garmon
- Special monthly zoom appearances by guest speakers

Step #2 - We Help Churches (Aug-Nov 2023)

A four month training program to help churches "*do more*"

- Monthly training from the Acts 2 Journey by Dr. Alton Garrison
- Special monthly zoom appearances by guest speakers

Pastors who join our coaching network will receive the following absolutely free:

1. All training and training materials
2. A new book as our gift to you every month for one year
3. A monthly in-person or on-line meeting with the GS
4. A monthly sermon manuscript with PowerPoint slide show from the GS

THREE “POST COVID” ISSUES REQUIRING OUR ATTENTION

Covid, and the craziness of the past two years, has taken its toll on ministers, churches, and denominations everywhere. This crisis has highlighted some areas needing attention. Below are three that we believe must get our attention.

Ministerial Recruitment

- A full color brochure introducing the PFWB for distribution.
- PFWB booth at selected conferences to recruit pastors/planters.
- Weekend Recruitment Retreat called “The Calling”.
- “On site On Campus” at CYC & local churches

Ministerial Development

- Winter Bible Conference
- Monthly “LeaderLift” zoom sessions
- PFWB Coaching Network

Pastoral Care

- Further development of District CARE Pastors
- Formation of Pastors Counseling Cohorts w/ 3-5 pastors
- Establishment of a counseling ministry for pastors & their spouses
- Set up district Breakfast/Lunch w/ the GS two times a year

FUTURE PLANS FOR OUR BUILDINGS AND GROUNDS

In the months ahead, we will be preparing detailed plans with quotes for renovations to our facilities.

Ministry Development Center - This facility is the first one people see as they approach our property and therefore the most prominent building on our property. It is also the newest facility and therefore, it is in the best shape. Currently, we are using this facility for School of Ministry, which only occurs four Saturdays a year. Obviously, this facility is being under utilized. I'd like to begin using it in 2023 and beyond for regularly scheduled seminars, workshops, and conferences.

Tabernacle - We are in the process of replacing the roof and have quotes in hand to install new carpet (carpet squares). Beyond that, we are looking at the possibility of putting sheet rock on the walls, replacing the ceiling, and possibly making changes to the stage/platform area.

Dormitory - The old HBC dormitory is in need of a facelift. Our hope in the near future is to completely repaint and possibly put in carpet. We also want to update the furniture and furnishings in all rooms. The goal is to bring the entire facility up to "hotel grade". The reason is so that we can utilize the dorm for lodging for ministers and their families who come to our facility for conferences and such.

Parsonage - The parsonage, which is currently used as a rental property, needs a total overhaul. I would like to do a total remodel. Once completed, I'd like to utilize the house, first of all, as a guest house for guest speakers/teachers who come to our campus. Secondly, I'd like to make the house available as a place for PFWB ministers to come for a spiritual retreat. A pastor, along with their spouse, if they desire, could stay in our safe environment for several days of Sabbatical. During such a stay, they would could benefit from free, professional counseling, one-on-one meetings with the GS or other Executive staff members, or just enjoy their time alone with total privacy.