

VISION CASTING FOR BIBLICAL CHANGE

A POSSIBLE MODEL

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I don't want to just show up on Sunday, pay the bills on Monday, make sure the lines in the parking lot are striped, and go home. I want to lead our church to make a major impact on our region for Jesus Christ. My passion is to do whatever it takes to get the gospel out to the Wyoming Valley. By God's grace, He will use us as we join Him in what He is doing.

DOES GOD WANT HIS CHURCH TO GROW?

Does the Bible speak about growth? Is God pleased with churches that are declining? Does God expect a church to grow? Can a church grow without compromising Biblical standards? Does Jesus have anything to say about this? The good news is this: God wants His church to grow. His passion for the church is to see it grow, not just plateau or, in many cases, decline. Jesus said in Matthew 16:18, “. . . on this **rock I will build My church**, and the gates of Hades shall not prevail against it.”

The Lord's Imagery of Growth

Jesus uses multiple images for church growth: first, quantitative imagery such as a net gathering fish (Matt 13:47-48) and a call to “fish for men” (Matt 4:18-22); second, ingathering imagery. John 4:35 points out the existence of a whitened harvest, and in Matthew 9:37-38 Jesus challenges His followers to pray the Lord of the harvest to send more workers into the field. God is very interested in growth. Third, Jesus employs interaction imagery when he speaks about how branches relate to fruit production (John 15:5, 8). Fourth, He uses incorporation imagery (Luke 14:21-24). Fifth, He discusses organic imagery in Matthew 13:31-32. Finally penetration imagery speaks of light permeating the darkness (John 8:12; 9:5; Matt 5:16).

The Lord's Illustration of Growth

The book of Acts is replete with growth statements. For example, Jesus said: “But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth” (Acts 1:8). Not only does Jesus expect His disciples to be witnesses, but He provides them with a vision statement. Jesus had a global vision. Acts illustrates how the Church actualized that vision.

Summary statements appear in the book of Acts. I want to demonstrate with two different summary statements that God is “church growth intensive.” Many scholars recognize these summary statements and present them chiasmically. This chiasm below clearly shows God's great concern for people to hear His Word.

6:7 “The Word Grew”
9:31 “The Church Grew”
12:24 “The Word Grew”
16:5 “The Church Grew”
19:20 “The Word Grew”

The book of Acts is an historical account of how the church grew as the gospel was preached through the whole world. Jesus cast His global vision and the spirit empowered disciples.

WHAT IS VISION?

Henry Blackaby's study, *Experiencing God*, is a must-read for any pastor who wants to be challenged in the area of church growth.¹ Blackaby's "big idea" is this: see what God is doing and join Him. Rather than asking God to bless our plan and our vision, we must open our eyes to see what He is doing around us and join God in His plan and His vision.

What is vision? Vision is a picture of what God wants to do. One of the men in my church summed it up for me: "Pastor, we need to learn to get out of God's way and let Him do great things." That is so true! Vision is a picture of what God will do in His church if we get out of His way and turn Him loose to do it!

If this is true, then part of the problem in many churches is this: we tend to tie God's hands. How do we do that? Rick Warren in his book, *The Purpose-Driven Church*, lists influences that tend to drive churches:

1. Churches Driven by Tradition. In the tradition-driven church the favorite phrase is "We've always done it this way." The goal of a tradition-driven church is to simply perpetuate the past. Change is almost always seen as negative, and stagnation is interpreted as "stability."
2. Churches Driven by Personality. In this church the most important question is "What does the leader want?" If the pastor has served the church for a long time, he is most likely the driving personality. But if the church has a history of changing pastors every few years, a key layperson is likely to be the driving force.
3. Churches Driven by Finances. The question at the forefront of everyone's mind in a finance-driven church is "How much will it cost?" Nothing else ever seems quite as important as finances.
4. Churches driven by Programs. The Sunday school, the women's program, the choir, and the youth group are examples of programs that are often driving forces in churches.
5. Churches Driven by Buildings. Too often a congregation is so anxious to have a nice building that the members spend more than they can afford. Paying for and maintaining the building becomes the biggest budget item. Funds needed to operate ministries must be diverted to pay the mortgage, and the actual ministry of the church suffers.
6. Churches Driven by Events. If you look at the calendar of an event-driven church, you might get the impression that the goal of the church is to keep people busy. Something is going on every night of the week.
7. Churches Driven by Seekers. The primary question asked is "What do the unchurched want?" While we must be sensitive to the needs, hurts, and interests of seekers, and while it is wise to design evangelistic services that target their needs, we cannot allow seekers to drive the total agenda of the church.
8. A Biblical Paradigm: Purpose-Driven Churches. What is needed today are churches that are driven by purpose instead of by other forces...there are two essential elements of this paradigm. First, it requires a new perspective. You must begin to look at everything your church does through the lens of five New Testament purposes and see how God intends for the church to balance all five purposes. Second, this paradigm requires a process for fulfilling the purposes of the church.²

Despite what some may think, birthing a vision for your ministry does not come via a mystical experience nor is it born out of a vacuum. God will help you form your vision through reading the Word of God, gathering data, making you discontent with the status quo, much praying, and by waiting on the Lord.

A DEFINING MOMENT FOR ME

In my first two ministries, I knew in my heart what I wanted the church to become. I desired significant growth. I dreamed of constructing new buildings because of growth. In my heart burned a passion to see people come to Christ and be discipled. I longed for our church to make major contributions to the community for Christ. All of these desires and more were in me, but I did not deliberately and confidently communicate them to the people who needed to hear them. I would discuss these dreams with other pastors because I knew they would understand. I

¹Henry T. Blackaby and Claude V. King, *Experiencing God* (Nashville: Broadman, 1994).

²Rick Warren, *The Purpose-Driven Church* (Grand Rapids: Zondervan, 1995), 77-80.

would share them with my wife because she knew where my heart was. I would dream with close friends about the great potential of the church I was pastoring. However, I failed to tell the people who could truly make a difference.

I did not learn how to cast the vision at large until the summer of 1995 when a man visited our church from South Carolina. He had taken a position with a company in town and was responsible to build a manufacturing plant from ground zero. As an executive, he understood the power of vision. With that mindset, he challenged me as a pastor to adopt a vision for our ministry. He suggested that I decide where I stood on two crucial matters. His advice was invaluable to me.

First, he challenged me toward commitment. He asked if I intended to stay in ministry at Kingston for a lifetime. I could not immediately answer “Yes,” so I asked him to give me two weeks. When I left him I felt burdened; I needed to find out what God had for me. I began to ask God to direct me in this matter.

Driving up the mountain to a spot which gave me a clear view of the Wyoming Valley, I looked out upon thousands of houses that represented many thousands of people without Christ. I cried out and asked the Lord to direct me. Over time my prayer changed from seeking direction in my life to interceding for the lost souls. My burden for the Wyoming Valley grew deeper through this time. I did not hear an audible voice from God, nor did I see lightning strike the ground around me. It simply was not a mystical experience.

During those two weeks of seeking the mind of God, I concluded that, if I wanted to make a difference for Christ, then I would need to make a long-term commitment to the church. So, that is what I did. As I waited on the Lord, I became increasingly convinced that the benefits of a long-term pastorate far outweigh any benefits of a short-term one.

Second, after I settled the issue of a long-term commitment, I told Ray my decision. He challenged me to formulate and communicate a great vision for our church. Ray really encouraged me to meet with his former pastor in South Carolina. On the return trip from a GARBC conference in Florida, I stopped at Florence Baptist Temple in Florence SC and talked with Bill Monroe, the senior pastor. We talked about how God had used him over the past twenty-six years in Florence. Starting out with just a handful of people, he and approximately 1300 others now serve God in a new worship center. His long-term commitment to the ministry has produced wonderful fruit.

I received a tape series that he preached on his vision for the ministry at Florence. His messages stressed the church’s need to avoid settling into complacency. Instead they maintained that moving into a new sanctuary should cause them to become more focused than ever. I found it very helpful to hear this man pour his heart out to the congregation that he had been pastoring for the past twenty-six years. His passion came through loud and clear. I took that passion into my own ministry in Kingston.

HOW DO YOU BEGIN FORMULATING A VISION?

Do Your Homework

Having thorough knowledge of your community is the best way to “birth out a vision.” It is okay to use your brain. I would reject any vision that a strong charismatic leader would formulate from mystical experience such as dreams, unctions from God, emotions, lightning bolts, pie-in-the-sky thoughts. . . . I think you get the idea.

The pastor or leaders of the church should go to school in several different areas. First, they should gather information of their local area through demographic studies. The company that we used was Percept, 151 Kalmus Dr. Ste A104, Costa Mesa, CA 92626. Their “MAP” program helped answer many questions we had about our area. MAP gives you insight into the way different people in your area live and what they care about. You’ll gain information about their religious preferences, faith involvement, and primary life concerns such as “providing adequate food,” “teen-child problems” and “finding life direction.” It will give you much more information that will also help you to formulate your vision.

Second, learn about the unchurched in your area. Do surveys with them, and try to figure out how they think, what they do, where they live, and what motivates them in life. You need to know whom you are trying to reach. For instance, when I pastored in a small town in central Pennsylvania, I hunted and ate deer. Most of the men in that area were also avid hunters. As a result, we reached out to this group and put on a “Sportman’s Banquet.” At least 300 men, many of whom were unsaved, attended our first get together. A wild game dinner and Charlie Alsheimer were the big draws. A sportsman’s banquet would probably not work as well in our current city church in Kingston. Golf, not hunting, interests them more. We are planning our first annual tournament and hope to reach many men for

Christ. This is just a small example of what you can do by knowing the people in your community. What would work for one church may not work for another.

Third, go to school on churches that are reaching unchurched people. I would suggest several ways to do this. Take a seminary course from Dr. Bixby at Baptist Bible Seminary. His courses on “Principles of Biblical Leadership” and “Church Growth” are excellent. He has designed these courses to expose you to churches’ styles in leadership that will help you reach the unchurched.

Also, visit other churches who are doing the job. Recently our pastoral staff attended Saddleback Church’s first “Pastor’s Gathering” in Lake Forest, California. What a tremendous experience to see what God has done through a church that has committed itself to reaching the lost! They were anticipating close to 30,000 people during Easter weekend. Last year during this time, they saw close to 800 come to Christ for salvation. It would be good for pastors and other church leaders to visit churches like Calvary Baptist Church in Grand Rapids, Willow Creek Community in Chicago, Woodale Church in Minneapolis, First Baptist of Jacksonville and Saddleback Church in South Orange County. Learn from the practitioners, not from the theoreticians. You probably will not agree with some of their theology, but your purpose in visiting is not to examine their doctrinal statement. You want to taste, touch, see and smell what they are doing to reach the lost.

I am convinced that leaders are learners. The lead pastor should model this concept. He should actively network with other pastors who are reaching the lost. Pastors should quit being so intimidated by other pastors. We should learn from one another and share our ideas for the advancement of the gospel. We need to go to school on other churches and see what they are doing.

The apostle Paul went to school on his target audience. Paul knew what it would take to reach the Jews. He knew what it took to reach those under the law. He knew what it took to relate to those who were weak. He studied them all. He collected all the information he could so that he could be effective. He was a man of vision in the early church. Listen to what he said:

For though I am free from all men, I have made myself a servant to all, that I might win the more; and to the Jews I became as a Jew, that I might win Jews; to those who are under the law, as under the law, that I might win those who are under the law; to those who are without law, as without law (not being without law toward God, but under law toward Christ), that I might win those who are without law; to the weak I became as weak, that I might win the weak. I have become all things to all men, that I might by all means save some. Now this I do for the gospel's sake, that I may be partaker of it with you. (1 Cor 9:19-23 NKJV)

Don't Be Satisfied With The Status Quo

A biblical example would be Nehemiah. When Nehemiah learned about the conditions in Jerusalem, he was moved emotionally. Look at how he responded in Nehemiah 1:4a, “When I heard these things, I sat down and wept.” The walls had been down for years, but now he responded in a dramatic fashion. It was not enough for him to weep. His weeping led to action. God moved this man to go beyond the call of duty. He left all that was comfortable and undertook a monumental task. He was not satisfied with the way things were. He wanted to make a difference and he did.

As a pastor, I do not want to do church as usual. That is boring! I want to make a major impact on our community with the gospel. I will need to monitor any symptoms of decline. George Barna lists the eight symptoms of decline:

1. Demographic Changes.
2. Inadequate Leadership. The church needs a strong, visionary leader. More often than not, the churches that declined found themselves with a pastor who failed to provide effective leadership (or someone who was satisfied with the status quo...my thoughts).
3. Poor Management.
4. Old Blood. It is difficult to build a thriving, vibrant church in which young adults and children are not a significant part of the mix.
5. Building Campaigns. When the building program shifts the focus from a ministry purpose, it will erode the heart of the congregation.
6. The Ingrown Family. Declining churches generally focus inward rather than outward. The ministry that takes place rarely reaches beyond those people who are faithful participants within the church.

7. Resistance to Change. Change is uncomfortable for all people because it means a departure from what is familiar and comfortable to embrace that which is unknown and risky. Declining churches often enter their tailspin, however, because they lack vision, leadership and a commitment to remaining relevant to their ministry context.
8. Spiritual Health.³

What changes will a pastor need to consider making if he is discontent with the status quo? Let me suggest eight.

1. Approach—transition from being program-driven to being purpose-driven.
2. Target—transition from reaching “fellow Baptists” to reaching the unchurched.
3. Worship Style—transition from traditional to contemporary (or blended).
4. Pastors—transition from a solo pastor model to multiple pastors led by a senior pastor.
5. Ministry—transition from staff doing all the ministry to staff being the equippers and lay ministers doing the ministry.
6. Strategy—transition from no systematic plan for reaching the lost to developing those we win to a life-cycle process that is driven by small groups.
7. Schedule—transition from only one Sunday morning service to multiple services on Sunday and other nights of the week.
8. Small Groups—transition from traditional Sunday School to relational small groups.⁴

As long as we are content with the status quo, we will not see the vision God has for us. He desires to take us beyond our expectations. Paul also states in Ephesians 3:20-21, “Now to Him who is able to do exceedingly abundantly above all that we ask or think, according to the power that works in us, to Him be glory in the church by Christ Jesus to all generations, forever and ever. Amen” (NKJV).

Be Committed to Prayer

Just before Nehemiah launched his rebuilding program, he prayed. He was deeply committed to the task. Listen to his high level of commitment as he prayed,

And I said: "I pray, LORD God of heaven, O great and awesome God, You who keep Your covenant and mercy with those who love You and observe Your commandments, please let Your ear be attentive and Your eyes open, that You may hear the prayer of Your servant which I pray before You now, day and night, for the children of Israel Your servants, and confess the sins of the children of Israel which we have sinned against You. Both my father's house and I have sinned. (Neh 1:5-6 NKJV)

Prayer and vision go together like a hand in a glove. Look at the relationship between vision and prayer in the following passage:

For I know the thoughts that I think toward you, says the LORD, thoughts of peace and not of evil, to give you a future and a hope. Then you will call upon Me and go and pray to Me, and I will listen to you. And you will seek Me and find Me, when you search for Me with all your heart. (Jer 29:11-13 NKJV)

We cannot carry out an effective spiritual ministry apart from prayer. We need God's heart and mind. “Vision is usually given to those who pray until they get it. If prayer is not the octane that fuels your vision, your vision will stall out and your church will be motionless.”⁵

³George Barna, *Turnaround Churches* (Ventura CA: Regal, 1993), 33-38.

⁴Dan Southerland, *Transitioning: Leading Your Church Through Change* (Cooper City, FL: Journey Ministry, 1999), 12.

⁵Southerland, *Transitioning: Leading Your Church Through Change*, 36.

Be Willing to Wait on God

One of the hardest things for many leaders to do is wait. I struggle with this, but God is working in me. We began talking about relocating our ministry to a different location almost three years ago. At that time I thought everything would come together within six months, but I was rudely awakened by reality. It takes time to plan. It takes time to bring people along in the process. It takes time for agencies to give their approvals. God uses all of this time to demonstrate His faithfulness. God uses time to build character in our lives. He uses time to stretch our faith. We live in a culture that says we can have it all—right now. But God does not work that way. Churches do not grow instantly. God’s design for growth takes time, and the best growth comes in time.

But those who wait on the Lord shall renew their strength; they shall mount up with wings like eagles, they shall run and not be weary, they shall walk and not faint. (Isa 40:31 NKJV)

Write Out Your Vision

Your vision should be the result of doing your homework, reading the Word of God, being dissatisfied with the status quo, drawing close to God in prayer and waiting on God; now it’s time to crystallize those thoughts on paper (or digitally).

I would like to share a couple of vision statements with you. This will give you some ideas you may be able to use.

“Making the Vision Clear” Preached at First Baptist Church in April 1998 Kingston, Pennsylvania

First Baptist Church’s Vision Statement

1. Believing that it is from God, our vision for the First Baptist Church in Kingston is to reach thousands of people in the Wyoming Valley and throughout the world with the power of the gospel of Christ. In reaching them through evangelism, it is our responsibility, based on the word of God, to disciple them to maturity and lead them to a level of leadership that they may produce leaders also (2 Tim 2:2; and Matt 28:16-20).
2. We also believe that God would be pleased to see this auditorium full 3 times each Sunday morning, jam-packed on Sunday and Wednesday evenings. We also want to have an Adult Bible Fellowship that will be an effective reaching and teaching arm of the church. Furthermore, it is our vision to relocate our church on a piece of property of God’s choice with brand new facilities to house our on-growing ministries by the year 2000 if the Lord tarries.
3. God wants to see our church family have such a loving attitude toward visitors and one another that, when new people attend a service, they will truly know that we are disciples of Christ and have experienced His wonderful agape love. He wants to see our church place people’s spiritual needs above their own cultural, personal and political preferences and adopt the attitude of Christ according to John 4.
4. We need to create an environment of acceptance and forgiveness where we will accept one another just as Christ has accepted us in all our sin and still died in our place, and also where we will forgive one another quickly and regularly because God, for Christ’s sake, has forgiven us.
5. FBC also envisions an atmosphere of expectation and excitement: Expectation of what God will do in our lives and in the life of our church corporately because we are properly applying His Word; excitement, because of the ongoing presence of the ministry of the Holy Spirit among our church family.

6. We want to see our hearts stirred and our emotions touched by worship services that are carefully planned to effectively communicate God's truth. This task will be accomplished through Christ-honoring music, drama, fervent prayer, scripture reading and the consistent preaching ministry of the Word of God.
7. We also want to see the FBC family have a higher regard of God's Word than of our own preferences and personal opinions. We want to see such a great commitment to the scriptures that all of the church will bend its will to the will of the Father in heaven.
8. We will accomplish the above through the pulpit ministry of God's Word, fervent prayer, a growing Adult Bible Fellowship, vibrant children's ministries, youth activities, the radio ministry, evangelistic events and ministries, biblical counseling and worldwide missions.
9. This vision can become a reality when all FBC members/attenders strive for excellence in their personal walk with Christ, personal witness to the lost and personal ministry in this local church.
10. When we are faithful in our pursuit of excellence in these areas,
 - God's heart will be pleased,
 - God's name will be glorified,
 - God's character will be exemplified,
 - God's people will be blessed,
 - And God's kingdom will be expanded.

This particular vision statement was first published in the spring of 1996. It has been continually modified to match what God is doing around us. It has been exciting to see how many things have happened as a result of this statement being published and preached.

**Flamingo Road Church
Purpose, Target and Strategy
Fort Lauderdale, Florida**

PURPOSE: To honor God by leading people to become fully devoted followers of Jesus Christ.

TARGET: There are 750,000 people within a ten mile radius of our church:

- * 90% unchurched/dechurched—attend any church less than four times a year
- * 80% uncommitted—never made a faith commitment to Jesus Christ
- * 66% young adults and children—ages birth to 45

Flamingo Frank is our composite target. He is 34 years old, unchurched, uncommitted to Christ, married with 2 children, has a white collar lifestyle and is financially strapped.

STRATEGY: Fully devoted followers of Christ.

1st base = Commitment to membership

- *I have committed my life to Christ.
- *I have completed the new members class.

2nd base = Commitment to maturity

- *I am attending a weekly small group Bible study.
- *I am spending daily time with God.
- *I am giving my financial resources to God.

3rd base = Commitment to ministry

- *I am serving in a ministry.

- *I am participating in ongoing training for ministry.
- *I am mentoring as a leader.

Home plate = Commitment to multiplication

- *I am living an authentic Christian life.
- *I am building relationships with unchurched people.
- *I am sharing my faith story.
- *I am bringing my unchurched friends to church.⁶

Midlothian Community Church Ten-Month Strategic Plan (Preliminary Version)

Need: A culturally relevant church that enables believers to reach the unchurched community of Midlothian, a suburb of Richmond, Virginia.

Baby Boomers: 53 million baby boomers are estimated to be unchurched. The average baby boomer attends church only 6.2 times a year – fewer than half as often as those over 40.

Richmond: Only one Dallas Seminary graduate serves in the Richmond metropolitan area (population 550,000).

Midlothian: Two thousand people are projected to move into Midlothian in the next year.

Brandermill Community:

- *80% of Brandermill's residents are unchurched.
- *89% are business persons and professionals.
- *50% have moved to Brandermill from out of town.
- *The average age is thirty-four.

Vision: Building a Community to Serve a Community

The vision is a culturally relevant church with a Great Commission vision, which empowers people to communicate Christ through significant relationship with God, other believers, and non-believers. The dream is to raise up a community church which reaches out to an unchurched community.⁷

EIGHT WAYS TO DISSEMINATE YOUR VISION

The vision is formulated to be given away. It should not be the best kept secret in the church. It should be the most talked about publication in the life of the church. It should permeate every form of media your particular church possesses. It takes work to keep the vision before the church. The leader needs to constantly decide how, when, and where the vision is to be inserted.

First, publish it. Pastors should publish their church's vision statement in the church newsletter, the weekly bulletin, visitor's welcome packet and the Internet. Be creative and do not stop.

Second, preach it. Carve out four weeks in the preaching schedule to cast the vision. This should be done after having laid the ground work with your pastoral staff, dream team, and deacons. When you stand before your church and begin preaching the vision, it should not be a surprise to them. The pulpit is one of the most powerful tools a pastor has to cast the vision.

Third, cast your vision in leadership meetings. Whenever you gather your leaders together, take some time to reflect on your vision and how it is being implemented. They are the influencers in the church that can make a difference with other people.

Fourth, send pastoral letters. The pastor has an excellent opportunity to directly influence each member of his congregation regarding the vision.

⁶Southerland, *Transitioning: Leading Your Church Through Change*, 63-64.

⁷Aubrey Malphurs, *Developing a Vision for Ministry in the 21st Century* (Grand Rapids: Baker, 1992), 202-4.

Fifth, use the small groups of the church. Ideally, each teacher/facilitator of an adult small group should know, understand and communicate the vision. Curriculum could be written based on the vision and strategy of the church. This will foster good discussion among the church family.

Sixth, another way to cast vision is through conferences. Send your people to conferences that fit your vision and purpose. They may catch the vision much quicker by being in a locale different from their familiar surroundings.

Seventh, tapes and books work great. Many people may not be able to make it to a conference. If that is the case, then bring the conference to them in the form of tapes and books.

Eighth, a great way to get the vision to others is over lunch. One-on-one vision casting can be the most effective. If you treat someone to lunch, you have the advantage of setting the stage and discussing what is on your heart. Some may never catch the vision unless you take the time to share it with them face to face.

IMPLEMENTING THE VISION

Your vision should be strategically implemented. Barna talks about the “trickle down” process.

Initially the leader grasps the vision. He or she then shares it with the church staff. When they understand and embrace it, they articulate it for the lay leaders. They, in turn, will share the vision with the rest of their contacts in the church. At this stage, the vision has trickled down through the entire structure of the body.⁸

CONCLUSION

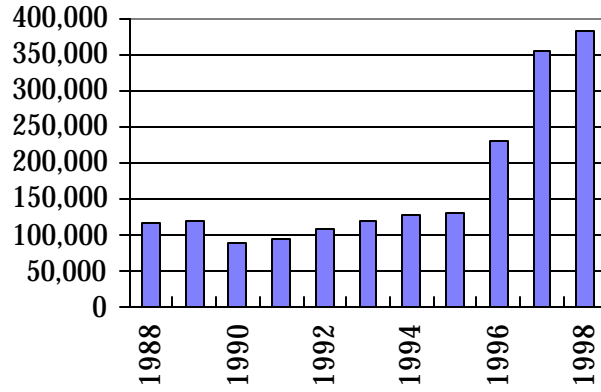
As you seek to cast and implement the vision God has given you, remember these truths. People buy into the leader before they buy into the vision. When selling your vision, you are really selling yourself. Your vision will fly based on your credibility.

People naturally resist change. You will face obstacles along the way. The art of dealing with opposition is a separate article in itself. Patience and perseverance are in order. Share your heart and stand on your character. The church may be referred to as dumb sheep, but they will sense the sincerity and authenticity of their leader.

Casting and implementing God’s vision is a process, not an event. You may not see immediate results after your first sermon on the vision. It is like planting a crop of corn. The ground has to be properly prepared. The seeds have to be inserted. The climate needs to be right. And in due time, your crop will begin to grow and eventually you will bear much fruit. It will take time, hard work, much prayer, and the grace of God.

⁸George Barna, *The Power of Vision* (Ventura, CA: Regal, 1992), 145.

**FIRST BAPTIST CHURCH OF KINGSTON
OFFERINGS 1988-1998**



**FIRST BAPTIST CHURCH OF KINGSTON
ATTENDANCE 1988-1998**

