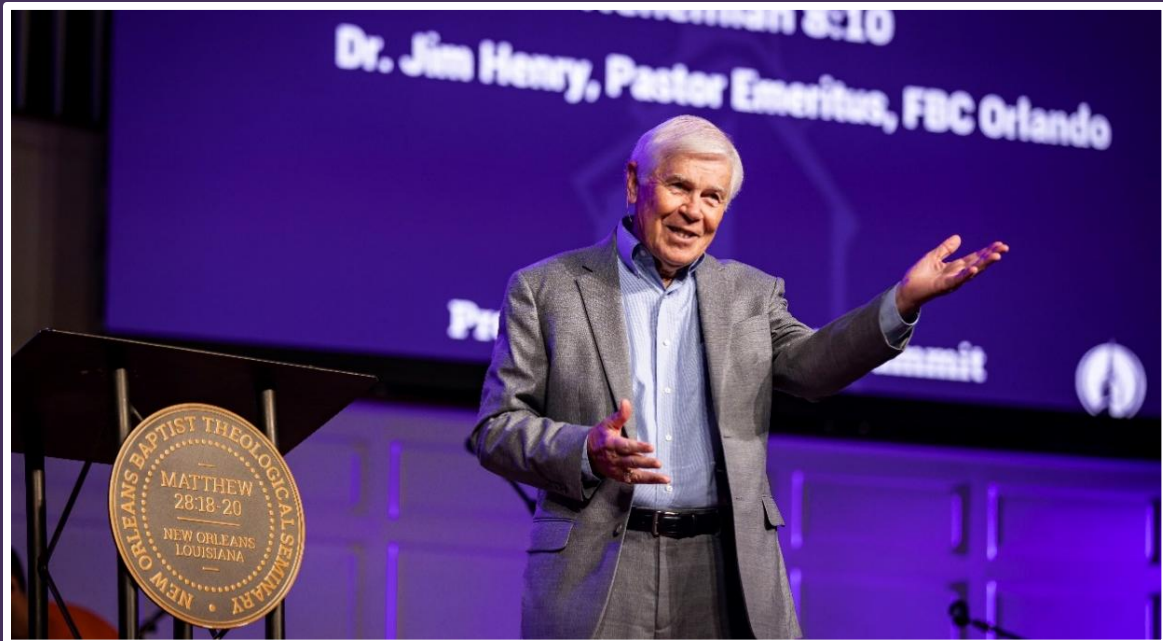


# JIM HENRY LEADERSHIP INSTITUTE

AT NEW ORLEANS BAPTIST SEMINARY AND LEAVELL COLLEGE



**Strengthening Ministry Leaders  
for the Next Generation of Kingdom Service**



**2025 IMPACT REPORT**

## MISSION

### **The Jim Henry Leadership Institute Exists to Strengthen Ministry Leaders for the Next Generation of Kingdom Service**

Christian Leadership engages a unique discussion in the context of congregations, denominations, and ministry organizations and is an emerging academic discipline at NOBTS and in SBC seminaries. From a biblical and spiritual perspective, leadership centers upon influence - moving people from where they are to where God wants them to be.

The average pastoral tenure in the Southern Baptist Convention is 3.5 to 4 years. Churches struggle to find pastors for their congregations as the dropout rate of pastors increases annually.

Through the Jim Henry Leadership Institute at New Orleans Baptist Theological Seminary, we will provide solutions through research, theological thought, and guidance on influencing present and future ministry leaders to increase pastoral tenure and reduce the pastoral dropout rate.



"The Jim Henry Leadership Institute positions NOBTS to impact strategically the crisis of Pastoral Leadership in the Southern Baptist Convention. The five Strategic Initiatives of the Institute have created synergy in the areas of research, peer-group learning, resource development, and church consultations. Leadership conferences and summits anchor the Institute's stature as a pacesetter in enhancing Pastoral Leadership Skills" - Dr. Reggie Ogea  
Director of JHLI & Professor of Leadership and Pastoral Ministry

## INITIATIVES

### **The JHLI was formed with the purpose of Increasing Pastor Tenure and Reducing the Pastoral Dropout Rate by engaging in five Strategic Initiatives.**

**LEADERSHIP CONFERENCES:** The JHLI will host an annual Leadership Conference at NOBTS featuring prominent keynote speakers, panel discussions, and breakout sessions for equipping and encouraging current and next generation church leaders.

**LEADERSHIP SUMMITS:** The JHLI will facilitate Leadership Summits in state conventions, associations, and churches, involving roundtable discussions, peer group interactions, and mentoring sessions.

**RESEARCH FELLOWSHIPS:** The JHLI will utilize NOBTS doctoral students to research critical issues of congregational health, such as pastoral tenure, ministerial wellness, burnout prevention, pastoral transition, and strategic leadership proficiencies. Research Fellowships may provide financial aid of tuition and fees for doctoral students majoring in Christian Leadership.

**PUBLISHING:** The JHLI will maintain a website highlighting current events, resources for pastors, and research projects. The JHLI will sponsor book projects involving NOBTS faculty and alumni.

**CONSULTATION WORK:** The JHLI will partner with researchers, state conventions, associations, and other ministry organizations to provide consultants upon request.

## Prepare Here Pastor's Summit




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*"What a beautiful petitionary prayer it is to ask God to remember us with favor because we've been found faithful to the calling, He put upon our lives, to serve Him and lead His people and minister to His flock, and to give Him our very best."*  
 - Dr. Jim Henry, Pastor Emeritus, FBC Orlando, FL

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The JHLI hosts an annual Leadership Conference at NOBTS, built around a specific topic of leadership interest. This year, the Jim Henry Leadership Institute restructured its annual leadership conference, and it is now called, the **Prepare Here Pastor's Summit**. Our second annual leadership conference, planned for senior pastors from five state conventions, occurred on October 10-11, 2024 at New Orleans Baptist Theological Seminary.

At this year's Prepare Here Pastor's Summit, Baptist state conventions of Alabama, Florida, Louisiana, Mississippi and Tennessee partnered with the JHLI and NOBTS to fund, plan and facilitate the event for over 60 pastors. State convention executives each played a role in the conference program. Conference content included three Plenary Sessions with the theme of ***Steadfast Joy in Leadership***. The conference also included four different Breakout Sessions, a presentation by the director of the JHLI of initial findings of current JHLI research, and a panel discussion. For the Summit's final breakout session, pastors were given the opportunity to meet with their state convention representatives and other pastors from their convention.

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*"I think this is the kind of thing that we need to be doing as Southern Baptists. We really ought to find these different moments where different layers of the SBC can partner together and find events like this that can be genuinely edifying to people. I'm grateful for you brothers." - Dr. Jamie Dew, President of New Orleans Baptist Theological Seminary*

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## Leadership Summits



Leadership Summits, hosted by the Jim Henry Leadership Institute, are specialized leadership training and equipping events for pastors, staff, and church leaders. Leadership Summit topics include:

- Resolving Church Conflict
- Leading Congregational Change
- Becoming a Strategic Leader
- Revitalizing Dysfunctional Churches
- Preventing Leadership Burnout
- Restoring Ministerial Wellness



If you would like to know more about Leadership Summits or request a date to host a Leadership Summit, scan this QR code.

The JHLI hosted the following Leadership Summits in 2024:

1. **Ministerial Wellness Summit**, April 5, 2024, Birmingham Metro Baptist Association — a one-day Summit in Birmingham, AL, with focus on Building Blocks for Wellness and Stress Management.
2. **State Convention Executive Director's Summit**, May 6, 2024, NOBTS — a two-day Summit, involving preparation for the Prepare Here Pastor's Summit and discussion of critical issues and challenges facing pastors.
3. **Conflict Resolution Summit**, August 22, 2024, Alexandria, LA — a one-day Summit, with focus on Antagonists in the Church.



## 2025 Research Projects

### Current JHLI Research Projects

The Jim Henry Leadership Institute offers Research Fellowships, utilizing New Orleans Baptist Theological Seminary doctoral students to explore and research identifiable leadership topics. Initially, the JHLI identified five topics for priority research: pastoral tenure, ministerial wellness, burnout prevention, pastoral transition and strategic leadership proficiencies.

### Pastoral Tenure Research Project



In January 2024, the Bart and Edith Neal Research Fellowship in Christian Leadership was established as an endowed scholarship (See page 6 of this Impact Report). This fellowship/scholarship was awarded in February 2024 to Dr. Abioye Tela, an NOBTS Doctor of Ministry graduate and current PhD student majoring in Christian Leadership. As a recipient of this scholarship, Dr. Tela was employed by the JHLI as a Research Assistant, to launch the Pastoral Tenure Research Project.

Preliminary research by Dr. Tela identified 9 Critical Factors of increasing pastoral tenure. These Pastoral Tenure factors were shared by Dr. Ogea at the Pastor's Summit on October 11, 2024. The goal of the Pastoral Tenure Research Project is to produce executive summaries of each of the nine critical factors and publish the findings by the end of 2025.



### Bi/Co-vocational Pastor's Research Project



In August 2024, Dr. Steve Dunn, an NOBTS Doctor of Ministry graduate and current Associational Missionary for Bethlehem and Pine Barren Associations in Southwest Alabama, was employed by the JHLI as a second Research Assistant, to begin work on the Bi/Co-vocational Pastors Research Project. This project is a joint effort between the JHLI and the Alabama Baptist State Board of Missions. The goal of the Bi/Co-vocational Pastor's Research Project is to develop a strategic initiative between the two entities and produce a strategic action plan by the end of 2025.

## 2025 Priorities

1. **Addition of Leadership Assessments** - The JHLI purchased copyright to the Total Well Being Assessment - a personal wellness analysis which can be downloaded from our website. Pastors can utilize this assessment tool to evaluate their own personal wellness. In partnership with the NOBTS Alumni Engagement Office, the JHLI hopes to offer additional leadership assessments and make them available.



2. **Completion of Publishing Projects**

The JHLI is working on the following three publishing projects:

- *Transforming Churches in Pastoral Transition* - Target Audience: A resource to assist churches in making an effective pastoral transition. Primary target audience: Pastor Search Committees, Deacon Chairpersons, Key Church Leaders. Additional target audience: Associational Missions Strategists, Denominational Church-Minister Relations personnel, Interim pastors, Transitional pastors.
- *Leading From the Front: Pastoral Leadership Competencies for Ministry Excellence* will approach Pastoral Leadership as the development and execution of competencies. Target Audience: Pastors at all levels of church size, but specifically small to medium-sized churches, where pastors function in a single-pastor role; seminary and college students called to pastoral ministry vocations; and faculty in ministry-focused settings who teach and train pastors.
- Pastoral Tenure Project: Untitled yet, but subtitle would be "*9 Critical Factors to Increase Pastoral Tenure.*"

3. **Expansion of Free Resource for Pastors** - The JHLI is continually adding new resources for pastoral leadership. Current content includes Jim Henry books, Pastoral Leadership top ten book lists, and videos and audios of Prepare Here Summits. To access these resources, please visit our website or scan the following QR code.



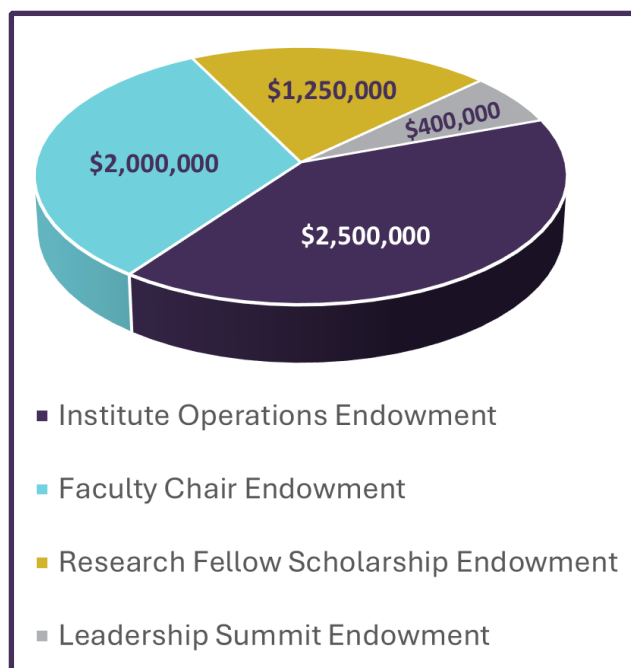
4. **2025 Prepare Here Pastor's Summit** - October 9-10, 2025. Hance Dilbeck, President of Guidestone Resources, keynote speaker.

## Annual Funding Requirements

- **Institute Operations: \$125,000** annually. Budget includes Director Stipend, Administrative/Support Staff, Travel, Technology, website management, Computer Software, Office Supplies & Equipment, etc.
- **Research Assistants: \$12,000** annually. The JHLI is committed to five areas of research and professional development: 1) Pastoral tenure, (2) Ministerial wellness, (3) Burnout prevention, (4) Pastoral transition and (5) Strategic leadership proficiencies.
- **Leadership Summits: \$20,000** annually. These summits, hosted at NOBTS, State Conventions and/or Associations, will target pastors and serve as a strategic catalyst for leadership development, peer-group collaboration, leadership problem-solving and intentional mentoring.
- **Publishing: \$10,000** to underwrite publishing costs for one book.

## Long-term Funding Objectives

- **Scholarships for Research Fellows:** \$250,000 per student would fund full tuition and fees for a PhD Student for the duration of their program. (\$50,000 initial gift to begin the scholarship.) The long-term goal is to create five fully endowed scholarships totaling **\$1,250,000** = (one endowed fellowship to date - Bart and Edith Neal PhD Fellowship in Christian Leadership).
- **Leadership Summits: \$400,000.**
- **Institute Operations: \$2,500,000**
- **Faculty Chair**, for a permanent, trustee-approved, eminent scholar whose proven discipline is leadership: **\$2,000,000**



**Join a growing group of JHLI donors by making one-time cash gifts, establishing annual pledges, or creating long-term endowments.**



## About Jim Henry



The institute honors the ministry of Jim Henry, an NOBTS graduate and longtime pastor who served as president of the Southern Baptist Convention in 1994 and 1995. Under Henry's leadership from 1977 until 2006, First Baptist Church in Orlando, Florida, grew to a congregation of 10,000 plus members. The church consistently gave sacrificially to the shared work of Southern Baptist through the Cooperative Program. A few years after his retirement from Orlando First, Henry began pastoring again. According to Henry, he was "redeployed" as pastor of Downtown Baptist Church in Orlando from 2015 until 2019.

During his time at NOBTS, Henry pastored churches in Alabama and Mississippi. After his graduation, Henry pastored Two Rivers Baptist Church in Nashville, Tennessee, before accepting the call to FBC Orlando.

## Contact Us

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