



THE INSTITUTE
OF BIBLICAL
LEADERSHIP

MINISTRY IMPACT REPORT

Serving alongside
God's leaders for
35 years!

Training | Coaching | Consulting | Counseling

From the President

2023 marked IBL's thirty-fifth year serving God's leaders, ministry teams, and leadership couples across the USA and around the world. I've been privileged to witness all but the initial five years of IBL's history, when the founders laid the groundwork upon which we would build for the next thirty years. It's been a blessing to be a part of IBL's steadily increasing reach, effectiveness, and impact.

I hope the pages that follow give you wonderful insight into where we stand at the thirty-five-year mark. God is using IBL to defend kingdom outposts under assault, bring healing to wounded servants, organize teams for the battles in their midst, provide strategic vision to new opportunities on the horizon, and to prepare a new generation of leaders for kingdom work in the majority world. The foundation laid thirty-five years ago continues to be the basis of our labors. The

founding vision remains our vision. The founding values remain our values. Like our founder, Dr. Russ Lloyd, we are passionate about making a difference in the lives and ministries of God's leaders.

"Therefore, my beloved brothers, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labor is not in vain."

1 Corinthians 15:58

Straight Ahead!



Vision

We are the *Institute of Biblical Leadership*. Directed by and dependent on God and His Word, we are dedicated to encouraging and equipping spiritual leaders to apply biblical principles of godly leadership through the power of the Holy Spirit.

We minister to individuals and organizations around the world to enhance their effectiveness in God's service.

We are *burdened* to make a difference!



Overcome
Ministry Barriers



Discern God's
Direction



Become as
God Desires



Prepare for
Faithful Service

Advancing Forward

Our passion is to broadly and deeply impact the next generation of ministry leaders, to advance the gospel by being the preferred organization within conservative evangelicalism for developing ministry leaders and teams.

Consulting

On any given week in 2023, IBL consulted with the leadership teams of at least fifteen different churches, mission organizations, Christian camps, and other para-church ministries.

While the specific activities vary widely, our goal is always to restore vitality, strengthen unity, and develop missional focus.

While the Evil One continually lurks about, seeking to distract, deceive, and destroy, IBL brings the full weight of biblical clarity to the needs of individual leaders, teams, organizations, and congregations, for their blessing and God's glory.



Ministry & Team Assessment



Team Development



Role Clarification



Long-Range Planning



Organizational Leadership Structure



Crisis Response & Mediation

"... we sent Timothy, our brother and God's coworker in the gospel of Christ, to establish and exhort you in your faith, that no one be moved by these afflictions."

1 Thessalonians 3:2-3

2023 Consulting Financials: Personnel Costs \$118,300 Travel Costs \$25,400 Materials Costs \$500

Impact

God is Making a Difference

"When facing challenges in our church leadership that seemed insurmountable, we turned to IBL for guidance. Through their counsel, we transitioned to a biblically centered approach to leadership. By anchoring our practices in the wisdom of scripture, we have acquired the necessary tools to foster unity within our church.

Dan Hauptman

Elder, Acton Faith Bible Church | Acton, CA

"IBL is an asset to any church! They are instrumental in assisting with mission and vision, counseling in difficult situations, and most importantly, they are unbiased in addressing crisis situations. They are a blessing to anyone who wishes to use their ministry.

Dave Tanner

Lay Elder, Whitneyville Bible Church | Alto, MI

"I greatly appreciate the ministry of IBL. They were both skillful and helpful in coming alongside our church leaders, assisting us with healthy ministry development—all without pushing fads or "bandwagons." I highly recommend them.

Jon Gohdes

Lead Pastor, Shawnee Bible Church | Shawnee, KS

"I believe IBL is the premier ministry for pastors and ministry leaders looking to take their leadership to the next level. Not only did they provide our church with gracious and wise practical instruction, but they also took the time to understand our unique needs and ministry context. Moreover, their commitment to sound doctrine and biblical precision is refreshing. I cannot recommend IBL more highly.

Ryan Day

Lead Pastor, Revolve Bible Church | San Juan Capistrano, CA

Counseling

Throughout 2023, IBL received approximately twelve contacts for counseling services for men, women, and couples.

Leaders often face periods of significant personal struggle. It is during these times that God can use counsel from His Word to great effect, restoring hope, bringing healing to long-broken relationships, and providing clarity on next steps in life and ministry.



Anger



Unbiblical Thinking



Moral Issues



Marital Strain



Broken Relationships



Despair

"...the word of God is living and active, sharper than any two-edged sword, piercing to the division of soul and of spirit, of joints and of marrow, and discerning the thoughts and intentions of the heart."

Hebrews 4:12

2023 Counseling Financials: Personnel Costs \$23,900 Travel Costs \$2,100 Materials Costs \$1,200

Impact

God is Making a Difference

“ We are thankful for the work IBL did in helping us with a major marriage issue. It was a classic case of the pastor being married to his ministry more than to his wife. IBL helped us explore not only the symptoms but also the root causes as we worked together on solutions.

Pastoral Couple

Midwest USA

“ If it wasn't for IBL, I would no longer be in ministry.

Senior Pastor

Midwest USA

Coaching

Informal and formal leadership coaching occurs in many different contexts and venues throughout the year. In 2023, we coached no fewer than fifty leaders in the USA. Sometimes it's a brief one-time phone call for confidential counsel. Other times it's a longer relationship with bi-weekly, monthly, or quarterly sessions, involving decision-making, soundboarding, and process improvement.

IBL is a safe place for men and women to receive confidential counsel from experienced ministry leaders. Combined, our team has over 250 years of practical ministry leadership experience as ministry staff, missionaries, and laypersons.



Confidential Counsel



Process Review



Decision Assessment

"Without counsel plans fail, but with many advisers they succeed. To make an apt answer is a joy to a man, and a word in season, how good it is!"

Proverbs 15:22-23

2023 Coaching Financials: Personnel Costs \$20,800 Travel Costs \$300 Materials Costs \$100

Impact

God is Making a Difference

“ We highly recommend IBL to anyone in need of help, guidance, and counsel on leadership issues. They have been a tremendous help and blessing, guiding several of our younger pastors and counseling others through leadership transitions. We appreciate the partnership of IBL and know others will find their ministry very encouraging.

Bob Rodgers

Executive Director, NICE Church Planters | Edgewood, WA

“ We have been incredibly blessed by the efforts of IBL staff in coaching us through the development of our vision, values, and bylaws, and bringing leadership and spiritual growth training to our church members. IBL personnel have made themselves available to us through in-person visits, video calls, email, and phone, and we look forward to our continued relationship with them as we learn and grow for the glory of God.

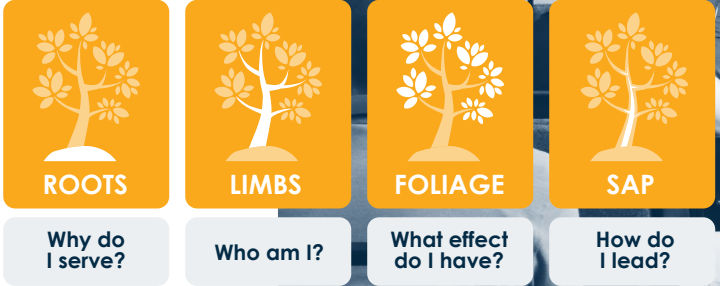
Owen Loftin

Lead Pastor, Carlsbad Bible Church | Carlsbad, NM

USA Training

Throughout the year, IBL is invited to invest in small groups of pastors and leaders gathering in churches, at bible colleges and seminaries, within associational meetings, and at conferences.

Leaders are formed through a deliberate, life-long process, giving concerted attention to motivations, character, call, roles, responsibilities, and relationships. It requires faithfulness to spiritual disciplines that reinforce biblical patterns in these essential areas. Our staff utilize our practical theology of biblical leadership to help leaders develop into Oaks of Righteousness for God's glory. Specialized topics in this curriculum are also used in our consulting, counseling, and coaching services.



“...so they will be called oaks of righteousness, the planting of the LORD, that he may be glorified.”
Isaiah 61:3b

2023 USA Training Financials: Personnel Costs \$12,500 Travel Costs \$5,200 Materials Costs \$500

Impact

God is Making a Difference

“ IBL has provided impactful training over the past three years for ninety chaplains with the Bible Churches Chaplaincy (BCC). This training has helped to provide our chaplains with the skills necessary to minister to those in need, as well as care for their families and themselves. The ongoing relationship between IBL and BCC is an important part of the chaplain endorsing ministry I oversee.

Dr. Bill Dickens
 Ch, Brig Gen, US Air Force (Ret.)

“ What a privilege to have IBL out to the campus of Southern California Seminary. IBL's trusted methods of applying biblical principles to leadership, communication, and various ministry team dynamics proved to be the highlight over several days of training for our Doctor of Ministry candidates.

Cory Marsh, PhD
 Professor of New Testament, Southern California Seminary, El Cajon, CA

Leadership As God Desires...
 ...is a **Holy Spirit-led process**
 whereby a **Christ-like individual**
 with a **heart to glorify God**
influences others to embrace
God's objectives

International Training

IBL partners with North American churches for Great Commission impact among national church leaders in the majority world. We develop national pastors and church leaders who “can teach others also,” thereby realizing sustainable growth and enduring impact for Christ.

In 2023, we conducted twelve training conferences in South India, North India, Kenya, Tanzania, and Ecuador. Each training program is three or four years in length, with a conference held in each location every six months. There are approximately thirty students per location. We remain in a given location through three training programs for a total of nine to twelve years, and mentor key leaders to carry the ministry forward, independent of western personnel or funding.

Sustainable, Self-Reproducing Leader Development in the Majority World

 Theological Essentials

 Biblical Leadership

 Pastoral Skills

 Leader Mentoring

“...be strengthened by the grace that is in Christ Jesus, and what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also. Share in suffering as a good soldier of Christ Jesus. No soldier gets entangled in civilian pursuits, since his aim is to please the one who enlisted him.”

2 Timothy 2:1-3

2023 International Training Financials: Personnel Costs \$133,200 Travel Costs \$96,800 Seminar Costs \$51,900 Materials \$3,200





Impact

God is Making a Difference

“ The folks from IBL who sacrifice so much to provide us with training, I do not think they will ever know the level of impact they are having until we all get to heaven and see the tremendous difference they have made on the Church in East Africa.

Pastor Allen Tayebwa
Mbarara, Uganda

“ I am grateful to God for our partnership with IBL in Ecuador. IBL's training and mentoring of Ecuadorean pastors and lay leaders has had both immediate blessings and long-term, generational impact. This work is a vital asset in moving the gospel and discipleship forward in Ecuador and elsewhere in South America.

Richie Bean
Pastor, Christ Community Church | Nisswa, MN

“ We are so grateful for our partnership with IBL to make a gospel impact in Kenya! Over the years we have seen more and more how passionate and strategic IBL is in carrying out the Great Commission all over the world. Our partnership with this great ministry has allowed us to multiply our efforts in Kenya. We have seen firsthand how IBL's trainings have helped meet theological and leadership needs in churches among the nations.

Scott Crawford
Past CFO & Pastor, Biltmore Church | Arden, NC

“ We have more than one hundred pastors who have become aware of IBL's training, and the quality of it, and want to begin studying with us immediately. Is this something IBL can do for us?

Pastor Fred Mukumbu
Ruiru, Kenya

“ IBL is giving us useful tools based on the Word of God, for the life of every pastor in Ecuador. This training allows us a greater stimulus for the development of the ministry. The different subjects we receive are necessary for training future workers in the local church, so these workers can serve effectively in different places for the extension of the Kingdom

Pastor Hector Pedraza
UME Machala | Machala, Ecuador

“ As a first-time learner, I found IBL's content and delivery to be engaging and compelling. I left every session with a fuller understanding of who God is, a heart more in awe of Him, and a grasp on healthy next steps for walking out my God-given identity.

Ms. Jo O'Steen
Ministry Impact Coordinator, Twelve21 Global | Dallas and Tanzania

Team Our Staff

As you can see from the previous pages, our single biggest expense item is the personal support for our ministry staff, followed closely by our travel costs. The bottom line: we serve leaders by getting the right team members with the right expertise to the right location at the right time. Our team members are highly skilled and fully committed. They serve as faith-based missionaries, responsible to raise their own support to cover personnel costs and miscellaneous operational expenses.

We are also grateful for those on our administrative staff who are gifted and experienced in bringing order out of creative chaos. These key individuals enable our ministry teams to deliver excellent service to the leaders with whom we labor.



Dr. David Phelan, Ph.D.
PRESIDENT



Mrs. Dawn Phelan
MINISTRY EXECUTIVE,
COUNSELOR



Dr. Dave Deets, D.Min.
VICE PRESIDENT OF MINISTRIES



Mr. Keith Fleming
MINISTRY EXECUTIVE



Dr. Joel Tetreau, D.Min.
DIRECTOR OF U.S.
PARTNERSHIPS & DEVELOPMENT



Mr. Derick Jarvis
MINISTRY EXECUTIVE



Dr. Russell Lloyd, Ph.D.
FOUNDER & EXECUTIVE
CONSULTANT



Mrs. Monika Ibrahimi-Hernando
MINISTRY EXECUTIVE,
COUNSELOR

2023 Team & Ministry Financials:

Personnel Costs \$71,600 Travel Costs \$5,900 Professional Services \$5,100 Office & Tech Costs \$6,500 Communication Costs \$9,000

Team Our Volunteers & Board

In addition to our supported staff, we are also grateful for our volunteers who serve alongside our staff in specific training and consulting contexts; and for our Board that provides us with counsel and independent oversight.

"...he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ..."

Ephesians 4:11-13

Dr. Dan Burrell
IBL Chairman | Executive
Pastor, Life Fellowship Church
| Cornelius, NC

Dr. Eddie Coakley
IBL Vice Chairman |
Senior Pastor, Trinity Baptist
Church | Cayce, SC

Mr. Dan DiDonato
Fund Development
Officer, Retired

Mr. Barry Lawson
President, Curbside
Management, Inc.

Dr. Russell F. Lloyd, PhD
Founder & Executive
Consultant, IBL

Dr. David Phelan, PhD
President, IBL

Mr. Dann Lemerand
Healthcare Industry Vertical
Lead, Offer Products

Mrs. Lisa Metcalf
Lay Leader, Women's
Ministry Focus

Dr. Matt Moser
Lead Pastor, Hastings Baptist
Church | Hastings, MI


Mr. Kevin Whitehead
Dir. of Corporate Relations,
Financial Services Institute

Rev. Jerry Zucha
Lead Pastor, FiveStone
Community Church |
Garland, TX

God's Work through You

We give thanks to God for allowing us to be a part of his Kingdom expansion and gospel advance. We are so grateful to our friends, supporters, and partners. You encourage us, you inspire us, and you enable us!

Will you join us this year **in prayer, in giving, and in going?**

 **\$53,600**

In 2024, we are asking God to provide \$53,600 in new support for our majority-world leader development efforts, **to raise up leaders in Tanzania, Ecuador, Kenya, Uganda, and North India.**

 **10** Majority-World Training Conferences

In 2024, there will be no fewer than ten opportunities to participate in majority-world training conferences. **Is God leading you to GO with us?**

 **\$36,000**

In 2024, we are also seeking to raise \$36,000 in new, ongoing **personal and ministry support.**

Will you commit to weekly prayer for us, our clients, and their ministries?

Would you **Share our Vision** by responding with a financial gift?

You can respond online or by mail...



Scan the QR code to support leader development in a specific majority-world field or go to iblministry.org/training-in-majority-world



Scan the QR code to provide personal support to one of our staff members or to give where needed most or go to iblministry.org/donate

Or, you may fill out the remittance card to the right and place it and your gift, made payable to IBL, in the return envelope.

Advancing Forward

Use my gift to advance the good work IBL is doing to develop, strengthen, assist, and encourage ministry leaders.

My Name: _____

My Gift: \$100 \$250 \$500 \$1000 Other _____

Direct my gift to IBL's Majority World Leader Development efforts

Please focus my gift in the following location _____

Direct my gift to personal support for _____

Use my gift where most needed

“...so they will be called
oaks of righteousness, the
planting of the LORD, that
he may be glorified.”

Isaiah 61:3b



Visit us online: iblministry.org

