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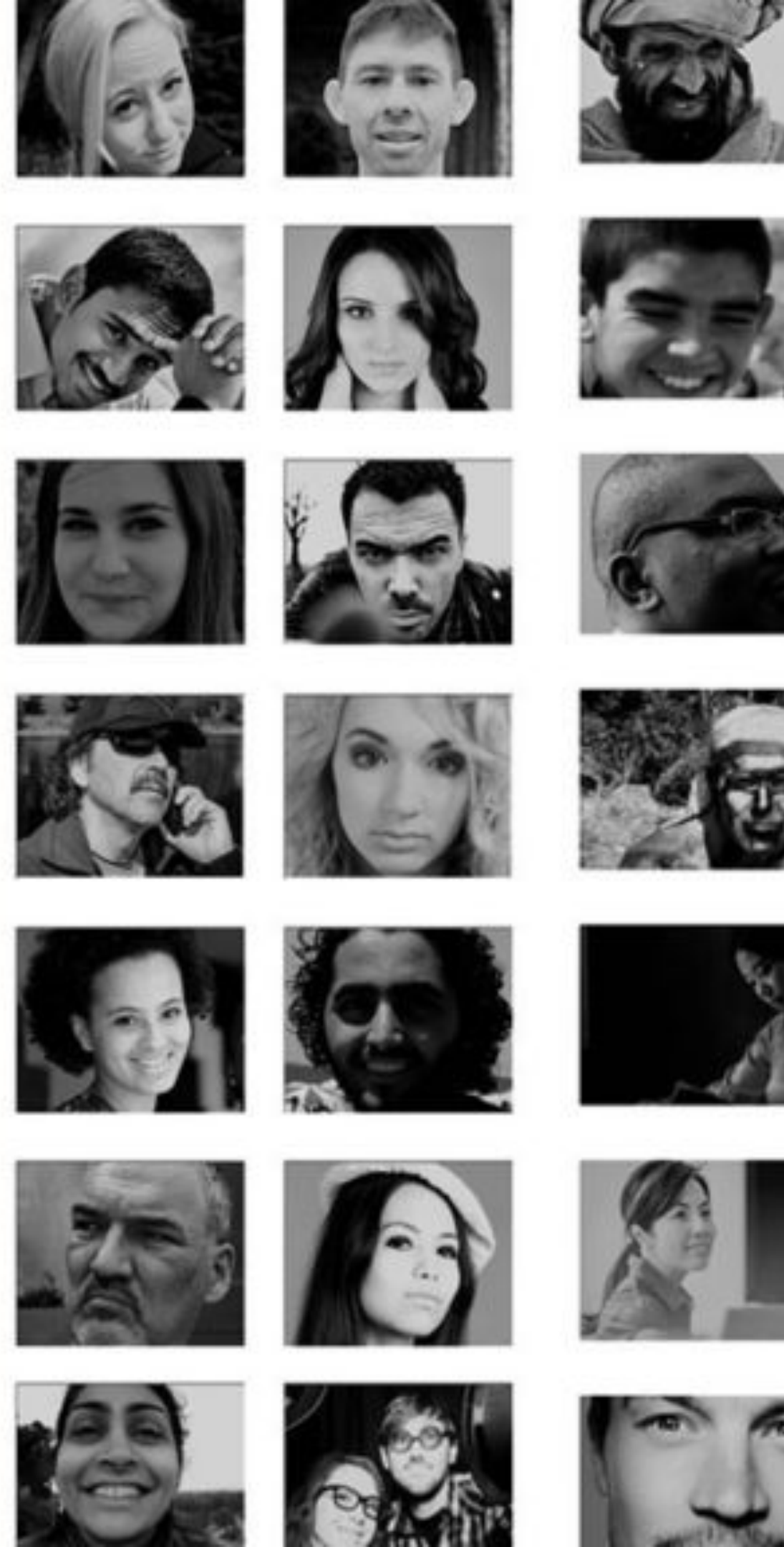
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AI and the Church: Faithful Leadership in a Rapidly Changing World.

With Feature Speaker: Matt Shandera



**Something BIG is
Happening**



**... and most
people will be
blindsided**

Matt Schumer Fortune 2026/2/11



ECONOMY · JEROME POWELL

Jerome Powell says the AI hiring apocalypse is real: 'Job creation is pretty close to zero'

BY EVA ROYTBURG

FELLOW, NEWS

October 30, 2025 at 12:30 PM EDT



Jerome Powell, chairman of the US Federal Reserve, during a news conference following a Federal Open Market Committee (FOMC) meeting in Washington, DC, US, on Wednesday, Oct. 29, 2025.

AL DRAGO/BLOOMBERG VIA GETTY IMAGES



Gartner®

*“Through 2026, 20% of organizations will use AI to flatten their structures, **eliminating more than half** of current middle management positions.”*

Transforming Work: Gartner's AI Predictions through 2029 - [SHRM.org](https://www.shrm.org)



AI Optimism in 's MidMarket

21%

Active: Experimenting with AI, primarily using generative AI like Microsoft Copilot, ChatGPT, Claude or Gemini for individual productivity

48%

Operational: Actively use generative AI across the organization and have also deployed some AI solutions in production

17%

Systemic: AI solutions are widely adopted across departments and embedded into operational workflows with measurable ROI metrics

10%

Awareness: Early stages of exploring AI – there is general interest but limited understanding or structured planning

4%

Transformational: AI is a strategic differentiator and integral to our core identity. It drives innovation, new business models, and sustained competitive advantage across the enterprise



The AI Shift: Navigating Canada's Future Labor Market

A three-phase framework—Exposure, Productivity, and Likelihood—predicts AI's reshape of the Canadian workforce, highlighting a critical "dip and recovery" trend where initial automation-led losses are offset by significant long-term employment gains.

The Three Pillars of AI Impact

53%

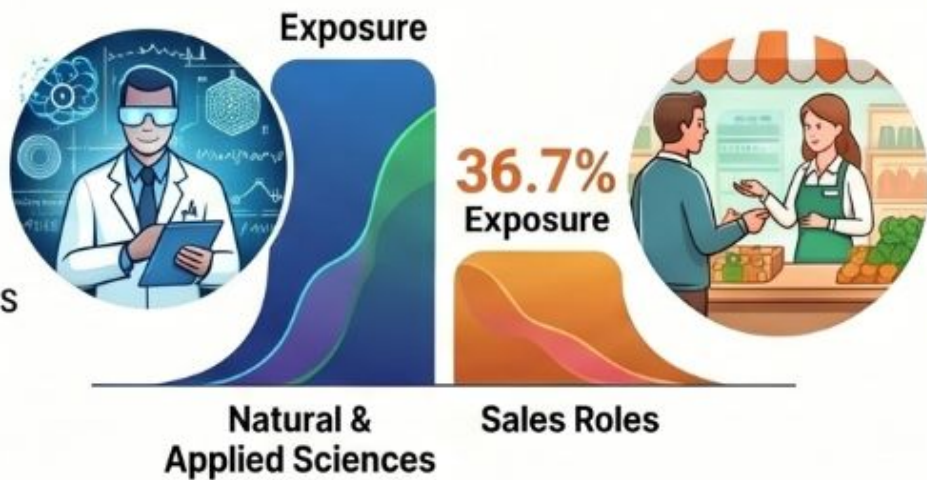
Total Task Exposure

Over half of all work tasks in Canada could be performed by current AI.



Sector-Specific Vulnerability

Natural and applied sciences are highly exposed, while sales roles are only 36.7% exposed.



Productivity Leads to Adoption

High exposure in agriculture and professional services creates the largest potential for productivity gains.



The 20-Year Employment Forecast

2030: Initial Job Losses

535,000

Initial Job Losses by 2030

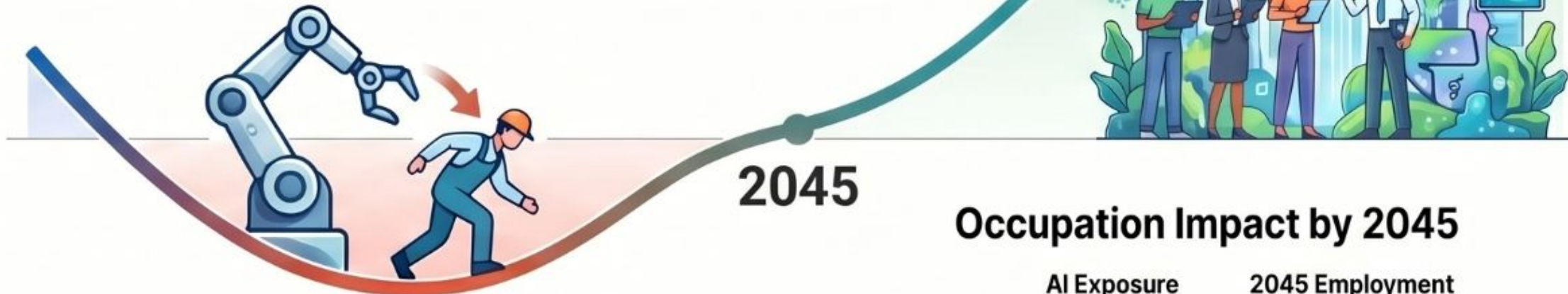
Early adoption phases will likely cause a 2.6% employment dip below the baseline.

2045: Net Job Gains

555,000

Net Job Gains by 2045

Long-term productivity growth is expected to create a 2.1% increase in total employment.



People-Facing Roles are the Winners



Health and service jobs gain most from economic growth with the least displacement risk.

Occupation Impact by 2045

Occupation	AI Exposure Index	2045 Employment Impact (Jobs)
Natural & Applied Sciences	82.5%	-935 (Policy Researchers)
Sales & Service	36.7%	+21,187 (Food Support)
Health Occupations	53.5%	+15,318 (Nurse Aides)



CONGRESS

Children are at risk of forming romantic bonds with AI chatbots, experts warn

Experts call for federal oversight over AI chatbots used by children and young adults

By [Amanda Macias](#) · Fox News

Published January 15, 2026 3:02pm EST



The Risk of “Frictionless Intimacy”

19%



Romantic Use:
High schoolers reporting they or a friend have had a romantic relationship with AI.

42%



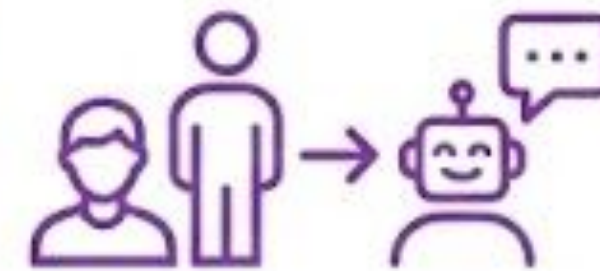
Personal Use:
Used AI as a friend, for mental health support, or to escape from real life.

43%



Relationship Advice:
Students asking AI for advice on real-life interpersonal relationships.

Over 1/3



Preference for AI:
Teenagers who said it was easier to talk to AI than to their parents.

64%



Daily Use:
64% of teens use AI chatbots with nearly one third using them daily.

How Much Would You Trust AI In Each of These Areas?

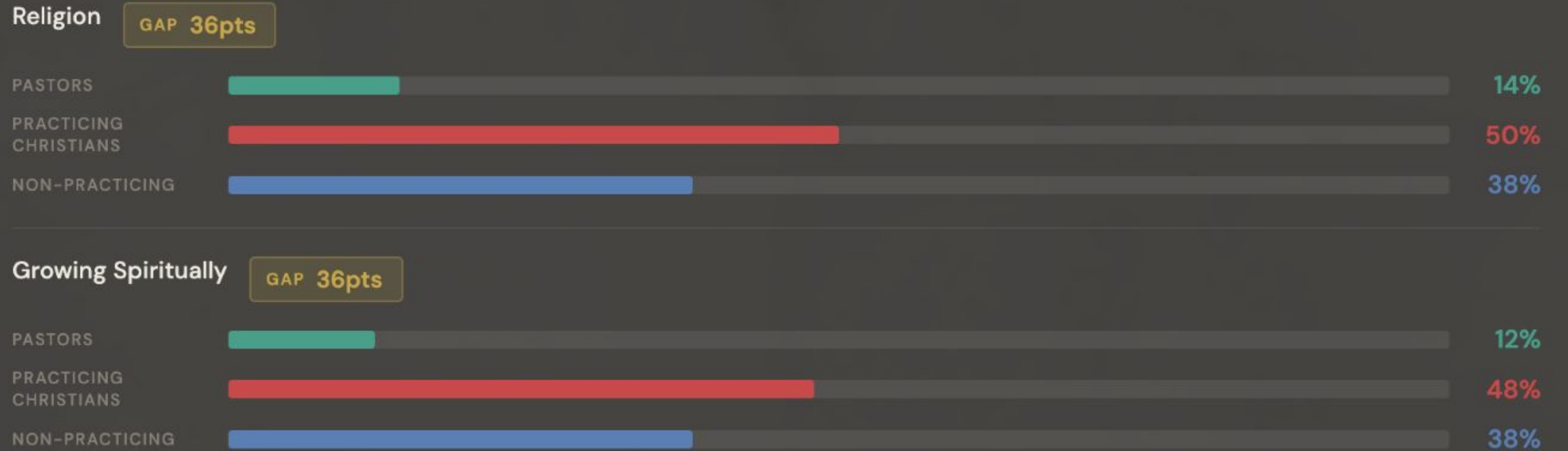
% Completely + Somewhat trust · All respondents

- Pastors
- Practicing Christians
- Non-Practicing Christians



Where Pastors & Their Congregations *Diverge Most*

Practicing Christians trust AI for spiritual growth at 4x the rate pastors do



31% of practicing Christians want **pastoral guidance on AI** — yet only **12% of pastors** feel equipped to provide it. The pew is ahead of the pulpit.



**“We marveled at our
own magnificence as
we gave birth to AI”**

Morpheus - The Matrix



THE CHURCH'S AI MANDATE



Leverage AI for Scale & Efficiency



Grow Your Ministry of Presence



Steward the Truth

THE CHURCH'S AI MANDATE



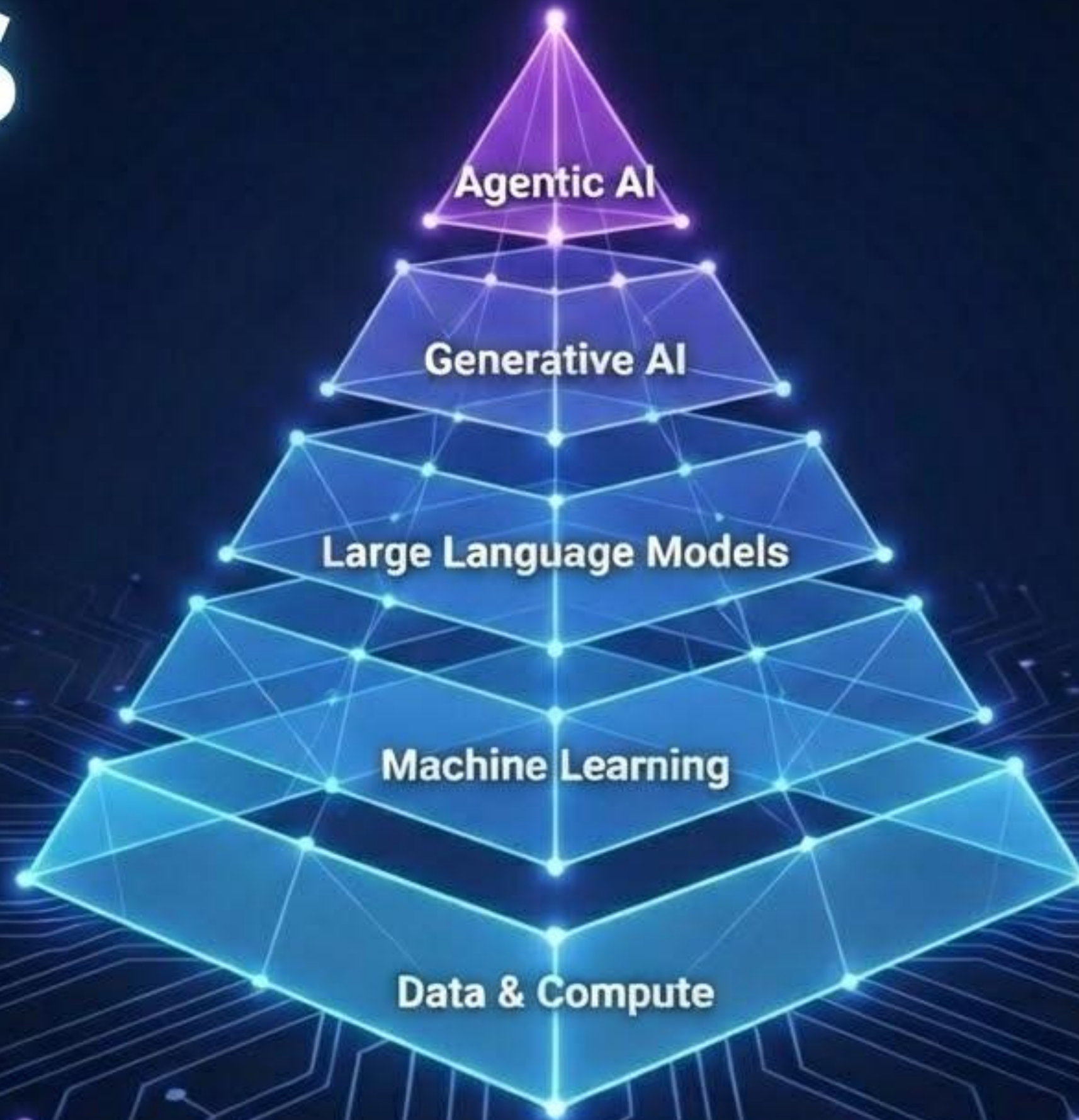
Leverage AI for Scale & Efficiency



Grow Your Ministry of Presence



Steward the Truth



Frontier LLMs



Gemini



ChatGPT



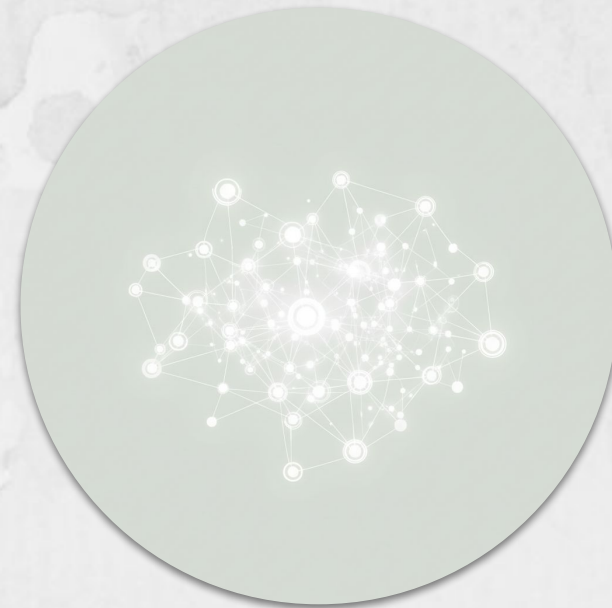
Claude



Grok

How Gen AI Works

It learns patterns to create new things



1. Learn

*Studies lots of examples
(photos, music,
books, etc)*

2. Find Patterns

*Understands the rules
of what it's seeing*

3. Create!

*Generates brand new
& original content*



Generative vs. Agentic AI



Generative AI



Role

A helpful assistant that waits for your command.

(Input → Output)



Action

Generates content, answers a single question, or drafts a message.

Analogy:
Calculator



Calculator



Agentic AI



Role

A proactive manager that pursues a goal.
(Goal → Plan → Action → Self-Correction)



Action

Breaks down a complex goal, uses multiple tools (like email, CRM, or a document generator), and makes decisions to reach the goal.

Analogy:
General Contractor



General Contractor

High-Leverage AI Tools

General Purpose AI



- Writing & Editing
- Coding, Data Analysis
- Research & Deep Research
- Translation

Design & Media:



"Nano-Banana" - by Google



Sora 2 - by OpenAI



Veo 3.1 - by Google

Specialized

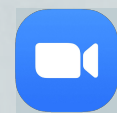
Research:



Coding:



Productivity:



Otter ai & Zoom



Notion

Creativity:



Descript



RunwayML

Domain Specific

Bible Study:



Gamaliel.ai



Bible Chat



Isaiah Ask Isaiah

Church Operations



Pulpit AI by Subsplash



Gloop

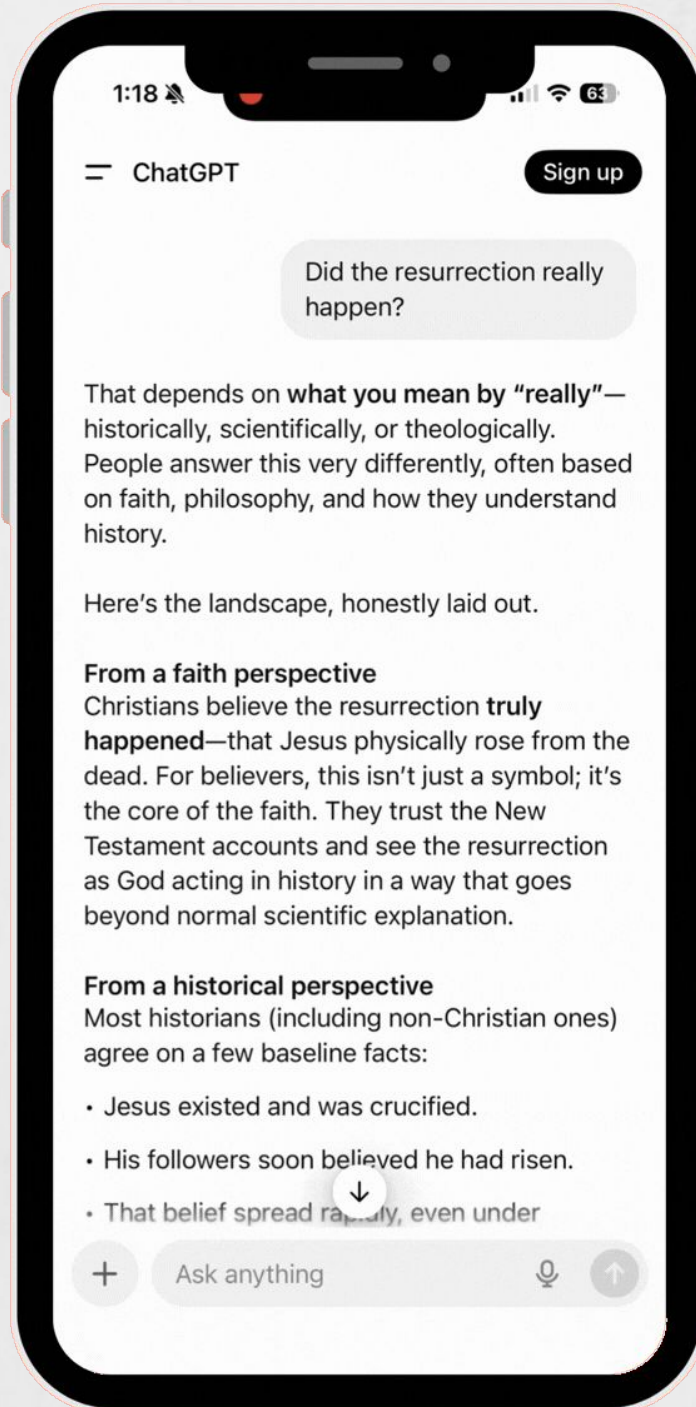


Church Community Builder

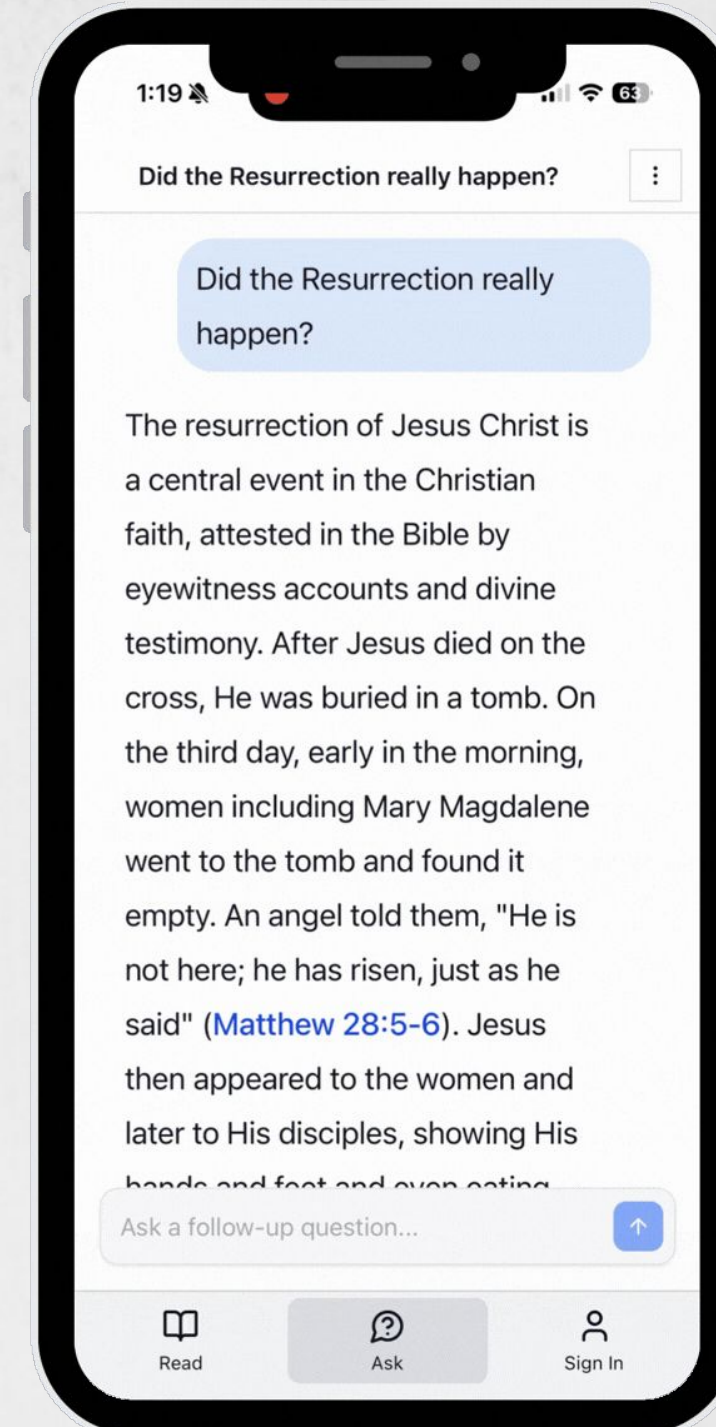


A Firm Foundation

"Did the Resurrection Really Happen?"

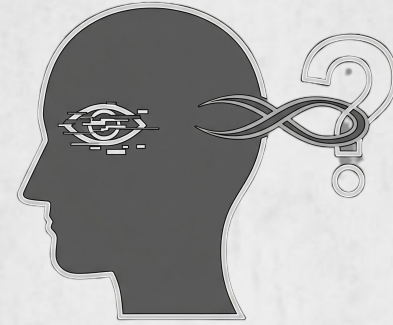


- *"Depends what you mean by 'really'.... "*
- Probabilistic, not Inspired
- Theologically Neutral
- Hallucination Risk



- *"The Resurrection of Christ is a central event..."*
- Nicene Creed Anchored
- Discipleship Directed
- Transparent & Open Source

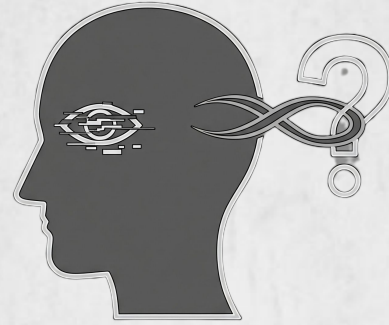
Challenges & Risks of AI



AI Hallucinations & Algorithmic Bias

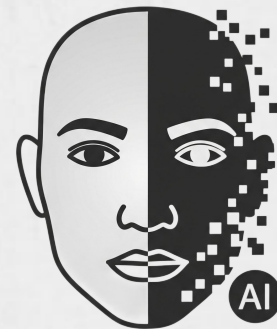
When AI doesn't know, sometimes it makes up a plausible answer. AI is also trained on historical data which carries forward bias

Challenges & Risks of AI



AI Hallucinations & Algorithmic Bias

When AI doesn't know, sometimes it makes up a plausible answer. AI is also trained on historical data which carries forward bias



Deep Fakes

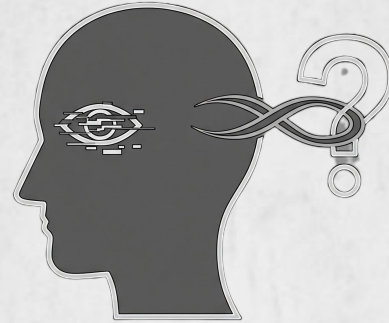
The ability to create nearly undetectable artificial photos, audio and even video of any persona.

Challenges & Risks of AI



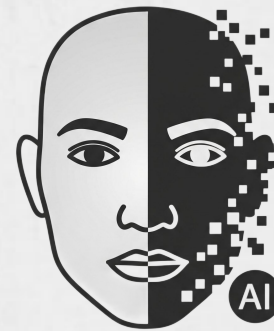
- 40% report receiving 'work slop' from peers
- Estimate 15.4% of all content they receive is 'work slop'
- 18% report 'work slop' being sent 'up the ladder' to management

**Ongoing HBR Survey of 1000+ US full time workers*



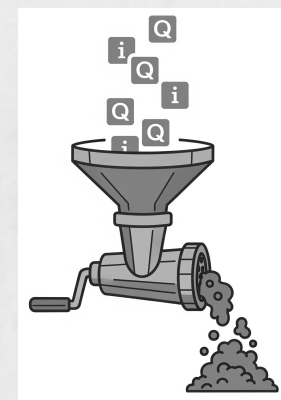
AI Hallucinations & Algorithmic Bias

When AI doesn't know, sometimes it makes up a plausible answer. AI is also trained on historical data which carries forward bias



Deep Fakes

The ability to create nearly undetectable artificial photos, audio and even video of any persona.



Operational risks

Work Slop will become increasingly prevalent. Proper AI adoption is an exercise in change management.



AI vs. Humans

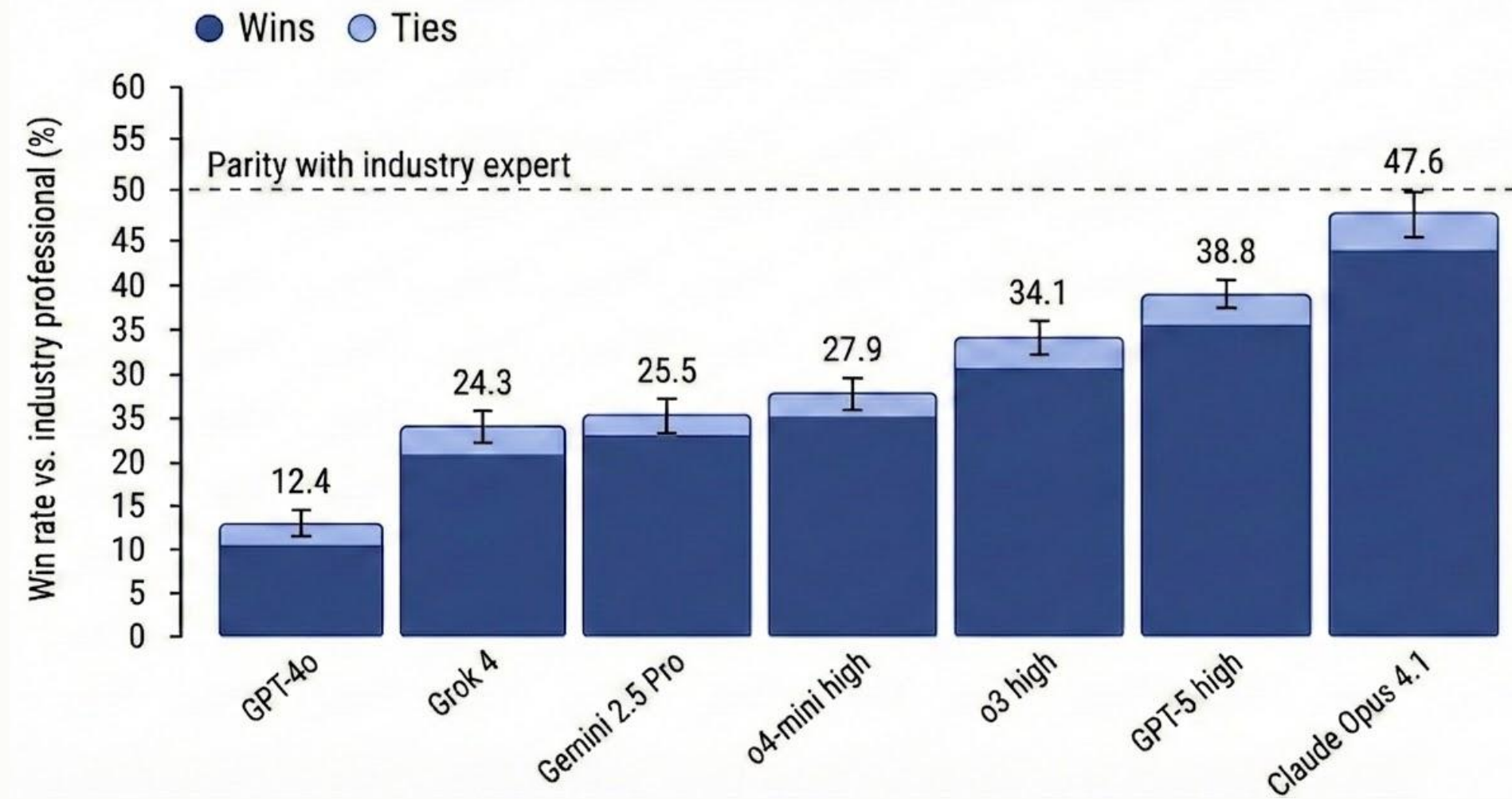


AI vs. Humans

October: 2025

- 100x **Faster**
- 100x **cheaper**
- Performs @ 'Expert' Level

GDPVAL: AI PERFORMANCE VS. HUMANS



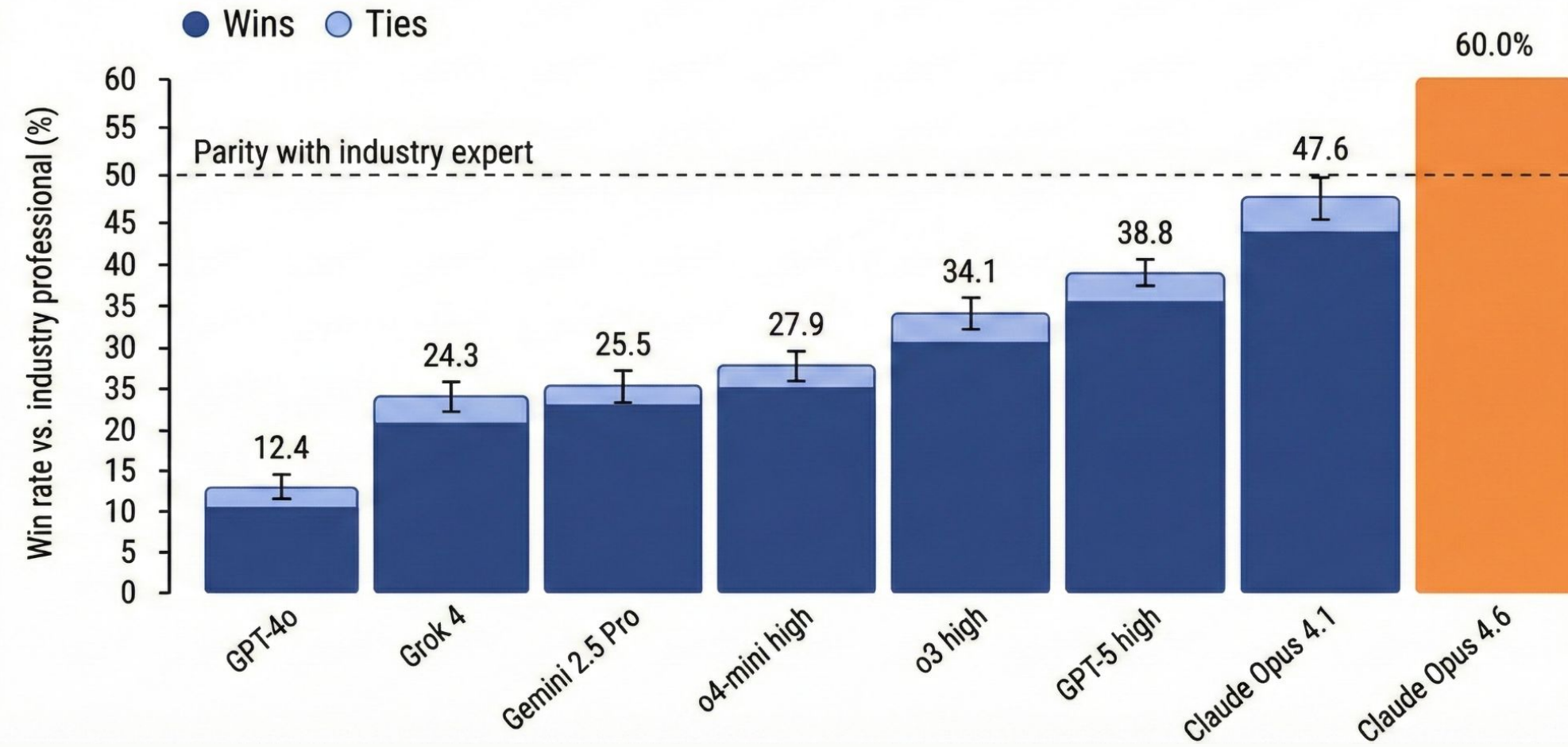
AI vs. Humans

February: 2026

- 300x faster
- 250x cheaper
- Shows 'Judgement'

GDPVAL: AI PERFORMANCE VS. HUMANS

(Feb 2026 Update)



10 HOURS OF WORK
IN 2 MINUTES.



\$1,000 VALUE FOR
THE PRICE OF A
COFFEE.



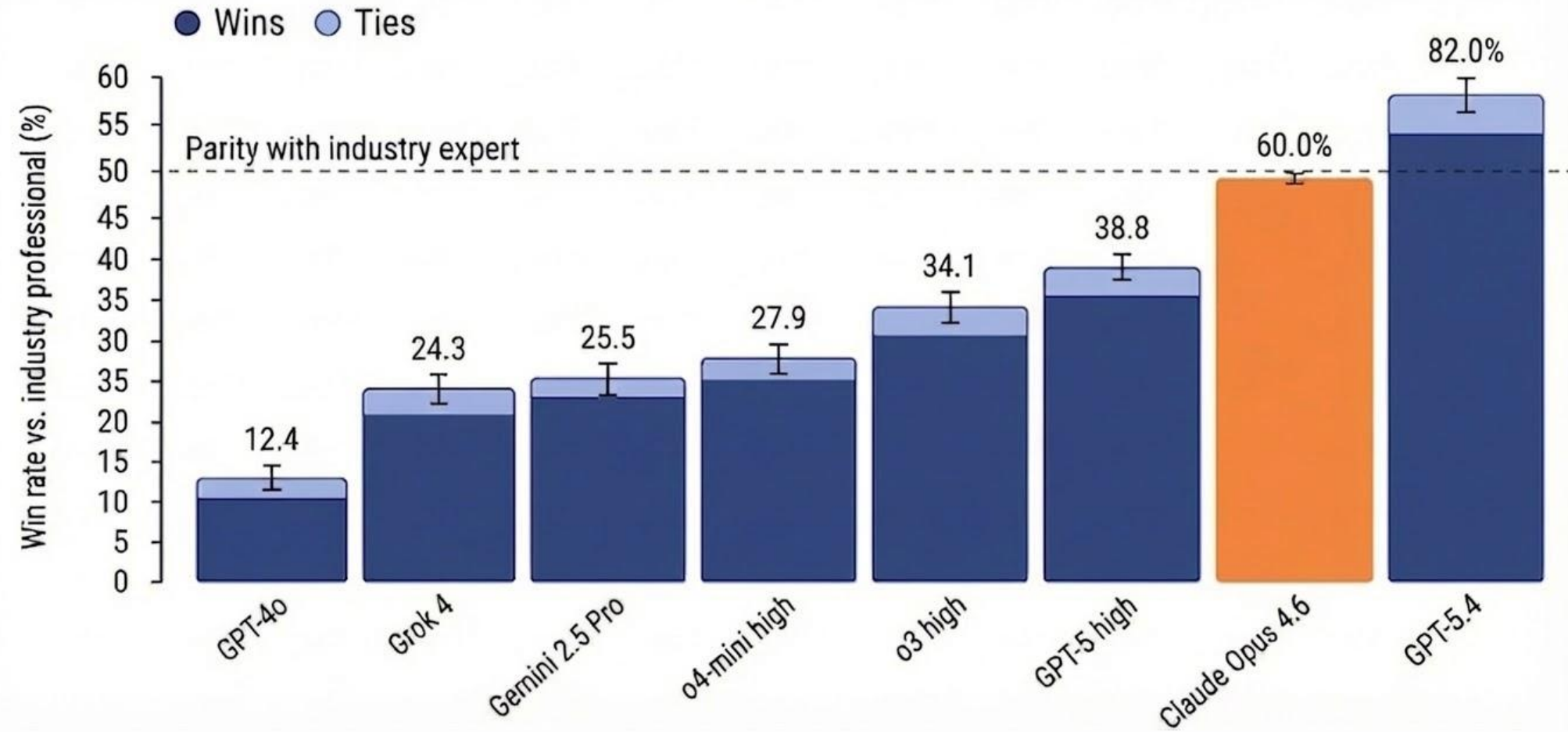
NAVIGATES AMBIGUITY.
Solves complex problems
without hand-holding.

AI vs. Humans

March 2026

- 500x faster
- 400x cheaper
- Zero Oversight

GDPVAL: AI PERFORMANCE VS. HUMANS (March 2026 Update)



10 hours of work in under 60 seconds.

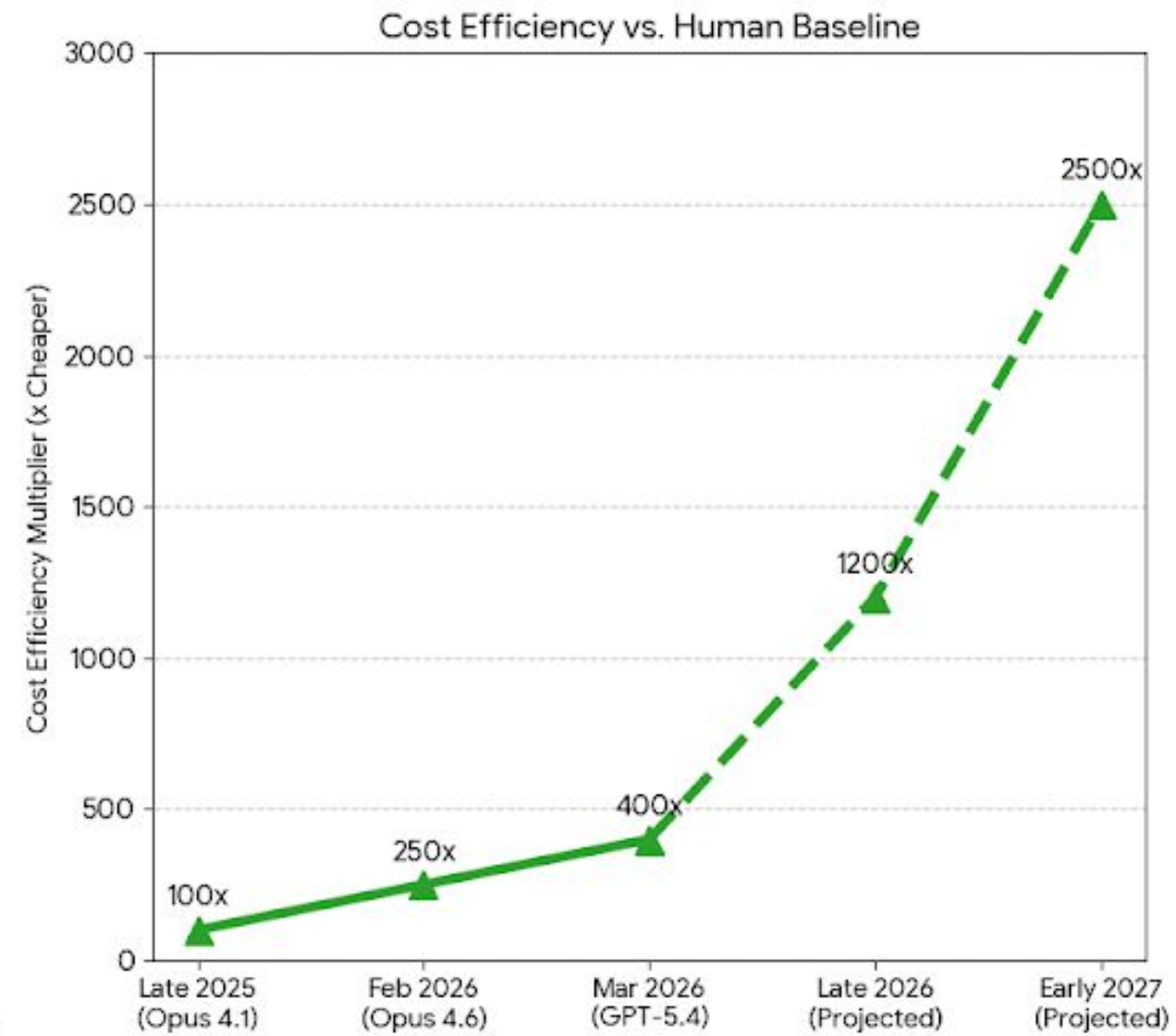
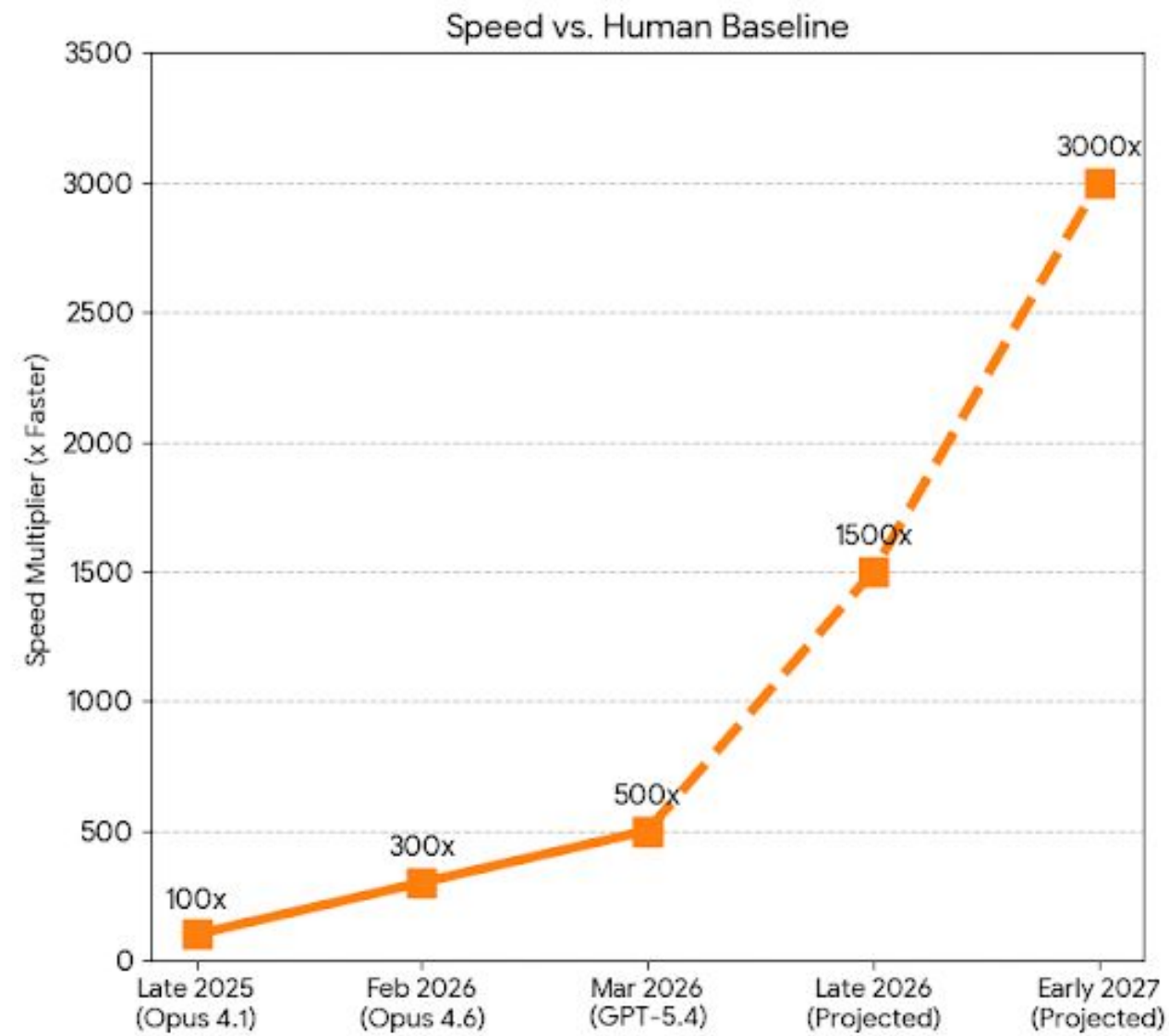
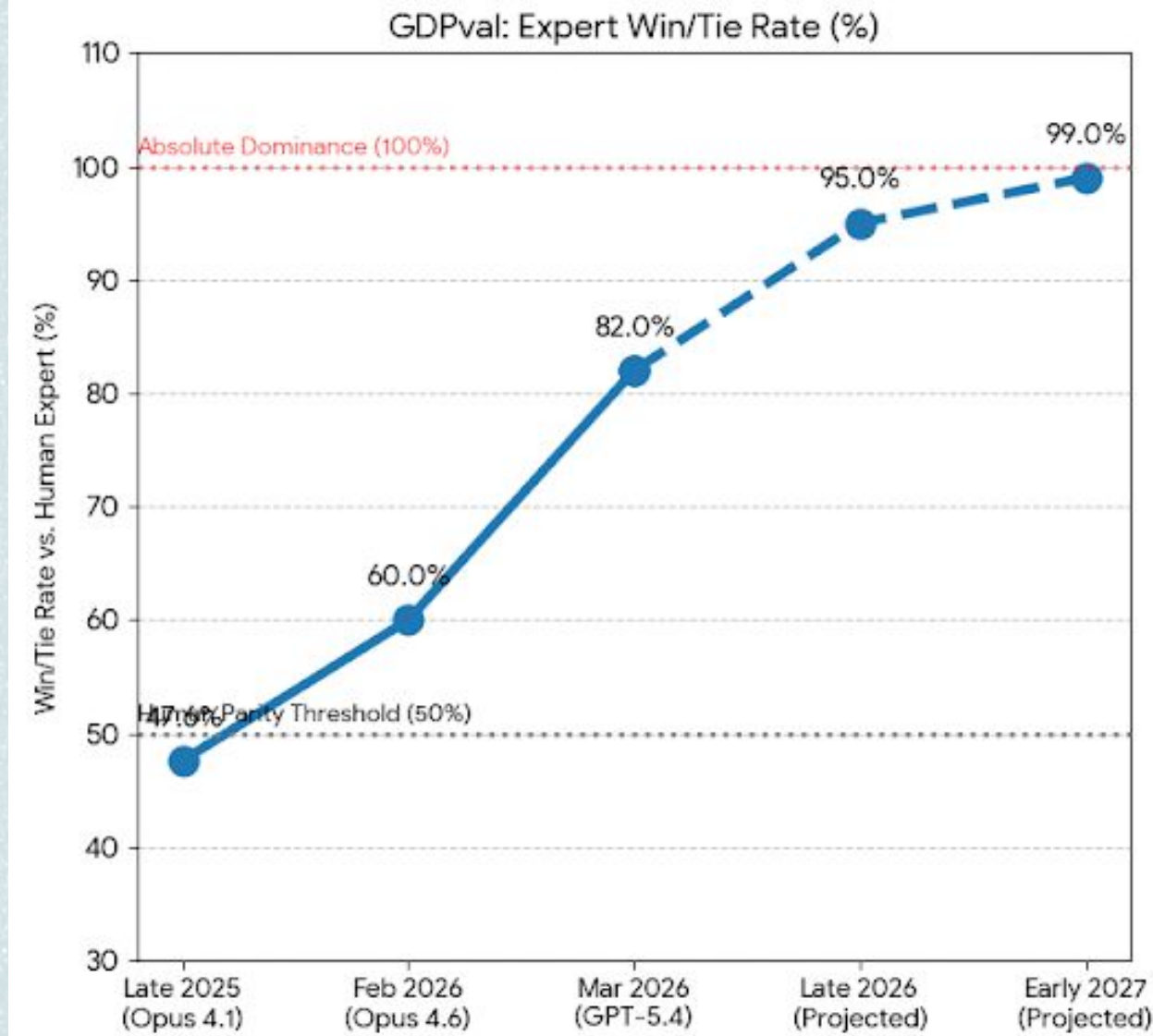


\$1,000 value for literally pennies.



AUTONOMOUS RESOLUTION.
Defines the strategy and solves the problem with near-zero oversight.

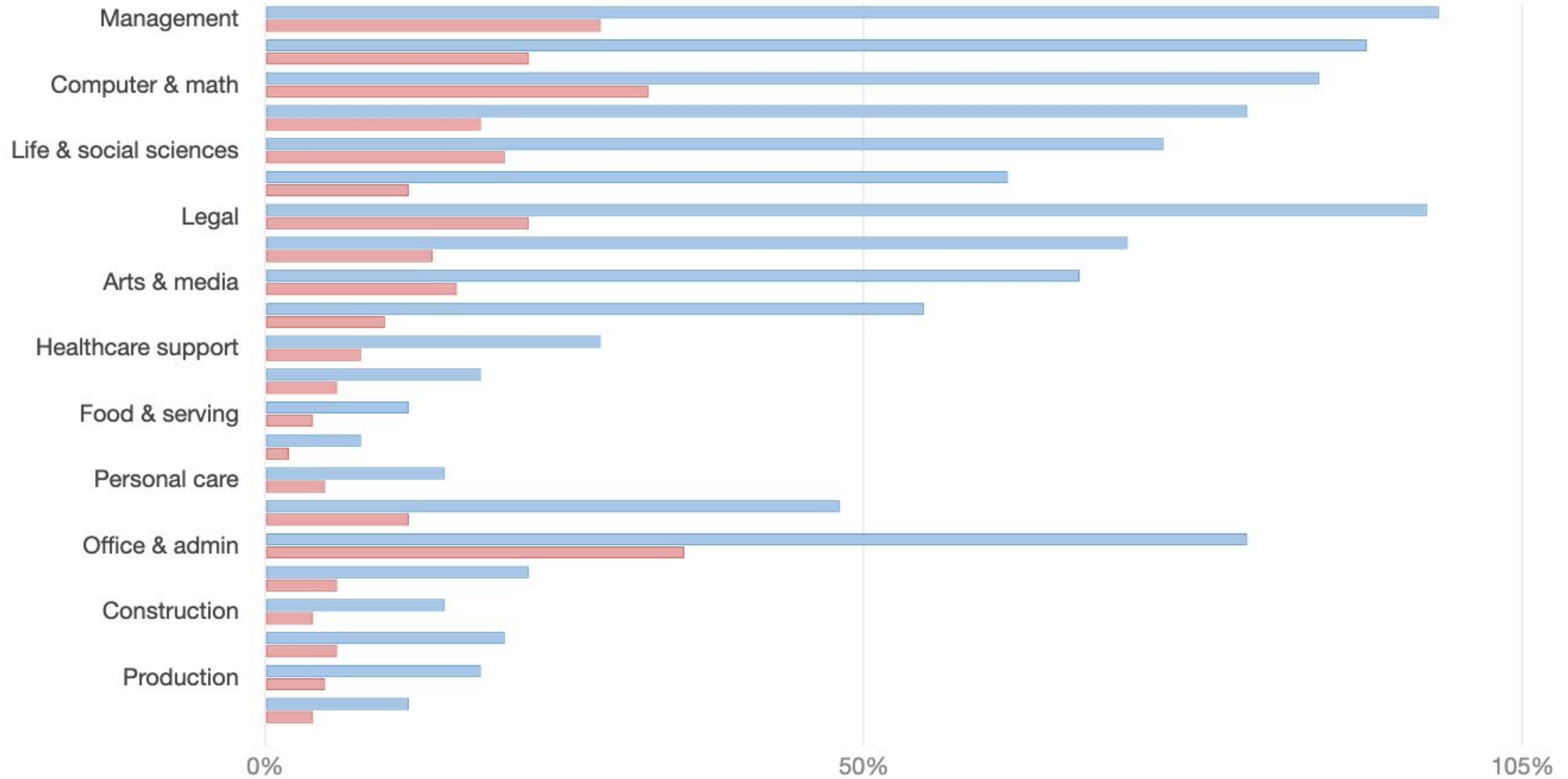
The Acceleration of AI Dominance



AI Coverage by Occupational Category

Theoretical AI capability vs. observed usage

■ Theoretical AI coverage ■ Observed AI coverage



Building an Action Plan

"For the first time in history, a church of 75 has the creative capability of a church of 7,500"

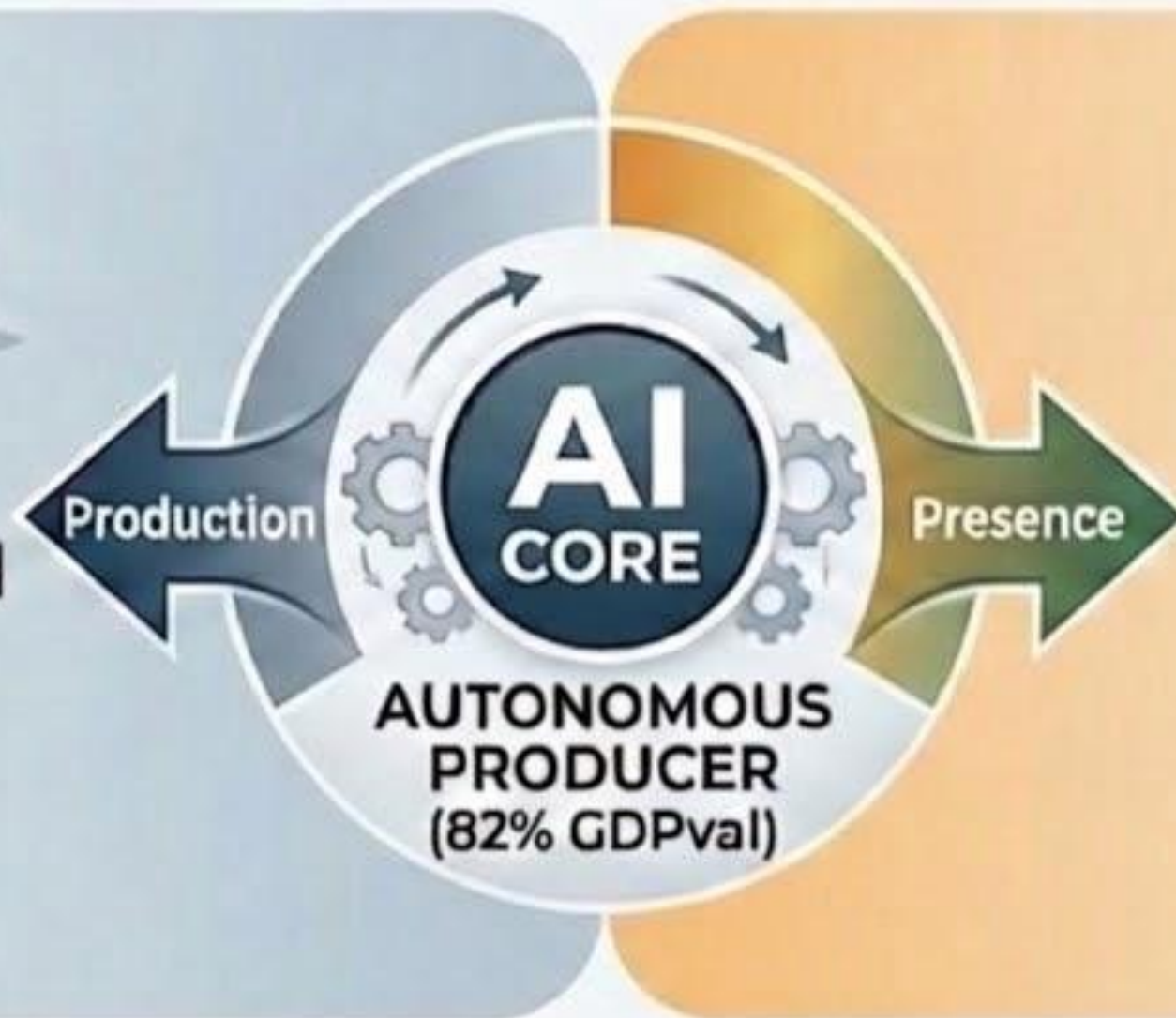


THE STEWARDSHIP SHIFT: AI & THE FUTURE OF CHURCH STAFFING



CURRENT REALITY: STAFFING FOR PRODUCTION

- Administrative Bottleneck
- Complex Knowledge Tasks (Data, Comms, Finance)
- High Rework Rates



THE OPPORTUNITY: STAFFING FOR PRESENCE

- Pastoral Mentoring
- Biblical Counseling
- High-Level Vision & Strategy
- Mentor Volunteers

DISCUSSION POINTS

FROM DOERS
TO EDITORS &
SHEPHERDS

END OF THE
ADMINISTRATIVE
BOTTLENECK

REALLOCATING
THE MINISTRY
DOLLAR

Where to put AI to Work?



COMMUNICATIONS

Broadcast

- Announcements
- Newsletters
- Sermon series launches

Personal

- Emails
- Talking points
- One-to-one communication

Visual

- Event flyers
- Social graphics
- Sermon series artwork



CARE & TEACHING

Prepare to teach

- Sermon research
- Illustrations
- Discussion questions

Communicate care well

- Grief messages
- Crisis communication
- Pastoral follow-up

Equip others to lead

- Small group materials
- Volunteer training
- Onboarding guides



OPERATIONS

Documentation

- Policies
- Handbooks
- Meeting summaries

Develop strategy

- Ministry planning
- Thought partner
- Grant narratives

Coordinate teams

- Project briefs
- Volunteer schedules
- Team communication



3 Practical Examples

Sermon Series Art in an Afternoon

You Bring:

- Series concept
- Theme
- A few rough notes

AI Does

- Generates title & tagline options
- Provides visual direction

Take *That To*



build the graphics

You Walk Away With

- Professional series artwork, graphics & social media posts — *no designer required*

Volunteer Training Material in Minutes

You Bring:

- A ministry description
- Goals for the ministry

AI Does

- Build a full leader guide
- Discussion questions
- Facilitator tips

You Walk Away With

- Volunteer-ready materials in an hour
- Content you can hand to trusted volunteers to use

Thinking Partner your Key Decisions

You Bring:

- The situation
- Budget constraints
- What's keeping you up at night

AI Does

- Helps surface blind spots
- Chat through scenarios
- Structure your thinking

You Walk Away With

- A framework ready for a staff, volunteer or board discussion
- Clear language to communicate your thoughts and ideas



Next Steps

- **Develop your own Responsible AI Principles**
- **Start a team *'AI Best Practice'* Discussion**
- **Pick Somewhere to Start**

Look at the birds....

Matthew 6:26



The Church's AI Mandate



Scale & Efficiency



Grow your Ministry
of Presence



Steward the Truth

- Do for **many** what you *used to* be able to do for just a few
- This is no longer a 'soft skill'; it's the church's primary competitive advantage
- In a post-truth world, institutions that **hold to** a standard of **truth** become anchors

***"The systems we build today
will quietly disciple the next
generation"***

Samuel Chiang - World Evangelical Alliance & Co-Founder Avoda Labs



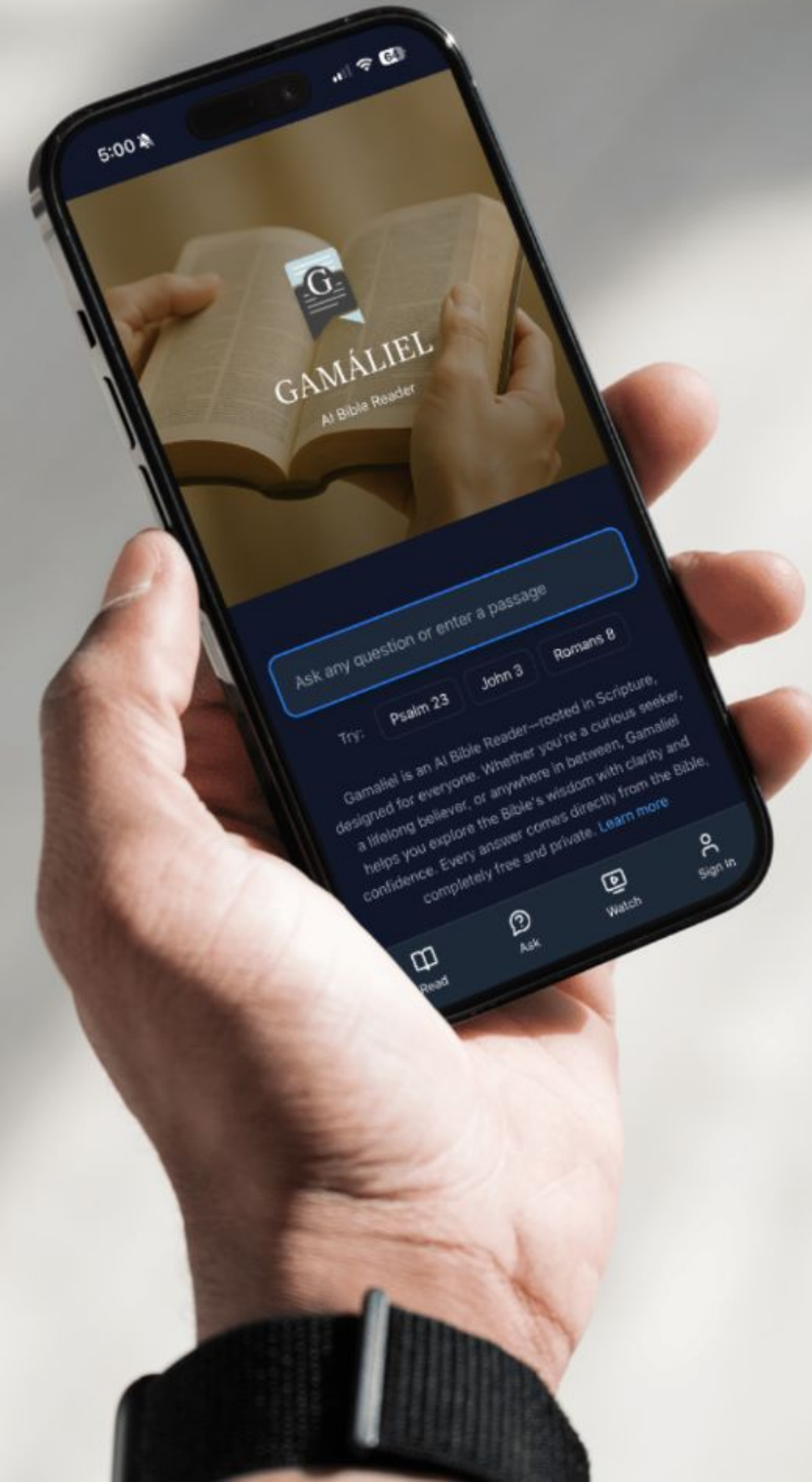
Thank You



Visit [Gamaliel.ai](https://gamaliel.ai)



matt@gamaliel.ai



 *ON BEHALF OF GLN CANADA*

Thank you for joining us.

Learn more & Connect with Matt Shandera

 matt@gamaliel.ai

 mattshandera.com

 *Explore 100% Free Bible AI: gamaliel.ai*



Appendix

PARAPET — A Flourishing System

T

**Theological
Alignment**

Gen 1: 26 -27
Micah 6:8
Deut 6: 4 - 5

R

**Relational
Impact**

John 17:20-26
1 John 4:7-21
Isa 7:14

U

**Utility &
Justice**

Matt 22:39
Micah 6:8
Lev 19:18

S

Stewardship

Psalms 24:1
Gen 1-2
Gen 2:15

T

**Transparency
& Account**

Rom 14:12
Heb 4:13
Heb 10:24-25

Quintin MacGrath

