



The **Charles T. Crabtree School of Pastoral Ministry** was created to prepare the next generation of lead pastors for excellence in ministry. District Superintendent Gene Roncone and Charles Crabtree teamed up to share wisdom that has been passed down through five generations of ministers in their family. This mentorship first existed as a notebook Crabtree wrote to help those in his family prepare for their first lead pastorate. Now it has been redesigned as a 16-week leadership cohort to prepare qualified associates for the modern demands of serving as a lead pastor.

Before his passing away in August of 2020, he and Gene Roncone collaborated to design the structure for this mentoring experience. Now his legacy lives on as Rocky Mountain Ministry Network Superintendent Gene Roncone and Church Ministries Director, Shawn Reine team up with outstanding guest advisors to provide an unprecedented mentoring experience based on the wisdom of five generations of ministers. You will learn...

- How to develop a life-giving devotional life
- How to know if you're ready for a lead pastorate
- How to explore God's will and interview with a search committee
- How to navigate your first days as a new lead pastor
- Principles and dynamics of church administration
- How to develop office routines
- Budgets and church finances
- How to lead board and annual business meetings
- How to do water baptisms, communion and baby dedications
- How to master weddings, premarital counseling, funerals and graveside services
- How to know the role of a minister's spouse
- Ministerial ethics, etiquette and protocol
- Pastoral care, hospital visitation and pastoral counseling
- How to pastor expressions of the spiritual gifts
- Execution and the art of getting things done.
- Spirit-filled preaching, its substance, and obstacles.

The cohort will consist of weekly group Zoom meetings with Superintendent Gene Roncone and other members of the cohort, individual assignments, discussion huddles with your lead pastor and potential preaching assignments throughout the Rocky Mountain Ministry Network. Only 15 individuals will be selected for each cohort based upon an application, pastoral referral and signed commitment to engagement. Those who complete the cohort will be presented with a certificate of completion at the Rocky Mountain Ministry Network's annual District Council and listed on the Network website as past graduates and leaders with a commitment to ministry excellence.

Here are some answers to frequently asked questions about the CTC School of Pastoral Ministry.

1. Who are the mentors leading the CTCSPM cohort?

Dr. Charles T. Crabtree has had a long and varied career in the Assemblies of God. He pastored two great churches, Des Moines First Assembly and Bethel Church in San Jose, California for over a period of twenty-five years. In addition, he served as Assistant General Superintendent of the Assemblies of God for 14 years and then the president of Northpoint Bible College. Before his passing away in August of 2020, he and Gene collaborated together to design the structure for this mentoring experience.

Gene Roncone is the District Superintendent of the Rocky Mountain Ministry Network and son-in-law of Charles Crabtree who came to Christ from a life of drugs and alcohol at the age of 15. Charles Crabtree started mentoring Gene when he was 18 years old. That mentorship continued through Gene's life. Gene presently serves as the District Superintendent for the nearly 170 churches, 600 ministers and over 44,000 constituents in Colorado and Utah. Prior to district service, Gene has served as a lead pastor for three churches since the age of 23. He is the author of *Explore the Call*, a book and podcast designed to help teens navigate the call of God upon their life. Gene credits his current ministry with the mentoring and preparation he received from Charles Crabtree and the family's minister's manual.

Shawn Reine is the Director of Church Ministries for the Rocky Mountain Ministry Network. He has served in a variety of ministry roles, as well as in the business sector. With over 20 years of church ministry experience, Shawn has served as Student Pastor, Community Pastor, Church Planter and National Communicator. Shawn and his team currently give leadership to the training, networking and resourcing of the common ministries found within the local churches of our Network.

2. What are the benefits of the CTCSPM mentoring cohort?

- **True value.** The cohort provides needed and meaningful mentoring to the younger ministers of our Network, as well as benefiting the local churches they are presently serving and those they may serve in the future.
- **Partnership.** The cohort allows the Network to partner with younger ministers and contribute to their future success.
- **Resourcing.** The cohort provides our smaller churches with ready and prepared leadership options should they experience a pastoral vacancy. It can also help provide pulpit supply when needed.
- **Mentorship.** The cohort addresses our younger ministers' stated desire in our 2019 Network-wide survey for intentional and relational mentoring.
- **Prevention.** The cohort can help mitigate some of the negative consequences associated with churches selecting inexperienced and unproven leaders.
- **Leadership pipeline.** The cohort will invest in and lengthen the leadership pipeline of the RMMN and assist our churches in finding qualified candidates during leadership transitions.

- **Reinforce excellence.** The public recognition of graduates will reinforce the concept of preparedness, mentoring and the value of being part of a Network that invests in its members.
- **Development.** The cohort will empower ministers and help them to be more empathetic, seasoned and valuable team members while serving in associate roles.
- **Relational interaction.** Limiting the cohort's size to ten people will allow the cohort to become a small community. It will also facilitate one-on-one mentoring, spontaneous interaction, individualized attention and participation.

3. What topics will be addressed in the CTCSPM cohort sessions?

The following topic will be addressed through lecture, group interaction and weekly assignments.

- How to develop a life-giving devotional life
- How to know if you're ready for a lead pastorate
- The cost of leadership
- How to explore God's will and interview with a search committee
- How to navigate your first days as a new lead pastor
- Principles and dynamics of church administration
- Budgets and being strategic about church finances
- How to lead board meetings
- How to plan and chair an annual business meeting
- How to do water baptisms, communion, and baby dedications
- How to master weddings, premarital counseling, and funerals
- Ministerial ethics, etiquette and courtesy
- Pastoral counseling, care, and hospital visitation
- How to pastor expressions of the spiritual gifts
- Execution, how to move things forward and get things done
- Spirit-filled preaching, its substance, and obstacles

4. What will weekly meetings look like in the CTCSPM cohort?

In most cases the weekly cohort meetings will be held via Zoom on Thursday mornings between 10AM and 12PM noon. They will average two-hours in length and consist of the following components.

- **Touching base:** Reconnecting as a group
- **Assignment review:** A review of the previous week's assignment
- **Mentoring huddle:** A presentation of the weekly topic
- **Q&A:** Questions, answers and interaction about the day's huddle
- **Looking forward:** A presentation and explanation of that week's assignment.

5. What are the minimum requirements for participation in the CTCSPM cohort?

- **Minimum certification.** Participants will be required to have received a Ministry License with the Assemblies of God or have recently been elected/appointed to serve as a lead pastor in our Network.
- **Application process.** Participants will be required to complete and turn in the cohort application, commitment to engagement and reference form from current lead pastor by the stated deadline.
- **Sustained participation.** Participants will be required to maintain an average of 80% participation in meetings through the duration of the cohort.
- **Current faithfulness.** Participants will be required to exhibit continued evidence of integrity, ministerial ethics and etiquette, as well as loyalty to their current lead pastor.
- **Teachability.** Participants will be required to possess humility, teachability and personal initiative.
- **Engagement.** Participants will be required to complete weekly assignments and to actively engage in group discussion.
- **Network Council.** Those who have successfully completed the cohort will be listed on our website and presented with a certificate of completion at our Network Council as those who have invested in ministry excellence. Participants will be required to make a commitment before the cohort starts to attend that Network Council.

6. How will those who complete the CTCSPM cohort be recognized by the Network?

Those who meet the minimum requirements of the cohort will be recognized in the following ways.

- **Network Council.** Public recognition and presentation of a certificate of completion at Network Council as “those who have invested in ministry excellence.”
- **Network website.** Names and pictures of past participants listed on the Network website as “those who have invested in ministry excellence.”
- **Certificate of completion.** A framed certificate of completion.
- **Personal referral.** A paragraph explaining the cohort and a personal referral from the District Superintendent that can be placed on one’s resume.

7. Is there a cost or fee to participate in the CTCSPM cohort?

No, as long as you meet the minimal requirements for the cohort and are a member of the Rocky Mountain Ministry Network, there is not a fee for participation. The only cost to you will be time and energy.

8. When is the next cohort scheduled and what are the application deadlines?

Start date: The next 16-week cohort is scheduled to start on **Thursday January 4, 2024 at 10:00 AM** via Zoom. The meeting schedule will be:

- #1. Thursday, 1/4/24 at 10:00am via Zoom
- #2. Thursday, 1/11/24 at 10:00am via Zoom
- #3. Thursday, 1/18/24 at 10:00am via Zoom
- #4. Friday, 1/26/24 at 10:00am via Zoom (on Friday due to Presbytery)
- #5. Thursday, 2/1/24 at 10:00am via Zoom
- #6. Thursday, 2/8/24 at 10:00am via Zoom
- #7. Thursday, 2/15/24 at 10:00am via Zoom
- #8. Wednesday, 2/21/24 at 10:00am via Zoom (on Wednesday due to Sectional Tour)
- #9. Wednesday, 2/28/24 at 10:00am via Zoom (on Wednesday due to Sectional Tour)
- #10. Thursday, 3/7/24 at 10:00am via Zoom
- #11. Thursday, 3/14/24 at 10:00am via Zoom
- #12. Thursday, 3/21/24 at 10:00am via Zoom
- #13. Thursday, 3/28/24 at 10:00am via Zoom
- #14. Thursday, 4/4/24 at 10:00am via Zoom
- #15. Thursday, 4/11/24 at 10:00am via Zoom
- #16. Thursday, 4/18/24 at 10:00am via Zoom

Application deadline: Your online application and online reference from your current lead pastor must be turned in no later than **December 1, 2023**.

9. How do I apply for the CTCSPM cohort?

Acceptance into the CTC Cohort is a four-step process.

- **STEP 1: Educate yourself.** [Click here](#) to download and read the CTCSPM cohort description in PDF format.
- **STEP 2: Participant application.** [Click here](#) to use the online application.
- **STEP 3: Lead Pastor referral.** Your current lead pastor must fill out the online referral themselves for reasons of confidentiality. [Click here](#) to access the online reference.
- **STEP 4: Acceptance email.** You will receive an email from Gene Roncone notifying you of whether you have been accepted into the cohort or not.

These documents are also available at <https://www.rmdc.org/csm>