



ROCKY MOUNTAIN MINISTRY NETWORK

WE REPORT

APRIL 23, 2023, TO APRIL, 23, 2024

The latest progress
on our efforts to...

**EMPOWER
MINISTERS**

**RESOURCE
CHURCHES**

**BUILD
COMMUNITY**

**FACILITATE
THE FUTURE**





As a leader, I welcome the question, “What has the Network done for me or my church?” I understand the need for accountability as well as the importance of a superintendent’s giving a report of the progress originating from the Network office.

To me, the purpose of the RMMN is to bring eternal hope to Colorado and Utah by building, connecting, resourcing, and advancing AG ministers and churches. It is this understanding that has led me to embrace the following four strategic initiatives:

- **Empower ministers:** Credential, equip, and resource ministers.
- **Resource churches:** Resource, train, and network churches.
- **Build community:** Connect, include, and collaborate.
- **Facilitate the future:** Establish long-term vision, new and innovative income streams, and church multiplication.

Although this report is not inclusive of all services provided by the Network office, it is a representation of our most significant initiatives. None of these accomplishments would have been possible without the help of others. The work of the Network office is the product of an amazing staff that follows through with assignments and leans into vision; a Presbytery that finances their leader and gives of their time and resources to support vision; a budget provided by ministers who faithfully tithe; colleagues who work hard to carry vision downstream; cooperative churches; and even deacons I have never met who approve budgets that enable their pastors, departments, and staff to support this wonderful Network. It is for these reasons I refer to this document as the Network “We Report.”

The latest and most updated version with a table of contents can be downloaded at www.generationcone.org/we.

Contending for community,



Gene Roncone
Rocky Mountain Ministry Network
Network Superintendent/Pastor (aka “helper”)

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NETWORK “WE REPORT”

Scope of Report is From April 2023 to April 2024

This report summarizes services associated with each of our four strategic initiatives listed above. These services have been provided to...

Total RMMN Ministers – 542

- Recognized Ministers – 25
- Certified Ministers – 66
- Licensed Ministers – 126
- Ordained Ministers – 325
- Retired/Semi-retired Ministers – 121

Total RMMN Churches – 161

- General Council Churches – 101
- District Council Churches – 35
- PAC Churches – 25

A. Empower Ministers: Credential, Equip, and Resource Ministers

- 1. Emergency Response System.** We continue to utilize the toll-free emergency number our ministers can call if an immediate family member, a fellow minister, or the ministers themselves have experienced severe illness, hospitalization, or death. The voicemail they leave is then digitized and emailed to the executive officers and every member of the Presbytery within minutes. This enables us to maintain a responsive and caring community. The number is 888-814-2623.
- 2. Peer Prayer, Encouragement, and Affirmation.** To facilitate peer support, encouragement, and affirmation to our RMMN ministers, we have created the following themed graphic slides for our RMMN Facebook page:
 - **Run to the Trumpet.** A slide for an urgent call to prayer that includes the picture of one of our ministers facing an emergency with an explanation of the need for prayer.
 - **Testify.** A fun slide that is posted periodically asking ministers to post good news about what God has recently done in their local church or community.
 - **Credential Recognition.** A slide acknowledging ministers either receiving or advancing their credential.
 - **Welcome to the Network.** A slide showing the picture of a minister who has transferred into the Network, a paragraph about them, their email contact, and a warm welcome.
 - **Retired Ministers Prayer Force.** Superintendent Roncone has also mobilized our retired ministers in a prayer effort to pray daily over a list of RMMN ministers. The prayer schedule ensures that each of our ministers is prayed over every 30 days.
- 3. 2024 Sectional Tour.** The theme of the 2024 Sectional Tour was “Empower, Enlarge, and Expand.” Once again, the Network’s leadership team traveled to every section to conduct

nominations and invest in our ministers. In addition to nominations, the tour introduced the Network to our three-year vision consisting of three things.

- **Empower.** A plan to help every minister retire with the peace, freedom, and dignity that God intends.
- **Enlarge.** A strategy to enlarge our ministry footprint in rural communities throughout Colorado and Utah.
- **Expand.** An intentional plan to plant 35 new churches in strategic locations throughout Colorado and Utah.

The tour was very well received and attended in all twelve sections.

4. 2024 Network Council. The Network team has been planning for the 2024 Network Council taking place on April 22-24, 2024, in Salt Lake City, Utah. To provide an amazing experience for our ministers, we have:

- Collaborated with Life Church and other previous Network Council hosts to create a resource manual for hosting Network Council. This was a major accomplishment in laying down tracks to ensure the continuance of quality ministry at Network Council. This resource can be accessed at www.rmdc.org/hostchurch.
- Established the 2024 theme, EMPOWER, ENLARGE and EXPAND with corresponding plenary sessions, on how a local church can adopt a retirement plan, the new Go Rural initiative, and the release of our Network-wide church planting strategy along with the list of 35 communities targeted for church planting.
- Engaged a wonderful speaking/presenting team consisting of Cindy Gilliland (opening night), Abe Daniel (ordination speaker), and Gene Roncone (Tuesday speaker) for evening speakers with plenary sessions consisting of Caleb McNaughton, Saehee Duran, Shawn Reine, John Bryant, Shellie Wooten, Josh Herndon, and Steve Chavez.
- Provided an online promotion, registration, and voting platform to assist our ministers.
- Conducted planning meetings with Life Church in Salt Lake City, Utah.

5. Empower Initiative. Launched the EMPOWER initiative to help RMMN ministers retire with peace, freedom, and dignity. This includes the following resources.

- **Empower resource web page** at www.rmdc.org/empower.
- **Network Retirement Contribution.** An updated voluntary program in which ministers can choose to have ten percent of their monthly minister's contribution forwarded into a retirement account with either Church Extension Plan (CEP) or Ministers Benefit Association (MBA). More information is available at www.rmdc.org/empower.
- **Retirement Essentials Course.** The Network created a three-hour self-paced interactive online class entitled, "Retirement Essentials." The course is free to all RMMN ministers and can be taken at your own pace from anywhere with internet access. After completing this training, you will receive a Certificate of Completion. The first 50 individuals who completed the course received \$250 as a special contribution from the Network to open their first CEP retirement fund. This super-simple course empowers pastors with the following knowledge.
 - Why retirement planning should be important to you as a minister.
 - Five Biblical truths about ministerial retirement.
 - The common misconceptions about retirement savings.

- Reasons why pastors do not save for retirement.
- Consequences of not saving for retirement.
- The power of compounding interest.
- Basic kinds of retirement accounts.
- The benefits of the minister's 403(b) retirement account.
- 8 steps to getting started.
- How the board can help.
- How the Network can help you.

After completing this training, you will receive a Certificate of Completion that can be used to open your new retirement account with Church Extension Plan and receive your first \$250 as a special contribution from the Network. The course has forty-four short modules, twenty-five videos, seven articles, five assignments, four interactive lessons and three quizzes. Since its inception on January 1, 2024, we have been pleased with the following results.

- 107 ministers enrolled in the Retirement Essentials online course.
- 57 people have completed the online course.
- 48 new 403(b) enrollments have been started.
- 2 new IRA accounts started.
- 6 new church adoptions of retirement plans and are 6 pending.

This innovative resource can be accessed at <https://empowered.ag>.

- **Paperback book for ministers** entitled, *Minister Retirement, Bringing Clarity to Retirement Planning* by Gene Roncone and Darren Mullenix, CFP®, ChFC®. The book provides a short but informative explanation of the following topics.

- Why retirement planning is important for ministers.
- Common misconceptions about retirement saving.
- Reasons pastors don't save for retirement.
- Consequences of not planning.
- The power of compounding interest.
- Common obstacles and how to overcome them.
- Basic kinds of retirement accounts.
- The benefits of the minister's 403(b) retirement account.
- 8 steps to getting started.
- How the board can help.
- How Church Extension Plan (CEP) can help.

One copy of the book was mailed to every RMMN minister, and additional copies are available free through the Network office or at cost at [this link](#).

- **Paperback book for board members** entitled, *Stewarding the Future, Church Boards and Ministerial Retirement*. The pastor's salary is unique compared to other professions; and most boards, even if they include business people who have employees, may not understand the complexity surrounding a minister's remuneration. In this resource, Gene Roncone and Darren Mullenix partnered together to remove the complexity of ministerial retirement options and help church boards understand how they can better steward the future. After reading this practical resource, church boards will have a grasp of:

- Five biblical truths about ministerial retirement.

- Why church boards should facilitate retirement planning.
- The basic kinds of retirement accounts.
- The superiority of the minister's 403(b) retirement plan.
- Practical things church boards can do.
- Ways Church Extension Plan can help.

Five copies of the book were mailed to each lead pastor for their board members, and additional copies are available free through the Network office or at cost at [this link](#).

- ***Why and How to Start a Church Retirement Plan*** (PDF resource). Gene Roncone and Darren Mullenix, CFP® teamed up to create this resource that will help you and your board address the practical steps needed to start a retirement plan for a church of any size. Starting a church retirement plan for ministers has roots in biblical history, opens doors of opportunity for pastors, and has many advantages for a church. It is not as complex as you may think and can be accomplished relatively quickly by following a few easy steps. Download this helpful resource at [this link](#).
- **Blog Series.** Pastors can be hesitant when it comes to talking about retirement. They may feel unprepared or overwhelmed by all the terms, laws, and complexity surrounding retirement accounts. But a retirement account is nothing more than a unique savings tool that earns higher compounding interest rates while leveraging tax advantages. In this blog series, Superintendent Gene Roncone offers practical ways of thinking and acting that can help ministers retire with peace, freedom, and dignity.

This blog series can be accessed at [this link](#).

We are thankful to the Lord that since January of 2024, we have seen the following results.

- 107 ministers enrolled in the Retirement Essentials online course.
- 57 ministers have completed the online course.
- 48 new 403(b) enrollments have been started.
- 2 new IRA accounts started.
- 6 new church adoptions of retirement plans and 6 are pending.

6. Minister Enrichment Books. In the past year, Gene Roncone wrote eleven books to assist with minister enrichment and mentor emerging leaders in our Network.

- ***Chairing Church Board Meetings: Eight Ingredients to Leading Spiritually Productive Board Meetings.*** Within thirty days of your first lead pastorate, you are going to do something you have never done before. You are going to have to lead your first board meeting. The disappointing thing about this reality is not that you must do it but that 95 percent of new lead pastors never receive any kind of practical training on how to do it well. In this Charles T. Crabtree School of Ministry resource, Gene Roncone pulls back the curtain and teaches you how to master the eight ingredients of leading productive board meetings. You will learn pro-tips on how to be a strategic leader, practice knowledgeable chairmanship, create a collaborative culture, make agendas and premeeting dockets, establish an intentional nomination process, master best practices, and leverage relational leadership. In addition, you will be given access to download customizable templates to help you navigate the learning curve. Order the paperback or ebook version at <https://www.amazon.com/dp/B0C59KGWPS>.

- ***The Bowstrings of Spirit-Filled Preaching: Finding Balance Between Our Labor and God's Anointing.*** When it comes to preaching, finding a balance between a strong work ethic and a deep dependence upon the Spirit can be difficult. In this intersection between the divine and the human, when does our toil cease to be spiritual and become vain exploits in self-sufficiency? Can a preacher be passionate about the labor of preaching and still be powerfully anointed? For the Spirit-filled preacher, preaching is like a bow pulled together by strings in constant tension between our labor and God's anointing. In this book, Gene Roncone examines the five dimensions of compassion, calling, balance, labor, and anointing.
- ***Ministerial Ethics: Lead Pastor Ethics, Etiquette, and Courtesy.*** Moral compromise is like a small trigger that releases an avalanche of consequences that gain momentum and speed while destroying everything in its path. That is why ministerial ethics is so critically important. Ministerial ethics is the moral and ethical standards that guide the behavior of a man or woman of God as they live out their call to ministry and serve in a pastoral role. It calls ministers to be faithful in the little things and to protect themselves from the accumulating momentum of sin. In this Charles T. Crabtree School of Ministry resource, Gene Roncone addresses the most pressing ethical challenges that lead pastors must face and sheds light upon things like the moral tipping point, ministerial ethics, integrity, etiquette, and courtesy. Gene pulls back the curtains and helps lead pastors better understand how to steward the power differential, navigate cross-gender ministry teams, welcome accountability, navigate ethical departures, and many other impact points unique to a lead pastorate. This is a must read for any minister interested in honoring God through integrity and longevity.
- ***Pastoral Counseling: Understanding the Dynamics and Challenges of Pastoral Counseling.*** You are in your first month as a lead pastor and things are converging faster than you can keep up, especially when it comes to pastoral care. You get a voicemail from a ministry leader asking to speak with you about an argument they had with their spouse that almost came to blows. Sunday after service, one of your deacons shared that his teen daughter is two months pregnant, and he and his wife don't know what to do. A college student sends you a text confessing he is struggling to understand how God can forgive him from years of a sexual addiction. On top of that, you receive a Facebook message from a faithful attender who fears she may have committed the unpardonable sin. What do these things have in common? As a new lead pastor your biblical and spiritual insights will be called upon to provide pastoral counseling. In this book, seasoned counselor Glenn Lutjens will help you navigate the learning curve of pastoral counseling by addressing what pastoral counseling is, why it is needed, and its dos and don'ts. You will also discover how to know your limits, how to identify red flags and warning signs, and how to collaborate with qualified professional counselors. In addition, Gene Roncone will provide reflection questions to help you identify a pastoral counseling strategy that works best for you.

- ***Minister Retirement, Bringing Clarity to Retirement Planning*** by Gene Roncone and Darren Mullenix, CFP®, ChFC®. This book provides a short but informative explanation of the following topics.

- Why retirement planning is important for ministers.
- Common misconceptions about retirement saving.
- Reasons pastors don't save for retirement.
- Consequences of not planning.
- The power of compounding interest.
- Common obstacles and how to overcome them.
- Basic kinds of retirement accounts.
- The benefits of the minister's 403(b) retirement account.
- 8 steps to getting started.
- How the board can help.
- How Church Extension Plan (CEP) can help.

One copy of the book was mailed to every RMMN minister, and additional copies were available free through the Network office.

- ***Stewarding the Future, Church Boards and Ministerial Retirement.*** The pastor's salary is unique compared to other professions; and most boards, even if they include business people who have employees, do not understand the complexity surrounding a minister's remuneration. They know God expects them to be good stewards of His gift to them in the office of pastor; but when it comes to retirement, they do not always know how. In this resource, Gene Roncone and Darren Mullenix partner together to remove the complexity of ministerial retirement options and help church boards understand how they can better steward the future. After reading this practical resource, you will have a grasp of:

- Five biblical truths about ministerial retirement.
- Why church boards should facilitate retirement planning.
- The basic kinds of retirement accounts.
- The superiority of the minister's 403(b) retirement plan.
- Practical things church boards can do.
- Ways Church Extension Plan can help.

Five copies of the book were mailed to each lead pastor for their board members, and additional copies were available free through the Network office.

- ***Spirit-Friendly Leadership: Shepherding the Expression of Spiritual Gifts in Public Worship.*** Without the supernatural, ministry can be hard and exhausting. With it, ministry is empowered, refreshing, and fulfilling. But when the operation of spiritual gifts is forced or fake, it's disappointingly unpleasant. How do we find a healthy balance when shepherding the supernatural expression of spiritual gifts in public worship? How do we keep an open heart towards spiritual gifts when we are leery of those who misuse or manipulate them? In this Charles T. Crabtree School of Ministry resource, Gene Roncone gives biblical and practical advice on how lead pastors must shepherd the expression of spiritual gifts in public worship. Gene explores the Thessalonian problem and explains how to manage our apprehension and embrace the justifiable risks associated with the convergence of human imperfection and divine

enablement. He gives practical advice about shepherding the moment and calls lead pastors to tap into Spirit-driven relevance while facing the unpredictable and ever-changing needs of culture.

- ***Unforgettable Résumé: Elements of an Exceptional Lead Pastor Résumé.*** What makes a lead pastor résumé different? A good résumé is a snapshot of your past, a testimony of your present, and a glimpse of your future ministry, especially for someone pursuing a lead pastorate. Your résumé is one of the most important things God will use to open doors to your destiny. It's a bridge of credibility to your future friends, church board, and congregation. Whether it stands out or not will determine the opportunities you explore. Gene Roncone leads a ministry network with over 160 churches and 500 ministers serving 44,000 constituents in Colorado and Utah. Much of his work is supporting and coaching boards during their search for a new lead pastor. He knows what search committees want in a résumé and what turns them off. In this book he will share the secrets and essential elements of an unforgettable lead pastor résumé.
- ***Financing Vision: Creating a Budget That Empowers Vision.*** Building a growing church requires leaders to create a customized budget every year, recognize income and expense patterns, do real-time evaluations, and create financial margin to finance vision and not just reoccurring expenses. Unfortunately, ministerial educators are not teaching these skills and most lead pastors are not mentoring younger ministers in these areas. As a result, the greatest tool to finance vision is shackled by neglect. In this Charles T. Crabtree School of Ministry resource, Gene Roncone and Caleb McNaughton team up to give you the tools and wisdom to create an annual budget that finances vision and not just expenses. You will learn how to create a budget from scratch, who should be involved in the budget process, how to create financial margin for vision and the steps to building a budget that facilitates opportunities instead of obligations. You will also be given access to an interactive budget template that will help you put everything together in a way that empowers the vision God has given you for your church.
- ***Preparing to Lead: Are You Ready for a Lead Pastorate?*** Wanting to be a lead pastor is not good enough. As a matter of fact, if not supported by the Holy Spirit's preparation, desire alone can lead to disappointment and pain for you, your family, and the church you take prematurely. Before you explore the possibilities of serving as a lead pastor, there are five things that should be prayerfully considered when deciding if you're ready for a lead pastorate. In this book Gene Roncone addresses each one and offers some penetrating reflection questions that may help you gain a clearer view of your readiness to lead.
- ***Exploring God's Will: Navigating the Call, Interview, Try-Out, and First Days of a New Lead Pastorate.*** How does a minister explore the opportunities and possibilities of a lead pastorate? After all, how to navigate this discerning process is rarely taught and most ministers must figure it out on their own. Don't worry, help is on the way! In this resource from the Charles T. Crabtree School of Ministry, Gene Roncone gives

practical mentoring on how to explore the possibilities of God's will while interviewing for a lead pastor position. You will get down-to-earth advice concerning the first call, interview process, questions you should ask them, and questions they will ask you. Gene will also coach you through the try-out, election, interim period, and how to set up a plan to build momentum for the first 100 days of your first pastorate. This book is a must read for anyone preparing for a lead pastorate.

7. CTC School of Pastoral Ministry. In 2020, the Network launched the Charles T. Crabtree School of Pastoral Ministry (CTC Cohort). I teamed up with Charles Crabtree before his passing to share the wisdom that has been passed down through four generations of ministers in the Crabtree family. The basic content of this cohort first existed as a three-ring notebook that Crabtree wrote to help those in his family prepare for their first church. Following Charles Crabtree's death, the cohort moved forward. The Presbytery spent one entire meeting brainstorming on how to improve and implement this resource to better invest in our RMMN ministers and churches. In the spring of 2022, the cohort was expanded by adding a 16th session dealing exclusively with the art of Pentecostal preaching. It now exists as a 16-week leadership cohort to prepare qualified associates or ministers in their first lead pastorate for the modern demands of ministry.

- Session 1: Orientation (introductions, requirements, advantages, and potential disadvantages)
- Session 2: Developing a Life-Giving Devotional Life
- Session 3: How to Know If You're Ready for a Lead Pastorate
- Session 4: Exploring God's Will (résumés, interviews, and exploring opportunities)
- Session 5: Navigating Your First Days
- Session 6: Principles and Dynamics of Church Administration
- Session 7: Developing Office Routines
- Session 8: Budgets and Church Finances
- Session 9: Leading Church Board and Annual Business Meetings
- Session 10: Ordinances and Ceremonies (water baptism, communion, and baby dedications)
- Session 11: Weddings and Funerals (premarital counseling, memorials, and graveside services)
- Session 12: The Role of a Minister's Spouse
- Session 13: Ministerial Ethics and Etiquette
- Session 14: Pastoral Care (hospital visitation and pastoral counseling)
- Session 15: Pastoring the Expression of Spiritual Gifts
- Session 16: Spirit-Filled Preaching

The cohort consists of weekly group Zoom meetings, individual assignments, and potential preaching assignments throughout the Rocky Mountain Ministry Network. Only 10-15 individuals are selected for each cohort based upon a signed commitment to engagement, application, and a short essay. Those who complete the cohort will be presented with a certificate of completion at the Rocky Mountain Ministry Network's annual Network Council and added to the role of graduates listed on the Network's website.

In its first four years, the CTC School of Pastoral Ministry has graduated 60 individuals for their first lead pastorate. Learn more, check dates, and apply for the CTC School of Pastoral Ministry at <https://www.rmhc.org/csm>.

8. Churchuniversity.com Partnership. The Superintendent's office has negotiated unlimited access to Church University for every RMMN church. This emerging online learning interface will allow all our churches to access ministry skill development for free. The following training tracks are available:

- **Deacon/board training.** The best and most complete body of work currently found.
- **Sound and media training.** To assist volunteer sound teams in skill development.
- **Children's workers training.**
- **Preaching development track.**
- **Connection track** (greeter ministry).
- **Worship track** (worship leaders and teams).

Each church will be given unlimited access to the online school and be able to pass that access on to their own leadership community. This partnership is a powerful tool that will serve our churches well. To gain access, go to <https://www.rmhc.org/church-university/> or contact Linda Bottoms at lbottoms@rmhc.org.

9. New and Upgraded Credentials at Network Council. The Network Secretary/Treasurer's office facilitated the following credential advancement at the 2023 Network Council:

- Renewal of credentials for existing RMMN ministers.
- Licensing nine new ministers.
- Certifying six new ministers.
- Ordaining twelve new ministers on April 2024 Network Council.
- Honoring four 50-year ordained ministers.

10. Topical Resource Papers. The Network produced the following white papers to assist our ministers with retirement planning and declaring a housing allowance.

- ***Minister's Housing Allowance Q&A for Busy Pastors and Church Boards (PDF resource).*** The minister's housing allowance is the most critical tax benefit available to clergy. It allows ministers to exclude housing expenses from their ministerial income before and after retirement. If accurately determined, it can lessen your tax liability, increase your standard of living, and help you plan for a more comfortable retirement. In this helpful resource, Gene Roncone teams up with a qualified review team to simplify this complex topic, address 22 of the most common questions, and provide download links to a free Excel file that will help you accurately calculate your housing allowance as well as a template for an official board motion declaring the allowance. Download this PDF resource at [this link](#).
- ***Why and How to Start a Church Retirement Plan (PDF resource).*** Gene Roncone and Darren Mullenix, CFP® teamed up to help you and your board address the reasons and practical steps needed to start a retirement plan for a church of any size. Starting a church retirement plan for ministers has roots in biblical history, opens

doors of opportunity for pastors, and has many advantages for a church. It is not as complex as you may think and can be accomplished relatively quickly by following a few easy steps. You can download this helpful resource at [this link](#).

11. Instructional Coaching Videos. The Network office produced the following coaching videos made available on our YouTube channel at [this link](#).

- Retirement Essentials 6 Days After Launch
- 76,000 Reasons to Participate in the Empowered Initiative
- Reasons to Diversify Your Retirement Savings
- Sign Up for the Retirement Essentials Wait List
- Church Boards and Ministerial Retirement
- Five Biblical Truths About Pastoral Retirement
- RMMN Empower Initiative: Helping Pastors Retire with Peace, Freedom, and Dignity
- Church Board Training: How to Equip Board Members
- Church Board Training: Difficult Conversations, Part 1
- Church Board Training: Difficult Conversations, Part 2
- Church Board Training: Disagreeing Without Drawing Blood
- Church Board Training: Have a Little Fun
- Church Board Training: Documenting Decisions and Approvals
- Church Board Training: What is a Self-Policing Board
- Church Board Training: Responsibilities of a Board Member
- Church Board Training: Seven Purposes of a Board, Part 1
- Church Board Training: Seven Purposes of a Board, Part 2
- Go Rural Investment Fund
- Church Extension Plan Is Here to Help
- Resource Tutorial for 2023 Called Initiative

12. Credential Awareness and Advancement Initiatives. To bring new and needed focus on credential advancement, the following resources have been created:

- **Widening and lengthening the credential pipeline.** With God’s help and favor, we have made incredible progress in our newly created pathway to credentials. Between March 2022 and April 2024, we were able to engage nearly 200 individuals in forward progression within our credential pipeline. Following is a summary of those efforts.
 - **Explore the Call mentoring.** Since June 12, 2022, our Network pastors have reported a total of 560 individuals who are part of our Explore the Call mentoring groups.
 - **Pathway Scholarships.** Since June 30, 2022, we have given over 150 scholarships to Pathway to help ministers advance their credential to the next level.
 - **PDF resources on credential advancement (created and updated).**
 - *Building a Better You, Why Advance Your Credential*, [Click here](#)
 - *Preparing for Ministry, Educational Options*, [Click here](#)
 - *Understanding the Difference, Certified, Licensed, and Ordained*, [Click here](#)
 - *Why Ordination Is Important*, [Click here](#)

- **Trinity Ordination Scholarship.** We have ten ordained ministers engaged in our scholarship for an MA or a PhD.
- **Ordination awareness.** Reasons why every minister should seek to be ordained was identified and dispersed in various formats. This emphasis consisted of a podcast, a PDF version of the podcast, a personal email from the Superintendent, and a second wave of encouragement by presbyters on a local level. These resources will be reused and reapplied in the future.
- **Credential exam and interview coaching.** To better assist our ministers in preparing for their credential exams and interview, the Superintendent’s office has added the following resources to our credential resource page:
 - **Interview coaching** podcasts for each of the three levels of credentials.
 - **Examples of potential interview questions** for each level of credential.
 - **General Council exam study guide.**
 - **Interactive online study guide** by Pathway.
 - **E-book.** A free RMMN exclusive e-book written by Dr. Tim Laurito entitled, *Glossolalia, Speaking in Tongues and Initial Physical Evidence*. It helps credential candidates prepare for their credentialing exam and interview and can be accessed at [this link](#).
 - **Article.** A free RMMN exclusive article by Pastor Rob Rocca to help credential candidates prepare for their credentialing exam and interview. The article breaks it down and explains the relationship between the baptism in the Holy Spirit, initial physical evidence, and the local church, and can be accessed at [this link](#).

The following resources can also be accessed on our website under the credential application page under “coaching” at [this link](#).
- **Public reinforcement and affirmation.** To publicly affirm those who have received or advanced their ministerial credential, we have created a special Facebook slide and post with their picture and a message of congratulations. There are several benefits to using this as an opportunity for public affirmation. First, it affirms our ministers who worked hard. Second, it reinforces a value that is important to our Network. Third, it has the potential to create positive momentum, knowing that what is rewarded tends to be repeated. Fourth, it creates positive peer pressure within our community.
- **Incentivize advancement.** The Presbytery decided to include exclusive incentives that are only available at each level of credential. Following are examples of these incentives:
 - **Certified ministers** are offered one free class with Pathway to help fulfil the educational requirements to advance to the next level of credential (licensed).
 - **Licensed ministers** are given the opportunity to apply for a scholarship to Pathway to fulfill the educational requirements for every class associated with the ordination level. They are also provided the opportunity to participate in the CTC School of Pastoral Leadership, a 16-week mentoring cohort designed to prepare them for a lead pastorate.
 - **Ordained ministers** are also provided the opportunity to participate in the CTC School of Pastoral Leadership, a 16-week mentoring cohort designed to prepare them for a lead pastorate, as well as a 50 percent discount on graduate education with Trinity Bible College and Graduate School.

13. Credential Advancement Educational Scholarships. In the spring of 2022, the Network Presbytery approved a one-time scholarship opportunity to help our ministers complete the educational requirements for advancing their credential. This included the following:

- **Certified ministers.** To encourage certified ministers to advance to the licensed level of credential, the Network partnered with Pathway to offer one free online class for the Network and made scholarships available for approved ministers to advance to the licensed level. The purpose of this one-time scholarship was to help our certified ministers grow as leaders, invest in their future, help them advance their credential, and introduce them to the emerging online educational movement. All RMMN certified ministers were informed of the opportunity and invited to participate in the offer which was presented at the beginning of June and expired July 1, 2022.
- **Advance scholarship.** The Networks' Ministry Enhancement Fund invested \$30,000 to fund 35 one-year Pathway educational scholarships for certified and licensed ministers to finish their educational requirements to advance to the next level of credential. The Network also employed a remote Credential Specialist to be specifically and exclusively assigned to scholarship recipients to coach them through the completion of their file, provide additional accountability, and compile the ordination application (when applicable).

Additional information can be accessed at [this link](#) and audio testimonials can be found at [this link](#).

14. Pathway to Credentials. Since January 2021, we have continued to improve our pathway to credentials. This has included:

- **Simplifying the process.** Breaking down our credentialing plan and process into the five phases of exploration, preparation, application, progression, and ordination. We also wrote many companion resources to explain each stage of the process, give practical instructions, and provide resources for progression along the journey.
- **Creating a credential onramp.** The Network has created the following resources to help those exploring a call to ministry discern God's purpose for their life. This includes:
 - **Book.** Superintendent Roncone wrote and published a book for phase one (exploration). The book helps those who feel they may be called to ministry and serves as an onramp in our pathway to credentialing. It is entitled, *Explore the Call, Is Ministry God's Will for Your Life?*
 - **Called Cohort.** A Zoom cohort created by Shawn Reine that mentors teens exploring a call to ministry.
 - **Explore the Call Online Course** that is being created as a self-paced online course that can be completed through independent study. This will enable all our ministers at any time of the year to help resource those exploring a call to ministry find practical mentoring from anywhere at anytime.
- **Educational partnerships.** To assist those preparing for credentialed ministry, the Network has formed two educational partnerships with Trinity Bible College and Graduate School and Pathway.
- **Practical helps.** The Network also provided PDFs, podcasts, articles, and Zoom meetings to help applicants prepare for each level of the credentialing exams and interviews.

The newly designed pathway to credentials can be seen at www.rmhc.org/credentials.

15. Arrival and Departure Resource and Feedback Loop. To assist our ministers in ministry departures, the Superintendent's office has produced the following resources.

- **Departure resources.** A new dropdown page on the Network's website entitled, "Before You Resign" has the following resources:
 - **Before You Resign** is a PDF written by Gene Roncone and Phil Steiger to assist ministers in better understanding why pastors often leave ministries, when to leave, when to stay, and how to leave well. The resource also provides a practical list of seven things every minister should do to leave well and set their church up for a healthy transition. The document can be accessed at [this link](#).
 - **Online Exit Interview** is a confidential online survey that helps Superintendent Roncone learn from the departing minister's wisdom, experience, and perspective of the church. It covers items such as their most meaningful accomplishments, most difficult elements about that specific ministry context, significant challenges the church must overcome, pending problems or resignations of leadership community, involvements, interference or interest of credentialed ministers, the church's greatest needs and threats, outstanding commitments, needed healing, and ways the Superintendent can pray for them as they transition. This online resource can be accessed at [this link](#).
 - **Transition Resource Page.** There are usually several reasons contributing to a minister's departure from their current ministry. To help ministers during this potential transition, an additional PDF document is provided with a list of links to additional resources that are categorized by common reasons why ministers resign.
- **Arrival resource.** A 45-minute orientation has been created to help new ministers to the Network understand the RMMN's vision, strategy, goals, demographics, geographical regions and sections, governance, organizational structure, resource index, financial obligations, Network office, executive offices, Church Ministries Department, key leader contact information, minister benefits, and ways to stay connected.

16. RMMN Connection. The Network continues to publish an electronic minister's newsletter entitled, "RMMN Connection." It is provided as an email and PDF featuring articles, resources, and encouraging reports in story format with hyperlinks.

17. New Resource Autoresponder. We have created a super simple way to get a list of the "go-to" persons for each of the major areas of ministry in our Network. All that is needed is to send an email to team@rmhc.org and an auto-response will be sent within seconds listing each area and the contact person.

18. Ministers Credential Support. The Secretary/Treasurer's office served our ministers in the following ways this past quarter:

- **Giving reports.** Mailed midyear ministerial giving reports to remind and encourage ministers of their giving obligations.
- **Credential transfers.** Processed ministerial credential requests for transfers in and out of the RMMN.

19. Superintendent’s “We Report” Expansion. In 2019 the Superintendent began publishing the “We Report” listing ways the Network office has served ministers and churches in the following four categories:

- **Empower ministers:** Credential, equip, and resource ministers.
- **Resource churches:** Resource, train, and network churches.
- **Build community:** Connect, include, and collaborate.
- **Facilitate the future:** Establish long-term vision, new and innovative income streams, and church multiplication.

This not only keeps our constituency informed but also provides accountability to our ministers and churches.

B. Resource Churches: Resource, Train, and Network Churches

1. Kids Ministry

- **Speaking to Gender Dysphoria with Kids and Parents.** Kids ministries all over the nation are facing gender issues in their programs as it becomes more “normal” in everyday life. Providing resources to equip them to interact with families in this situation is vital. The Church Ministries Department partnered with the National KIDSMIN Department and promoted a special webinar featuring Linda Seiler and Joe Dallas of ReStory Ministries entitled, "Speaking to Gender Dysphoria with Kids and Parents." You can watch that webinar [here](#).
- **Kids Camp Prayer Guide.** Summer camps are one of the most spiritually impactful moments in a student’s life. It not only impacts the child but also impacts the family as children bring home what God did for them at camp. To help leaders and parents prepare their kids for camp, the CMD has shared this useful Kids Camp Prayer Guide. [Click Here](#)
- **Church University Kids Min Track.** Church University is a vital resource for every kids ministry leader. Shawn Reine and Linda Bottoms sit down and give a brief overview of the Kids Min track within Church University. From first timers to seasoned leaders, you will find valuable information to take your ministry to the next level. This podcast includes descriptions of each module such as policies and procedures, building a team, and more. <https://www.rmdc.org/thetablepodcast/>
- **Volunteer Collaboration.** Volunteers are in high demand in our churches and retaining them is the key to growing your volunteer base. The CMD collaborated with leaders who are doing it well within the RMMN to share insight, knowledge, and secrets about working with your volunteer staff. [Click here](#) to download this resource.
- **Summer Camp Recap and After Camp Devo/Prayer Resource.** What happens after summer camp is over is just as important as what happens at camp. The CMD shared a Bible reading plan designed specifically for students upon returning home from camp. You can view it at this link: <https://www.bible.com/reading-plans>
- **Back-to-School Prayer Guide.** The Church Ministries Department provided a Back-to-School Prayer Guide for kids and students. When kids go back to school, we must cover them in prayer! This generation faces things we never dreamed of. As culture pushes their agenda upon our families, NOW is the time to PRAY! Share this simple

and easy prayer guide with the families in your church and join us in covering our kids in prayer! [Download Here.](#)

- **Bible Engagement Project.** The CMD encouraged our departmental leaders to check out Bible Engagement Project and use their free curriculum in their youth groups, kids church, small groups and more. Bible Engagement Project is created and hosted by the National Assemblies of God. In July of 2023, this resource was free of charge and available to every church. It's a great tool to have in your toolbox of resources. You can find this resource at BibleEngagementProject.com.
- **Kids Camp.** When hundreds of kids come together at kids' camp, something powerful happens. Our RMMN camps were incredible and so many kids had life changing encounters with Jesus! We were happy to have 420 kids in total attendance with both Colorado and Utah camps. There were 63 salvations, 81 kids filled with the Holy Spirit and over 50 felt a call to full-time ministry. We raised over \$14,000 for BGMC and kids just got to be kids and have fun in a Spirit-filled environment. Lives are changed and it truly is their best week of the summer.
- **Kidmin Worship Session.** Worship in our kids' services can sometimes be a huge challenge. Kidmin Worship Session is an engaging kids' curriculum designed to enhance your worship experience in kids' church. This curriculum aims to prepare young hearts for worship. Consisting of ten lessons, ranging from 5 to 10 minutes each, are carefully curated to set the stage for a meaningful worship encounter. With its incorporation of slides and video media, the teaching ensures that kids stay attentive and involved. The lessons are printable, enabling leaders to distribute them to other team members. The Kidmin Worship Session is an opportunity to inspire and deepen the faith of the next generation as they journey into a lifelong relationship with God. You can view this resource at: <https://kidmin.ag.org/Resources/Sessions/Worship>.
- **Kidmin Missions Session** focuses on developing children's faith and their ability to share their faith with others. Throughout these lessons, children are encouraged to understand and express their faith story, share the good news of Jesus, live out their faith daily, and listen for God's voice in their lives. Each 5–8-minute lesson emphasizes the importance of being a light to the world and the role of the Holy Spirit in helping them share their faith. This curriculum is designed to help children know they have a unique calling from God to be a light to the world and make a positive impact. <https://kidmin.ag.org/Resources/Sessions/Mission>
- **Kidmin Generosity Session.** We believe that life-long disciples develop a heart of compassion for all people and that leads to generosity. BGMC is a teaching resource designed to empower the next generation of kids to pray, give, and go. Here you will find two packs of lessons that will help develop generosity in the kids of your ministry. <https://kidmin.ag.org/Resources/Sessions/Generosity>
- **Kidmin Bible Session.** The Kidmin Bible Session focuses on understanding and engaging with the Bible. Each lesson emphasizes a different aspect of connecting with God's Word. The lessons cover topics such as delighting in the Bible as a precious gift, viewing the Bible as one cohesive story from creation to redemption, receiving God's Word with joy, and more. Each lesson includes relevant scriptures, activities, prayers,

and reflections to facilitate a comprehensive and interactive learning experience. Check it out at by going to: <https://kidmin.ag.org/Resources/Sessions/Bible>

- **Momentum Training Series.** The CMD promoted and encouraged leaders to deepen their ability in the classroom. With the Momentum Training Series, you and your team can sharpen your skills and become more effective in the classroom, all on a budget and timetable that fits your needs. Sessions such as including children with disabilities, and creating lessons that stick, you will want to add this tool to your toolbox. <https://momentumtrainingseries.com>
- **Kidmin Hydrate.** One on one training for kids leaders is vital to your kids ministry flourishing. There is nothing better than having seasoned leaders pour into those leaders who are just starting out or have just reached a plateau. The Church Ministries Department partnered with the National AG office to promote a free webinar with special guest General Superintendent Doug Clay. CMD also provided scholarships for local kids pastors.
- **Kidmin Assessment Tool.** Have you ever wondered where you are when it comes to kids ministry? The Church Ministries Department shared a great tool to help our kids leaders assess where they are excelling and where they may need more training. Check out this amazing assessment tool designed by the National Assemblies of God Kids Ministry Department. [Click Here](#) for more information.
- **RD Online Training.** The Church Ministries Department provided online training for every Rocky Mountain Regional Director within the youth, kids, women, men, and Royal Ranger departments. With special guests such as Superintendent Gene Roncone, Char Blair, Kelly Presson, and Chris Stanley, our RD's went away encouraged, inspired, and equipped.

2. Youth Ministry

- **Youth Camp Prayer Guide.** Summer camps are one of the most spiritually impactful moments in a student's life. It not only impacts the child but also impacts the family as kids bring home what God did for them at camp. To help leaders and parents prepare their kids for camp, the CMD shared this useful Youth Camp Prayer Guide. [Click Here](#) to view.
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and easy prayer guide with the families in your church and join us in covering our kids in prayer! [Download Here.](#)

- **Youth Camp.** God did so much in the lives of students over the period of four full youth camps. There were 80 salvations, 179 healings, 158 filled with the Holy Spirit and 139 called into full-time ministry. There were words of knowledge and messages in tongues and interpretations, and God used students in each of these. We had a record year again with almost 1,250 in attendance. Our camp speakers brought challenging words each night and we had 68 churches participate.
- **Peru Missions Trip.** Missions is an important part of the Rocky Mountain Ministry Network. The Church Ministries Department hosted their first co-ed missions trip to Peru with missionaries Mike and Sonja Trei. Twenty-seven people embarked on a mission to impact the lives of children, poverty-stricken families, and to assist a local church in building their new structure.
- **Bible Engagement Project.** The CMD encouraged our departmental leaders to check out Bible Engagement Project and use their free curriculum in their youth groups, kids church, small groups and more. Bible Engagement Project is created and hosted by the National Assemblies of God. In July of 2023, this resource was free of charge and available to every church. It's a great tool to have in your toolbox of resources. You can find this resource at [BibleEngagementProject.com](https://www.bibleengagementproject.com).
- **Launch Night Live.** Heading back to school after a summer full of youth events, youth services and youth camp can put a lot of pressure on students spiritually. CMD partnered with Youth Alive to release a great back to school resource called Launch Night Live that helped prepare our students to stand up against pressure and share their faith. <https://www.launchnight.live>
- **Back-to-School Utah Event.** CMD helped facilitate a back-to-school event in Utah. Pastor Forrest Rowell spoke a powerful message and challenged them to reach their campus this school year. This was a big ONE NIGHT youth rally that saw over 175 students in attendance. Worship was all student led and such a powerful time in the presence of God.
- **Bike for Missions Ride.** The Church Ministries Department is dedicated to helping our missionaries spread the gospel further than the steps they can take. With vehicles of every kind, missionaries can go further and reach deeper into the field God has placed them. The BFM Ride helps us accomplish that. With 22 riders participating, nine of those being youth pastors, we were able to provide two vehicles for missionaries as well as help complete the water well project in Kenya. We raised over \$92,000 in 2023.
- **PK/MK Retreat. Preachers' kids and missionary kids have a unique calling placed on their lives.** The Church Ministries Department wants to help support and encourage them. This year's PK/MK retreat was held in Westcliffe, CO. They enjoyed a great lake day with Supra Boats donated by ROMOCO Boat Company. They were able to participate in tubing, paddle boarding, kayaking, wake surfing and more. Brandon and Mariah Bradford from Ranch of Hope spoke to them about their identity and who God has created PK's and MK's to be. Thanks to Kelly Seders and Forrest Rowell for helping lead this event.
- **The Guided Student Devotional.** CMD Director Shawn Reine, along with Youth Alive missionary Forrest Rowell, helped to create the Guided Student Devotional. This

devotional is designed to help students develop a devotional habit of spending time with God and reading His Word every day. Each devotion focuses on being a Spirit-filled disciple. You can find it [here](#).

- **RD Online Training.** The Church Ministries Department provided online training for every Regional Director within the youth, kids, women, men and Royal Ranger departments. With special guests such as Superintendent Gene Roncone, Char Blair, Kelly Presson and Chris Stanley, our RD's went away encouraged, inspired, and equipped.
- **Called Apprenticeship.** The CMD launched the Called Apprenticeship for high school juniors and seniors. The Called Apprenticeship is designed for those students who are exploring a call to ministry. It is a ten-session training with featured guests such as Superintendent Gene Roncone, General Superintendent Doug Clay, Dr. John Easter, and other great leaders.
- **Student Leadership Podcast.** Lead the Generation is all about helping students become better leaders. Leadership is influence. Students have influence. Students can be great leaders in their school, church, home, and job. CMD shared this resource where Eran Holt and Jordan Kolarik provide multiple short episodes a week to talk about leadership. [Click Here](#).

3. Women's Ministry

- **Women's Ministries Collaborative Resource.** The CMD partnered with key leaders of women across Colorado and Utah in this collaborative resource to help the women of the local church as they navigate life and the challenges they face. [Click Here](#) to see this resource.
- **Volunteer Collaboration.** Volunteers are in high demand in our churches and retaining them is the key to growing your volunteer base. The CMD collaborated with leaders who are doing it well within the RMMN to share insight, knowledge, and secrets about working with your volunteer staff. [Click here](#) to download this resource.
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- **She Devotional.** Each year the Church Ministries Department hosts two Ladies' Retreats. To provide a preparation tool, we collaborated with women across our Network to create a pre-retreat devotional. In 2023, we created the 14-day devotional. This devotional was designed to get the minds and hearts of women prepared for the 2023 Ladies' Retreats but can also be used as a personal devotional. [Click here](#) to download.
- **Bible Engagement Project.** The CMD encouraged our departmental leaders to check out Bible Engagement Project and use their free curriculum in their youth groups, kids church, small groups and more. Bible Engagement Project is created and hosted by the National Assemblies of God. In July of 2023, this resource was free of charge and

available to every church. It's a great tool to have in your toolbox of resources. You can find that resource at BibleEngagementProject.com.

- **Utah Ladies Retreat.** The Church Ministries Department hosted the 2023 Utah Ladies Retreat where over 170 ladies gathered in Utah to learn, grow, and fellowship together. The women pressed into the worship and listened attentively to our special guest, Tonya Blessing. We were encouraged that churches that had not attended before attended in 2023.
- **CO Ladies Retreat.** The Church Ministries Department hosted the 2023 CO Ladies Retreat in Loveland, CO. With over 400 ladies in attendance from our Network churches and abroad, God met us in a powerful way. Our speakers Holly Davis and Linda Bottoms brought timely messages encouraging women to “come off the wall” and discover their “I am.” The altars proved to be a special time for God to work in the ladies’ lives.
- **RD Online Training.** The Church Ministries Department provided online training for every Regional Director within the youth, kids, women, men and Royal Ranger departments. With special guests such as Superintendent Gene Roncone, Char Blair, Kelly Presson and Chris Stanley, our RD’s went away encouraged, inspired, and equipped.
- **WM Team Training.** The Church Ministries Department believes that trained leaders are successful leaders. The Women’s Ministries Network Team gathered for a two-day training. They talked about the vision of WM’s, the events of the year and what we can do to build community.

4. Men’s Ministry

- **Men’s Collaborative Resource.** Men’s ministry is one of the most important ministries in the local church. We asked several men’s leaders from around our Network to collaborate to write this resource to help us all understand the weight, importance, and necessity of discipleship for men. The following articles are meant to challenge our way of thinking and to broaden our ideas of what ministry to men looks like. [Click Here](#)
- **Volunteer Collaboration.** Volunteers are in high demand in our churches and retaining them is the key to growing your volunteer base. The CMD collaborated with leaders who are doing it well within the RMMN to share insight, knowledge, and secrets about working with your volunteer staff. [Click here](#) to download this resource.
- **Bible Engagement Project.** The CMD encouraged our departmental leaders to check out Bible Engagement Project and use their free curriculum in their youth groups, kids church, small groups and more. Bible Engagement Project is created and hosted by the National Assemblies of God. In July of 2023, this resource was free of charge and available to every church. It’s a great tool to have in your toolbox of resources. You can find that resource at BibleEngagementProject.com.
- **Regional Men’s Events.** The CMD finds value in working with the local church and this past year we partnered with churches in our Network to provide men’s events. There were great churches with great leaders ministering to the men in our communities.
- **RD Online Training.** The Church Ministries Department provided online training for every Regional Director within the youth, kids, women, men and Royal Ranger

departments. With special guests such as Superintendent Gene Roncone, Char Blair, Kelly Presson and Chris Stanley, our RD's went away encouraged, inspired, and equipped.

- **Small Group Discussion Guides for Men.** Men sometimes shy away from small groups, but when they do attend, they want it to be worth their time and effort. Check out this new resource for men's small groups that develop men in four spiritual growth areas of identity, relationships, purpose, and vision. [Click Here](#)

5. Adult Discipleship

- **Small Group Collaborative Resource.** The Church Ministries Department offered a NEW resource that will help you and your lay leaders in a tremendous way! This resource is all about SMALL GROUPS. Whether you achieve this through Sunday School, in homes, through affinity groups or a Bible Study another night of the week, gathering in small groups is key to health and growth and discipleship within the local church. <https://www.rmdc.org/.../Resource-Project-Small-Groups.pdf>
- **Church University Connection Track.** Connection can be a challenge in the local church. Church University is a vital resource for every Leader. Shawn Reine and Linda Bottoms sat down and gave a brief overview of the Connection track within Church University. This podcast will lead you from viewer to guest to participator. Check out this special training provided by Church University. <https://www.rmdc.org/thetablepodcast/>
- **Church University Preaching Track.** Preaching seems like a daunting accomplishment for those just starting out. Church University shares the basic how to's of developing a message and the CMD has given a five-minute overview of this preaching track. In this track you will learn topics such as sermon ingredients, discussion guides, and preaching skills. Listen to this important overview at <https://www.rmdc.org/thetablepodcast/>.
- **Volunteer Collaboration.** Volunteers are in high demand in our churches and retaining them is the key to growing your volunteer base. The CMD collaborated with leaders who are doing it well within the RMMN to share insight, knowledge, and secrets about working with your volunteer staff. [Click here](#) to download this resource.
- **Senior Adult Ministries.** Senior adult ministry can be fun and challenging at the same time. The Church Ministries Department partnered with National Seniors Director Dr. Robert "Bob" Cook to create a resource for Senior Adult Ministries. Senior adults are a vital part of every church. [Click here](#) to view this resource.
- **Young Adult Ministries.** Young Adult Ministries have been popping up all over our Network the past several months. More and more churches see the need for this ministry and are seeing young adults become more engaged and connected in the local church. We shared a few resources that will help you take that first step to reaching this age group as well as books, podcasts and a website dedicated to ministry to young adults ages 18-29. Take a look at these resources. <https://www.youngadults.today/book> and <https://www.youngadults.today/podcast>
- **Peru Missions Trip.** Missions is an important part of the Rocky Mountain Ministry Network. The Church Ministries Department hosted their first co-ed missions trip to Peru with missionaries Mike and Sonja Trei. Twenty-seven people embarked on a

mission to impact the lives of children, poverty-stricken families, and to assist a local church in building their new structure.

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- **Seven Dimensions of a Spirit-Filled Disciple.** The Church Ministries Department partnered to create the Seven Dimensions of a Spirit-Filled Disciple as a “go to” for churches to use as a gauge or metric for their disciple-making progress. The Seven Dimensions is not a program or a model but rather it sets forth a framework of Spirit-empowered discipleship outcomes and practices that are adaptable according to the culture and needs of any church and any discipleship strategy. These seven outcomes are: Bible engagement, prayer, Holy Spirit empowered, worship, service, life on mission, and generosity. Use this tool to measure your progress on discipling kids, youth, or adults. [Click Here](#)
- **Godly Marriages.** Marriages are under attack in America and finding great resources to help strengthen your marriage is vital. The CMD created a PDF resource just in time for Valentine's Day. We asked professional counselors “What are the top 10 resources you most often recommend?” [Click Here](#) to access this PDF.
- **Young Adult Conference.** The CMD strives to equip and empower young adults in the local church. The Young Adults Today Conference was a great resource to do just that. The conference was held on March 1-2, 2024, and helped young adults grow in their faith and become great leaders in the local church. [Click Here](#).

6. Outreach

- **Easter Readiness Resource.** Some years we look up, Easter is here, and we were not prepared. With Easter being early in 2024, the Church Ministries Department posted seven ideas to help the local church get ready for Easter. [You can find that resource here.](#)

7. Church Audio

- **Church Audio and Media Training.** The CMD gives a five-minute overview of the Church Audio Track resource. In this track you will learn topics such as: soundboard and computer training, spiritual awareness, EQ, gain, analog vs digital, headsets, troubleshooting and more. <https://www.rmhc.org/thetablepodcast/>
- **Volunteer Collaboration.** Volunteers are in high demand in our churches and retaining them is the key to growing your volunteer base. The CMD collaborated with leaders who are doing it well within the RMMN to share insight, knowledge, and secrets about working with your volunteer staff. [Click here](#) to download this resource.

8. Worship

- **Church University Worship Track.** Shawn Reine and Linda Bottoms sit down and give a brief overview of the newest track within Church University, Worship. This podcast includes descriptions of each module such as *The Day in the Life of a Worship*

Pastor to The Future of Musical Worship in the Church.
<https://www.rmdc.org/thetablepodcast/>

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- **Worship PDF.** The Church Ministries Department interviewed worship directors throughout our Network on introducing new songs, incorporating new team members, software for scheduling, and words of wisdom. [Click Here](#)

9. Deacon and Board

- **Church University Church Board Track.** Shawn Reine and Linda Bottoms sat down and gave a brief overview of the Church Board track within Church University. This podcast includes descriptions of each module such as *What Does a Church Board Do? Building Community, Blessing the Pastor* and more. <https://www.rmdc.org/thetablepodcast/>
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10. Prayer

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11. **Go Rural Initiative.** Despite densely populated cities like Denver, Colorado Springs, Aurora, and Salt Lake City, Colorado and Utah are still very much rural in nature. With nearly 65 percent of our churches being rural in some form, much of our local ministry takes place in smaller towns and cities located outside our metropolitan clusters. Whether it is ministry on the plains and prairies, mountains, subrural populations, or in the many tourist towns of Colorado and Utah, rural communities and their populations are important to God. After four years of collaboration and planning with our rural pastors, the Network

Presbytery launched the largest rural initiative in our Network's history. It is called GO RURAL and has five components.

- **Subsidizing the income** of rural missionaries by training pastors how to raise monthly support from family, friends and those who share a burden for rural ministry.
- **Building a Church Partner Fund** supported by modest monthly donations by Network churches to provide micro-grants in eight categories of outreach to rural churches. We are grateful that 57 pledges totaling \$3,300 a month have been received since March of 2024. Rural churches can apply for these grants at [this link](#).
- **Starting a GO RURAL investment fund** that financially supports rural churches through interest-bearing investments while increasing the fund's principal.
- **Appointing a GO RURAL task force** to make strategic decisions upon the request of the Superintendent.
- **Planting micro-churches** and/or house churches in rural communities that can not support a building or pastor's salary.

The thirty-page master plan for the GO RURAL initiative can be accessed at [this link](#).

12. Minister Appreciation Resources. October is the month set aside nationally to recognize and show appreciation for our pastors and/or pastoral staff. One of the reasons churches fail to participate in Pastor Appreciation Day is that everyone thinks someone else will take care of it. Under the direction of the Network Superintendent, the Network Presbytery dedicated one entire meeting to brainstorming and providing a list of practical ways church boards can express appreciation to their pastors and/or pastoral staff. This resource was distributed to churches, ministers, and laity through Facebook posts, texting broadcast, email broadcast, and a YouTube video. We also asked deacon boards and Women's Ministries leaders to help spearhead the initiative in their own local churches. This document can be accessed at [this link](#).

13. Pastoral Transition/Succession Resources. The Superintendent's office works very closely with EVERY local church during a pastoral transition. We continue to update and add to our family of pastoral succession and transition resources. All these resources can be found at www.generationcone.org/riseup.

- **Rise Up resource page.** A webpage containing all the Rise Up resources can be accessed at www.generationcone.org/riseup.
- **Rise Up Pastoral Transition and Succession Manual.** This 230-page resource is updated annually to reflect recent research, findings, and best practices. It provides scriptural intentionality; the five most common succession models and how to apply them; practical resources, forms, letters, schedules, and downloads; a 13-step pastoral search process; statistics regarding the financial impact of pastoral transitions and a transition budget template; a 60-day sustainability plan with a focused prayer emphasis, small group curriculum, and a three-week sermon series and coaching podcast to help fortify attendance, volunteerism, commitment, and giving through the transition and fully customizable documents and Excel sheets available as downloads.
- **40-Day Prayer Guide** to provide a spiritual covering for all those involved in the transition process.

- **Small Group curriculum** in the form of a three-week study to help church attendees better understand God's purpose and plan behind leadership transitions.
- **Rise Up Podcast Channel** to coach pastoral search committees through some of the difficult tasks of the pastoral search process. It can be accessed at [this link](#).
- **Defying Gravity Small Group Curriculum**
- **Defying Gravity, How to Thrive in a Pastoral Transition book.** Gene Roncone wrote a short paperback book for church attendees about how to grow spiritually during a pastoral change. The book is another option that can be added to the sustainability initiative to help churches educate their people and prepare them for the pastoral search journey. The book is available through the Rise Up resource page. The book is also available on Amazon in both English and Spanish by [clicking here](#).
- **10 Mistakes Pastoral Search Committees Make.** A new chapter and stand-alone resource was written by Gene Roncone outlining ten of the most common mistakes pastoral search committees make.
- **Qualified: Pastoral Candidates and the Importance of AG Credentials.** A stand-alone resource written by Gene Roncone and a large team of collaborative district leaders around the nation. The resource helps pastoral search committees better understand the different levels of an AG credential, the importance of theological preparedness, contributing factors, potential risks, and practical solutions for avoiding missional misalignment.
- **Introduction to Defying Gravity podcast.** A special introductory podcast that introduces the purpose of the book, its benefits, and how it can be used.
- **Congregational Survey update.** The online congregational survey has been updated to assess church health and clarify perceived pastoral priorities.
- **Devotional for search committees.** During a pastoral transition, most churches lean upon a search committee to identify the most qualified, willing, and available candidate to be voted upon by the church membership. Members of a church's pastoral search team are excited about the future while at the same time challenged by the weight of responsibility. The journey has its ups and downs, and the weight of it all can at times be exhausting. This team is often working long hours and tackling spiritual obstacles without the benefits of pastoral care, support, and encouragement. What they need in this season of no weekly pastoral support is a well of scriptural encouragement to help them stay spiritually centered along the way. That is why transition specialists Gene Roncone and John Cionca of Ministry Transition Inc. partnered together to provide short devotionals and practical encouragement as it relates to their role on the search team. The Refresh Devotional page is part of the 2023 Rise Up edition and features several topics with links to short, relevant, and timely encouragement. Get a sneak peek of this life-giving resource at <https://generoncone.org/blog/refreshed>.
- **Webpage updated.** The Rise Up webpage has been updated and redesigned to highlight existing resources and links. Click this link: www.generoncone.org/riseup.
- **Customizable resources** like letters, forms, templates, and worksheets that can be downloaded to save time and give assistance in every stage of the process.
- **Hyperlinks to sample** letters, forms, and templates in Microsoft Word and Excel formats.

For pastoral search team members of forward-thinking pastors wanting to set their churches up to win in the wake of their departure, this resource is a must and can be downloaded for free at www.generationone.org/riseup.

14. Mentored Succession Resource Updated. The Superintendent's office continues to promote and use this resource for pastoral transitions and successions. Most all churches experiencing a pastoral transition also experience a 10-15 percent decrease in attendance and giving. However, a new model offers hope. There are churches that actually grow numerically and financially during leadership transitions. These rare churches have three things in common:

- They have a transition plan in writing.
- They know who the successor is before the transition takes place.
- The outgoing pastor is fully supportive throughout the entire process.

These churches embrace what is called “mentored succession,” the process by which the lead pastor and the board collaborate together and select a person (current staff member or future staff member) to be mentored and trained with the intention of one day leading the church. There is a focus to identify a divinely called “DNA carrier” who understands the church, has proven themselves to be effective, is mentored by the pastor, and is loved and trusted by the people. There is an updated free e-book for long-term pastors who want to set their churches up to win in the event of their death, severe illness, or retirement. The e-book is entitled, *Mentored Succession, A Smarter Way for Pastoral Transition* and features the rationale for mentored succession, how to identify interior and exterior candidates, four of the most popular models of mentored succession, and five hypothetical stages to achieve mentored succession. It also gives practical advice on how to fund the transition and links to audio resources on the subject. View at this link: www.agspe.org/ms.pdf.

15. RMD Studios (video, audio, and editing). We continue to use and update the Network's state-of-the-art podcast and video studios. This enables the executive officers and the Church Ministries Department to make training, resources, and networking available to ALL our ministers and churches no matter what region or state they may be in. The studios are able to facilitate live Facebook discussions, video training, expert interviews, missions podcasts, and training in ministry departments as we have never done before. As a small network, it is a way for us to work smarter, not harder, and yet compete with the services that larger districts provide through conventions and seminars. Most of all, however, it can be done in REAL TIME! Several videos have been made available to our churches on the Network's YouTube page.

16. Inclusion Initiative. We continued our reach to include brilliant, gifted, and amazing ministers and ministries in our formal structures. It is for this reason that Superintendent Roncone led a substantial effort to recruit and involve new people who were not presently serving in areas of their unique giftings and callings. This included:

- Facebook posts welcoming new members to the RMMN.
- Presbytery initiative to reach out relationally to ministers on a sectional level.
- Expansion of teams and committees to include new and gifted talent.

- 17. New Believer Resources.** The Superintendent’s office continues to provide free or affordable new believer resources called, *Beginning the Journey*. *Beginning the Journey* is a practical resource to help new believers in the first 30 days of their decision to follow Christ. It is not church, vision, or ministry model specific nor is it meant to replace existing systems that work, but for churches that cannot provide an ongoing class, teachers, or even a steady flow of new converts to fill a class. It can also be used as an option for new believers who would not attend a class and prefer an independent study format. In addition, it can be used as a discussion platform for a new believer and a “coach” in a one-on-one format.

The resource is presented as being provided by an unnamed network of local churches that collaborate to provide resources. The resource exists in the following three formats:

- **Website.** The website version contains 31 short audio podcasts and is a FREE service to our churches. It is accessible from a desktop computer, notepad device, or smart phone. The resource is presented as being provided by an unnamed network of local churches that collaborated to provide resources. The website can be accessed at [this link](#).
- **PDF document.** The PDF document is an online e-book that can be linked to the church’s website, app, or emailed or texted to new believers. The PDF can be accessed at [this link](#).
- **New paperback book.** This brand-new paperback book is designed to coach new believers through the first thirty days of their decision with a short topical devotional each day, corresponding Bible reading, and reflection questions. The reflection questions have been written in a way that they can be used as an independent study, one-on-one mentoring, or as a group study. Because the book has been affordably priced at \$8 a copy, churches can purchase them as needed and given as a gift to those who make a decision for Christ. Gift copies can be ordered on Amazon by [clicking here](#).

These resources can be used in several ways.

- Advertise the URL on the projection screen when giving a public invitation to know Christ.
- Use the templates to print business cards that can be handed out to new believers. Art files can be [accessed here](#).
- Link the *Beginning the Journey* site to the church’s webpage.

- 18. Network-Affiliated Church Accounting Software (Aplos).** The office of the Secretary/Treasurer renewed the Aplos accounting subscription for network-affiliated churches with an increased robust service contract (online training, online giving, tech support, web development, and better reporting). This service offers free online accounting services, online training, online giving, tech support, web development, and detailed reporting to network-affiliated churches who choose to use this service. Contact John Bryant at jbryant@rmdc.org for additional information.

- 19. Revitalize Churches.** A few of our churches did not survive COVID-19. The Superintendent’s office is working with healthy churches in the affected areas to revitalize and relaunch these works. We are grateful to God for the Kingdom priorities of so many

of our churches that provided assistance to churches that lost momentum and support during the Covid pandemic.

20. Coaching and Resourcing Church Boards in Transition. Networks around the nation have experienced an unprecedented amount of lead pastor resignations since COVID-19. Since that time, over 35 church boards have turned to the Network for help and assistance in their pastoral search. This effort has consumed much of the Superintendent's time in providing the following support:

- **Briefing.** Meeting with each board to brief them on our entire family of pastoral search resources called *Rise Up*. Those resources are provided free of charge to our Network churches and can be seen at www.generationone.org/riseup.
- **Pastoral support.** Preaching a three-week sermon series to prepare churches for the journey; build faith; and fortify attendance, commitment levels, and giving.
- **Coaching.** Being available in the evenings to consult with boards and provide customized coaching through each of the 13 steps in identifying a candidate.
- **Resourcing.** Updating the *Rise Up* family of resources that consists of a 200-page reference manual with 13 steps, online congregational survey, small group curriculum, coaching podcasts, prayer initiative, and a paperback book entitled *Defying Gravity* for church attendees.
- **Vetting.** Assisting boards by doing background checks, reference checking, and collaborating with other networks where candidates may be coming from.
- **Interim leadership.** Providing interim pastors and preachers when needed.
- **Advertising.** Helping open churches by promoting the opening through our Facebook page, open church webpage, and résumé library.

The Network's transition resources consist of the following:

- Rise Up Church Resources: <http://www.generationone.org/riseup>.
- Open Church List: <https://www.rmdc.org/open-churches/>.
- Departure Coaching: <https://www.rmdc.org/byr/>.

In the past twelve months, the Superintendent's office spent considerable time resourcing and coaching the following churches that experienced a pastoral transition.

- River of Life, Rye, Colorado
- Craig Assembly of God, Craig, Colorado
- Generations Church, Richfield, Utah
- First Assembly, La Junta, Colorado
- The Rock Church, Grand Junction, Colorado
- Crossroads Church, Montrose, Colorado
- First Assembly, Dove Creek, Colorado
- Crosspoint Church, Grand Junction, Colorado
- New Life Church, Del Norte, Colorado
- Venture Church, Lochbuie, Colorado
- High Pointe Church, Heber City, Utah
- Cornerstone Church, Parker, Colorado
- Destiny Church, Fort Lupton, Colorado

21. Church Administrative Support. The Secretary/Treasurer’s office served our churches in the following ways this past quarter:

- **Aplos onboarding.** Fielded and supported several network-affiliated churches and pastors with their questions on Aplos software setup, plus how to add new users. (Of course, this is our normal support role; nothing uniquely new was accomplished or created as a result.)
- **Network-affiliated government reporting.** Assisted network-affiliated church pastors requesting help with employee tax withholding responsibilities, IRS quarterly 941 filing obligations, etc.

C. Build Community: Connect, Include, and Collaborate as a United Community

1. Communications Platform. We continued to employ and upgrade our communications platform to leverage speed and more current methods in the following areas:

- **Bimonthly newsletter.** The formatting of the bimonthly newsletter was changed to a digital format that is more resource friendly and subject-driven than department (silos) driven.
- **Facebook presence.** We are rebranding and reviving the Network Facebook page with several features.
- **RMD Studios.** This year the Network continued to create helpful content through podcasting.
- **Texting network.** We created two texting platforms (interactive and broadcast) to support communications, audio distribution, and document sharing.

2. Welcome Initiative. The Network uses custom designed Colorado and Utah themed slides to welcome and introduce new ministers to the Network on Facebook. The post also tells a little about the new ministers and gives their contact information.

3. Head of the Table Initiative. Our weekly devotional at the Network office occurs right before staff meeting and is called “Head of the Table.” Head of the Table is a time when a visiting minister temporarily leads our staff and presents their testimony or a devotional. Each Tuesday, I eagerly relinquish the chair at the “head of the table” in the Network office’s meeting room to one of our ministers. We utilize a smart TV and conference microphone that allows our guest to sit at the head of the table and interact with the entire Network team via Zoom. Why is this weekly meeting one of the most important meetings?

- **It is a powerful weekly reminder of why we are here and whom we serve.** The definition of a bureaucracy is when an organization expects its members to serve it rather than the organization serving its members. The prime directive of a network office is to SERVE ministers and churches. Period. We are reminded of that by seeing the faces of our primary mission each week.
- **It provides a platform for others to speak into our lives.** Whether it is through a personal testimony, Spirit-inspired devotional, or just sharing the joys and sorrows of ministry, this window allows those we serve to mold and shape us to better serve them.
- **It keeps us humble and grounded in reality.** While serving in a network office several years ago, Superintendent Roncone had the opportunity to work with several

district/network teams around the nation. He noticed that something happens between years 7-10 in district/network work. It is easy to get in a rut and begin to think that the network office knows better than the field which leads to making the mistake of thinking a title alone qualifies a person to lead. Nothing can be further from the truth, and these meetings help us stay connected with that powerful reality.

- **It creates a relational intersection to know others better.** Nearly 52 weeks a year, our team is meeting people, seeing their faces, and hearing their stories. Something transformational happens when names on a roster become people we know and love.

This past quarter we have been honored to have been ministered to by the following guests: Kevin Davis, Jeff Brown, Tim and Linda Hazen, Minton White, Steven Vergo, Dan Gilboy, Forrest White, Ron Frierson, Sarah Basco, David Banister, Michael Cleveland, Patrick Devine, Jess Clark, Doug Eddy, Bob Hillyer, Jeremy Jensen, Don Henderson, Kari Stewart, Rob Reyes, Linda Meek, Nicholas Sybrowsky, Jim and Carrie Ayers, Caleb McNaughton, Johanna Bartsch, and Stan Formby.

4. **Annual Network Camping Trip.** In the summer of 2023, John Bryant, our Secretary/Treasurer, took up the mantle in leading the Network's annual camping trip. This relaxing getaway with ministry peers has been valuable in the wake of an international pandemic.

D. Facilitate the Future. Establish Long-Term Vision, New and Innovative Income Streams, and Church Multiplication

1. **Long-Term Vision.** The Superintendent continues to work with and through the Presbytery to advance our vision and strategic plan for the Network's focus over the next three to five years. Our strategic plan over the next three years consists of the following three things.
 - **Empower.** A plan to help every minister retire with the peace, freedom, and dignity that God intends. More detailed information and resources concerning the Empower initiative can be found at www.rmdc.org/empower.
 - **Enlarge.** A five-part strategy to enlarge our ministry footprint in rural communities throughout Colorado and Utah. More information concerning the Enlarge initiative can be found at [this link](#).
 - **Expand.** An intentional plan to plant 35 new churches in strategic locations throughout Colorado and Utah. More information concerning the Expand initiative can be found at www.rmdc.org/planting.
2. **Church Multiplication.** The Network Presbytery has been working very hard in the past five years to build a sustainable plan to plant churches and micro-churches. This effort has resulted in the launch of the 2024 Enlarge initiative which includes:
 - Developing our philosophy of what it means to plant churches in the context of community.
 - Building a \$1,590,000 church planting fund to finance church plants in Colorado and Utah.

- Identifying 35 strategic locations where we will plant 35 new churches throughout Colorado and Utah. More information concerning the Expand initiative can be found at www.rmdc.org/planting.
- Advertising our 35 target locations nationally and inviting planters to explore the possibilities of planting a church in the RMMN.

This past year, the Network was pleased to both plant and receive new churches into the RMMN:

- Compass Church, Fort Collins, Colorado, pastor Nate Banke
- House of Purpose Church, Denver, Colorado, pastors David & Nancy Buckner

More information concerning our church multiplication strategy can be found at www.rmdc.org/planting.

3. Camp Cedaredge Chapel Renovation and Upgrade. The Presbytery approved funds for a Denver-based engineering firm to do an exhaustive structural, electrical, and HVAC report on the chapel. The report was reviewed by the Presbytery and funds were approved to have the work done under the professional supervision of an owner's rep. The work will start soon after the funds become available.

4. Called Initiative. This year's 2023 initiative consisted of the following.

- **Local teaching.** Participating pastors were asked to teach, preach, or give a personal testimony concerning their own call to ministry in a Sunday morning service. After that message, pastors informed those who want to explore God's call that the Network was offering a four-week Zoom cohort to help them explore the possibility of God's call and gave them a free copy of the book *Explore the Call*. Those interested were invited to meet with the pastor for a short huddle following the service.
- **Resourcing.** Those who felt led to explore God's call to ministry were given three resources to help them in the journey. The first was a free copy of the paperback book, *Explore the Call, Is Ministry God's Will for Your Life?* (<https://a.co/d/9APpgof>). The second was a four-week Zoom cohort on Sunday evenings. They interacted with others exploring the call and received practical mentoring on discerning the difference between a passion for ministry and a call to ministry. The third resource they were given was the opportunity to take one free Bible survey class (<https://pathway.training>) if they finished the cohort.
- **Mentoring.** Participants from all over Colorado and Utah were mentored in a four-week Zoom cohort where they received practical advice, interacted with peers, asked questions, and were supported in their journey. This year, Pastors Rich and Shellie Wooten from Life Church in Salt Lake City mentored over 85 people from communities all over Colorado and Utah.

Throughout redemptive history, it has been a Biblical precedent that those who were called have taken personal responsibility to mentor those exploring the call. There needs to be more than camps, retreats, or institutional initiatives! Anything short of personal mentoring will be ineffective. It's that simple. Additional information and resources for lead pastors or churches can be found at www.rmdc.org/called.

5. **Go Rural Initiative.** Despite densely populated cities like Denver, Colorado Springs, Aurora, and Salt Lake City, Colorado and Utah are still very much rural in nature. With nearly 65 percent of our churches being rural in some nature, much of our local ministry takes place in smaller towns and cities located outside our metropolitan clusters. Whether it is ministry on the plains and prairies or mountains, with subrural populations, or in the many tourist towns of Colorado and Utah, rural communities and their populations are important to God.

After four years of collaborating with our rural pastors and planning, the Network Presbytery launched the largest rural initiative in our Network's history called, GO RURAL. The initiative has five components.

- Subsidizing the income of rural missionaries.
- Building a church partner fund supported by modest monthly donations by Network churches to provide micro-grants in eight categories of outreach to rural churches. We are grateful that 57 pledges totaling \$3,300 a month have been received since March of 2024.
- Starting a GO RURAL investment fund that financially supports rural churches through interest bearing investments while increasing the fund's principal. An explainer video concerning this fund can be viewed at [this link](#).
- Appointing a GO RURAL task force to make strategic decisions upon the request of the Superintendent.
- Planting micro-churches and/or house churches in rural communities that can not support a building or pastor's salary.

The thirty-page master plan for the GO RURAL initiative can be accessed at [this link](#).

6. **Network Leadership Pipeline.** We continue to invest in the leadership and community building skills of our sectional teams and presbyters using the following methods:

- **Inclusion initiatives.** This year we once again reached out and included new and gifted leaders in existing and future initiatives. We have also begun creating new opportunities to facilitate the giftings and contributions of our ministers.
- **Orientation meetings.** We held orientation meetings for sectional teams to define their purpose, expectations, and strategic importance. We also initiated similar meetings for the Presbytery.
- **Virtual training.** We used Zoom to provide training for our presbyters and sectional teams.
- **Sectional Presbyter Exchange.** We continue to use a new website we created called Sectional Presbyter Exchange to raise up the most highly trained and relational presbyters in the nation. The Superintendent's hope is to prepare each sectional committee member to be able to serve as a presbyter and each presbyter to be qualified to serve as superintendent (should something ever happen to Superintendent Roncone). This was the reason he created the AG Sectional Presbyter Exchange that offers leadership development tools for sectional presbyters.
- **Five Things Podcast.** As part of Superintendent Roncone's role as the Chairman of the Board for Church Extension Plan, he produces a podcast for the 26 Superintendents who sit on the board. These podcasts are also shared with our Presbytery to invest in

their leadership skills. This is a private podcast that is not available to the general public as it addresses issues related to district leadership.

7. Female Leadership Initiative.

In the past five years, we have worked very hard to identify exceptional female credential holders and encourage them, advance their credentials, and welcome them into leadership positions. This has included:

- Appointing Linda Bottoms to serve as the Assistant Director of the Church Ministries Department.
- The addition of five female mental health professionals to the Network's Credentials Committee.
- Four females who have been duly elected to the Presbytery—three as sectional presbyters and one as an executive presbyter. Amazingly, that representation is the exact same percentage of females on our Network ministers' roster.
- Fifteen females who have graduated from our 16-week training cohort to prepare them for their first lead pastorate.
- Creating an e-book to promote female credential advancement entitled *Preparing for Ordination—Educational Options for Busy Ladies*.
- Creating a national collaborative effort in which other district/network superintendents worked together to formulate a list of things they can do to encourage female leadership as well as a resource that helps local pastoral search committees process the issues around female leadership.
- Adding a new chapter to our Network's pastoral transition resource to help local search committees consider the possibility of female candidates for the office of lead pastor.
- **BGR 2.0: Contextualizing the Billy Graham Rule for Cross-Gender Ministry Teams.** Superintendent Roncone assembled a team of 30 leaders consisting of male and female scholars, ministers, associate pastors, lead pastors, co-pastor teams, executive leaders, presbyters, and licensed counselors who were asked to make recommendations on how the Modesto Manifesto might be contextualized in modern ministry settings. The Network Presbytery then recommended the white paper as a resource to assist our local churches in thinking through their own application. The document can be accessed at [this link](#).
- **Scholarships.** We have given scholarships to many female credential holders to advance their credential through Pathway.
- **Representation.** The RMMN has been effective in including female representation on every level of leadership and committees organically as opposed to legislative apportionment. We attribute that to having exceptional female leaders, hard work, vision casting and duly elected female leaders who have earned the trust of their peers.
- **Call mentoring efforts.** The Network has produced a call mentoring resource in the form of a paperback entitled *Explore the Call, Is Ministry God's Will for Your Life?* That resource not only addresses several helpful topics to assist those who are exploring a call to ministry but includes two separate chapters addressing the fact that the Bible does not prohibit females from being pastors, missionaries or teachers and articulating why we need women in ministry. That resource has been

distributed to thousands in the past several years and is helping females explore the possibilities of God's call to ministry.

- **Leading change.** The Rocky Mountain Ministry Network is and has established itself as a leader in welcoming, investing in, and championing women in ministry. For example, the RMMN has produced two white papers that have been read and utilized by many around the nation. These groundbreaking white papers are...

Female Lead Pastors: A Discussion Worth Having has been downloaded over 20,000 times since it was written and is provided by districts to pastoral search committees in Colorado and Utah and all over the nation. You can access this resource at [this link](#).

BGR 2.0: Contextualizing the Billy Graham Rule for Cross-Gender Ministry Teams has also become a national resource and advocates for female ministers. You can access this resource at [this link](#).

Preparing for Ordination—Educational Options for Busy Ladies is an eBook with helpful advice on how female credential holders can pursue and advance their credentials towards ordination. The resource can be accessed at [this link](#).

Pastoral search committee resource. Adding a chapter to our Network's pastoral transition resource to help local search committees consider the possibility of female candidates for the office of lead pastor. We have also revised the congregational survey provided to churches in transition to assist them in measuring their congregation's openness to female leadership. The *Rise Up Pastoral Transition* manual can be accessed at [this link](#).

- **Female credentialing and advancement efforts.** The Network has launched some of the most innovative and empowering credential and advancement initiatives for female leaders. These include:
 - **Recruitment.** The Network actively recruits and connects with female ministers to help them find fulfilling ministry in the RMMN and advance their credentials once they are here.
 - **Scholarships.** The Network utilizes the Advance Scholarship Fund to finance classes with Pathway (www.pathway.training) for any female minister wanting to advance their current credential.
 - **Resourcing.** The Network provides an eBook entitled, *Preparing for Ordination—Educational Options for Busy Ladies*. The resource gives practical advice on credential advancement options for female leaders. This resource can be accessed at [this link](#).
 - **CTC School of Lead Pastor Ministry.** The Rocky Mountain Ministry Network is the only Network providing a 16-week cohort designed to prepare associate pastors for a successful lead pastorate. In the past three years, CTC has recruited and graduated 12 (27%) females, and many are now serving as lead pastors. That means 27% of RMMN's CTC graduates are female.

- **Focused problem-solving.** The Superintendent’s office has been focused on solving the most complex problems surrounding female credentialing and advancement. For example, most churches require the lead pastor, and occasionally associate pastors, to be ordained. The AG bylaws presently require the office of presbyter, executive presbyter, and all executive offices to be ordained. However, as of March 2024, only 4,534 females in the entire nation are ordained. At that time, the Assemblies of God USA had 37,885 ministers. 29%, or 11,046, of our credentialed ministers are female. Of those 11,046 female ministers, 2,384 are certified, 4,128 are licensed, and 4,534 are ordained. That means only 4,534 women nationally are ordained and thus qualified for any elected position that requires ordination on a local, district, regional, or national level. Another way to say it is that 59% of female ministers have yet to choose to seek a credential that would give them upward mobility. If the licensed females alone took ten classes (at the most) and advanced to ordained, we would DOUBLE the number of females qualified and available for service in churches requiring their pastor to be ordained. That is why the Network has focused so much on awareness, scholarships, educational options, credential advancement, and ordination.

8. **Mastering Credential Interviews Training.** The RMMN partnered with Donna Barrett, General Secretary of The General Council of the Assemblies of God, to create and provide training to our presbyters and sectional committee members for credential interviews for certified, licensed, and ordained ministers. The series consisted of the following episodes:

- **Part 1 – Priorities.** In the first episode, Donna addresses priorities, team structure, preparation, good questions, common mistakes, spousal participation, and how to start and end a credential meeting well. Listen at <https://soundcloud.com/agspe/ci1>.
- **Part 2 – Discernment.** In the second episode, Gene and Donna talk about spiritual discernment, red flags, candidates on the bubble, debriefing, processing concerns, and areas needing sensitivity. Listen at <https://soundcloud.com/agspe/ci2>.
- **Part 3 – Surprises.** In the third episode, Donna addresses unexpected surprises on both sides of the interview process, common challenges, navigating spousal concerns, and the importance of unforgettable God moments. Listen at <https://soundcloud.com/agspe/ci3>.
- **Part 4 – Preparation.** In the final episode, Gene gives presbyters and sectional committee members nine easy ways to prepare for credential interviews. Listen at <https://soundcloud.com/agspe/ci4>.

This podcast series will help presbyters and sectional committees master credential interviews and create unforgettable moments for ministerial candidates. Access the series at <https://soundcloud.com/agspe/sets/mastering>.

9. **Updating RMMN Open Church Page.** As a Network, we are eager to partner with sharp, driven, and passionate ministers to reach lost people in our Colorado and Utah communities. We attempt to do that by maintaining a leader bullpen, resourcing a smooth transition on both sides of the pastoral change, and publishing an open church list.

- **Leader bullpen.** Our leader bullpen is a community of leaders who want to submit résumés and be notified of future ministry openings in the Network.

- **Résumé resource.** To help candidates know what pastoral search teams are looking for on résumés, Superintendent Roncone created a resource entitled, *Creating an Unforgettable Résumé*. Download this resource by [clicking here](#).
- **Text notifications.** We began a text notification system to let ministers in transition know of changes to our open church list. Subscribe by [clicking here](#).
- **Résumé library.** To best understand the needs and preferences of potential candidates, we created an online interface that asks them to clarify questions and upload their résumé into our résumé library. This page can be accessed [here](#).
- **Transition resourcing.** Should God call outside ministers to serve in the Rocky Mountain Ministry Network, we want the transition to represent Kingdom thinking on both sides of change. We created the following resources to help our ministers and outside applicants do that:
 - o ***Before You Resign* resource.** This PDF document will help in processing the emotions and logistical planning that all successful transitions require. Access it by [clicking here](#).
 - o ***Rise Up transition resources.*** The RMMN offers an entire family of pastoral transition and succession resources to assist a church in preparing for the pastor's departure and identifying a new pastor. Access these resources by [clicking here](#).
- **Open church list.** Our Network provides extensive resources to assist our churches experiencing a leadership transition. These churches fall into one of the following categories. 1) Potentially open, 2) Soon open, and 3) Currently open.

10. Presbyter Orientation and the Elevation of Sectional Teams. Each and every section in our Network has a sectional team made up of the presbyter and two other ministers. When considering our current culture, needs, and bylaws, there are four important reasons for our sectional teams:

- **Spiritual function.** Help care for ministers and their families in the section.
- **Community function.** Broker relationships, create community, and build a culture of inclusion and support in the section.
- **Organizational function.** Assist the section by providing assistance to network-affiliated churches with credential interviews when needed and with network-wide initiatives.
- **Supportive function.** Assist the sectional presbyter, share the responsibilities of planning meetings, and help the Presbytery when needed.

Just as deacons are not elected to be activist representatives of genders, age groups, demographics, or regions, so also are sectional teams to assist the presbyter in the four areas mentioned above. This past year we have started including sectional teams in the Presbytery orientation meetings. If a section will be voting on a presbyter, we have also invited all the ministers of that section to sit in on the presbyter orientation. This has helped educate our constituency and sectional teams on what the role of the presbyter is and requires. It has also helped our ministers make a more informed and prayerful decision about who can best fill these important roles of presbyter and sectional committee people.

We have also mobilized the convivence of podcasting and technology to raise up the most highly trained sectional teams in the region. This was the reason for the creation of the AG

Sectional Presbyter Exchange that offers the following leadership development tools for sectional committees:

- **Podcast.** A monthly podcast to give sectional teams exposure to best practices and new ideas. <https://soundcloud.com/agspe>.
- **Facebook group.** A private Facebook group to train and resource presbyters. <https://www.facebook.com/groups/AGSPE>.
- **Website.** A one-stop location to access resources and training. <https://generoncone.org/agspe>.

All our presbyters and sectional teams now have access to this resource. Get a sneak peek at this resource at www.generoncone.org/agspe.

11. Strategic Response to National Pastor Shortage. Denominations across the nation are experiencing a shortage of lead pastors. The Rocky Mountain Ministry Network is addressing this challenge on the following two levels:

- **Cause of pastoral shortage.** There are four primary reasons for the current national shortage of ministers:
 - **Boomer retirement wave.** The wave of baby boomer ministers moving into retirement. Ten thousand boomers are turning 65 every day and will continue to do so for a total of 19 consecutive years.
 - **COVID exodus.** The exodus of burned-out youth and near-retirement age ministers that occurred in the wake of the Covid-19 crisis.
 - **Cost of formal education.** The cost of bible college has skyrocketed in the last four decades. A college education, adjusted for inflation from 1980, should cost \$45,000 instead of the \$160,000 it costs today. A minister's salary just cannot service student loan payments for a debt that high.
 - **Lack of pastoral teaching/mentoring.** Most local churches no longer preach, teach, or invite people to explore the call of God as a vocation nor are pastors mentoring their staff in the areas needed for them to one day lead their own church.
- **RMMN strategic solutions.** Not only is the RMMN responding to this crisis, but we are also being proactive in addressing causes and not just the symptoms. We are doing this through the following:
 - **Called Initiative.** Helping laity, young adults, and middle-aged people navigate their potential call through a book entitled *Explore the Call*, pastoral coaching, and network-wide preaching and mentoring on the local level. For the book, see [Amazon](#); and for the called initiative, check out <https://www.rmdc.org/called>.
 - **Operation Macedonian Call.** A strategic effort to identify those open to a ministry change outside the Network and recruiting them to explore opportunities in the RMMN. We have also begun assisting our local churches in more effective ways to promote pastoral openings. In addition, the Network's three-week sustainability initiative is helping to make our open churches more attractive to potential candidates. See www.surveymonkey.com/r/RMMNresume.
 - **Strategic mentoring.** Spending 16 weeks each year mentoring at least 15 emerging leaders to be lead pastors. See www.rmdc.org/csm.
 - **Education.** Providing resources to help ministers discern the difference between discouragement and release. See <http://www.agspe.org/byr.pdf>.

- **Mentored succession.** Resourcing and educating pastors and boards on how to mentor existing staff who are DNA carriers and capable of being mentored successors. See <https://generoncone.org/riseup#mentored>.
- **Transition resourcing.** Providing pastoral search resources like the *Rise Up* manual, website, podcast channel, coaching, sermon series, small group curriculum, and many others at www.generoncone.org/riseup.

The feedback we are receiving thus far from local church boards is extremely positive. After a church successfully ends the transition period, we ask the entire board/search committee to give us feedback through an online survey on the various transition resources and coaching we provided. Their feedback has helped determine upgrades and future topics to be added to the next year's addition of the *Rise Up* manual. For three years, we have been receiving outstanding feedback from our local boards. You can read their comments at <https://generoncone.org/riseup - realtestimonies>.

- **CTC School of Lead Pastor Ministry.** The Charles T. Crabtree School of Pastoral Ministry was created to prepare the next generation of lead pastors for excellence in ministry. Superintendent 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 in August 2020, Charles Crabtree 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. The cohort consists of weekly group Zoom meetings with Superintendent 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. In four years, the CTC Cohort has graduated 60 ministers. More information about the cohort can be found at www.rmdc.org/csm.

12. **Rocky Mountain Preaching Lab at Trinity Bible College and Graduate School.** To create a contemporary environment that enables students to learn, develop and nurture a life-long passion for effective Pentecostal preaching and an ongoing relationship with the Rocky Mountain Ministry Network, the Presbytery approved a \$40,000 gift to remodel and rename a classroom at Trinity Bible College and Graduate School.

The new learning environment is called the Rocky Mountain Preaching Lab and features a state-of-the-art preaching and homiletics laboratory with full media studios, sound

systems, and an interactive kiosk. The walls and vibe of the room also celebrate Colorado and Utah culture through breathtaking wall art and photography. In addition, the interactive kiosk will help establish a prayer partnership between students studying preaching and lead pastors from the Rocky Mountain Ministry Network. This will be accomplished by...

- **Introduction to RMMN:** An interactive portal where preaching students can learn more about the Rocky Mountain Ministry Network.
- **Prayer subscription.** A type in form where Trinity students can request daily prayer by voluntarily inputting their name and email address into the kiosk. That information will then be automatically added to a prayer list that will be prayed over by our RMMN ministers.
- **Prayer support.** RMMN ministers will then be informed through a Network-wide text of who the TBCGS “student of the week” is and given the opportunity to add them to their prayer list that week or send them an encouraging email.

13. RMD Representation and Board Involvement. Superintendent Roncone’s past involvement in the Denver metropolitan area as well as his current role in the RMMN provide mutually rewarding opportunities to serve on boards or committees of other organizations. These presently include:

- **General Presbytery of the Assemblies of God.** The General Presbytery consists of approximately 300 elected representatives from the various districts and foreign mission areas of the Assemblies of God USA. When the General Council is not in session, the General Presbytery acts as the official policymaking body.
- **Church Extension Plan.** Church Extension Plan provides premier financial and administrative services to the churches and districts/networks of the Assemblies of God and their constituents. Superintendent Roncone serves as the Chairman of CEP’s board.
- **Trinity Bible College and Graduate School.** Superintendent Roncone serves on the Board of Trustees for Trinity Bible College and Graduate School.

14. Personal and Professional Development. In an ongoing effort to better serve our Network and grow as a leader, I have completed the following professional development opportunities in the past year.

- **Duke University Continuing Education Studies.** Gene has completed the following certificate programs with [Duke University’s](#) continuing education certificate program.
 - **Creativity in Teams and Organizations.** This series of courses examined how to spur creativity and innovation in teams and organizations.
 - **Introduction to Critical Thinking.** This series of courses presented critical thinking as an intellectual model for understanding issues, forming reasonable and informed views, and identifying the relationship between thinking skills and problem solving.
 - **Innovation in Teams and Organizations.** This course focused on how leaders create and develop innovative organizations, ideas, products, processes, and services.

- **Personal Creativity.** This course examined how one can become more creative by stimulating innovation through various techniques (mind mapping, DO-IT, SCAMPER, and right- and left-brain thinking).
- **Cornell University Executive Certificate Program.** Gene received a certificate in conflict resolution from [Cornell University](#) in 2023. The Cornell certification focused on the following competencies.
 - **Diagnosing Conflict.** Identifying conflict, conflict styles, types, levels, and diagnostic questions.
 - **Applying a Problem-Solving Approach.** Identifying contributing factors, question techniques, strategic approaches, recognizing positions, interests, and criteria for success.
 - **Challenging Conversations.** Identifying the need for and preparing for challenging conversations, defining next steps, and follow up.
 - **Mediation for Managers.** Preparing opening statements, selecting the appropriate mediation style, recognizing the role of emotions, and assessing problem solving capacity.
- **The Comprehensive Credit Union Board Training** by [Ancin Cooley](#), CIA, CISA. This online training series included the following seven instructional modules: 1) Understanding Credit Unions, 2) Your Role as a Credit Union Board Member, 3) What Your Board Packet is Really Telling You, 4) Red Flags for Directors, 5) Board Chair Roles and Responsibilities, 6) Situational Strategies for Credit Union Boards, Board Communication Skills, and 7) Director Coaching.
- **ABHE Board Governance Training.** As a member of Trinity Bible College and Graduate School’s trustee board, Gene has also completed the Association for Biblical Higher Education’s trustee video training modules. This instruction is designed to train trustee boards of colleges and graduate schools in the topics of 1) Trustee roles and responsibilities, 2) Trustee recruitment and orientation, 3) Policy governance and the board policy manual, 4) Engaging the board in securing institutional resources, 5) Understanding key performance indicators (KPI), 6) Discerning and guarding missional drift, 7) The institutions as a spiritual enterprise, and 8) The board chair and presidential partnership. www.abhe.org

In closing, I would like to thank you for your vision, sacrifice, and dedication to your local church. Your contribution is making our Network stronger, healthier, and more effective in bringing Christ to those who do not know Him in Colorado and Utah. I would also like to thank you for your enthusiastic support of the Network and your passion to achieve our vision for the future.

Respectfully submitted,

Gene Roncone
 Rocky Mountain Ministry Network
 Network Superintendent/Pastor (aka “helper”)