



High Impact Teams

Conference Schedule

Tuesday, April 9

12:00 Lunch (provided)

12:45 High Impact Teams

- raise your team's productivity by 30%
- implement trust builders and avoid trust busters
- remove organizational clutter and establish clear priorities
- get comfortable with uncomfortable conversations
- appropriately hold people accountable for results

4:45 Evening Meal (On Your Own)

7:00 Evening Celebration & Worship

Featuring Partnerships/Church Planting/Church Planting Leadership Team/Kevin Kompelien

Wednesday, April 10

7:45 Breakfast and Annual Business Meeting – Breakfast included with registration

10:00 High Impact Teams Continued

- grow better Christians, not just better leaders
- create a life-giving team culture
- increase team performance through personal emotional health

Conference concludes at noon.

No matter how big an organization or its budget, we all do ministry with a team,



whether paid or volunteer. Building teams is more art than science. If you have ever been part of a great team, you know it is something special. You never accidentally become a great team. No group of individuals ever drifts into becoming a high-impact team.

When there is good chemistry, and everyone is operating from their sweet spot, and the objectives are clear, and kingdom progress is being made... it is incredibly fulfilling and fun.

On the flip side, we are also painfully aware what happens when there is dysfunction in the team...there is stress, tension, politics, and posturing. It's not much for anybody and we end up squandering our divine assignment.

During our conference, we will discover the synergy that results when teams are healthy and high-performing. The best teams have a dual focus on *relationships* and *results*.

The Rocky Mountain District ...

Our Purpose: Serving our churches and our pastors to multiply God's Kingdom.

Our Vision: Resource our churches for intentional evangelism and discipleship.

Our Core Values:

- Shepherding our Pastors
- Training Leaders
- Planting Churches
- Safeguarding EFC Distinctives and Doctrine
- Facilitating Interdependence

Staff:

Dr. Gregory Fell, Superintendent

Becky Harrison: Financial Secretary

Carol Fell: Administrative Assistant

Church Planting Leadership Team:

Rob Chadwick, Table Mountain Church, Rye, CO

Kevin Boaz, Incline, Colorado Springs, CO

Erik Valenzuela, Iglesia El Camino, Aurora, CO

Mark Crossman, Southern Hills EFC, Hot Springs, SD

---Notes---



ROCKY MOUNTAIN DISTRICT

127th Annual Conference Business Session

Agenda:

Call to Order and Prayer

Organizational Issues:

Appointment of Distribution and Teller committee

Credentials Report

Adoption of the Agenda with flexibility

Business:

- a. Nominating Committee Report
- b. Election of District Leadership Team Directors
- c. Financial Reports
- d. Vision for Fiscal Responsibility
- e. 2019-2020 Budget
- f. Superintendent Succession Plan Proposal
- g. Testimonies
- h. Future Annual Conference Locations:

District Leadership Team Nominations

Executive Team

Rev. David Williams – Secretary	New Hope, Cedaredge, CO
Rev. Curtis Mudgett – Vice Chairman	Cedar Creek, Montrose, CO

DLT General Board Members

Rev. David Tyree*	Steamboat Springs, CO.
Rev. Neil Magnuson	Crossroads Fellowship, Custer, SD

*Incumbent. Both Executive Team nominees currently serving as DLT General Board Members

DLT Superintendent Succession Proposal:

- 1) To empower the District Leadership Team to begin searching for a candidate who would be presented and voted upon at a future RMD Conference as our “Superintendent Elect”.
- 2) Allow for a period of time not to exceed 24 months during which Greg Fell would work with the Superintendent Elect as an advisor/resource person – with remuneration to be determined.

Notes

District Superintendent Report

"And the things which you have heard from me in the presence of many witnesses, these entrust to faithful men who will be able to teach others also." 2 Timothy 2:2

As a reminder, my core values as I serve you are as follows: Healthy Pastors, Healthy Churches, Church Planting, Safeguarding the EFC distinctives and doctrine, and strengthening our interdependent fellowship. This report will share how each of these core values, using the grid of 2 Timothy 2:2, have been developed this past year.

Healthy Pastors

Currently there are ten areas in which monthly **Healthy Church Networks** (HCN) are being conducted. In most of the areas I do training for the pastors and we spend time in prayer and fellowship. Three of these are being directed by the pastors within the region. This coming September through November each of the HCNs has a pastor in that HCN who has agreed to organize and lead, as I will be on sabbatical.

This year I have come to each HCN with a question as a topic to cover. However, as conversation begins in each of the Healthy Church Networks, I have found that the topic of interest generally has evolved from current questions or issues the men desire to discuss. In every Healthy Church Network discussion regarding the National EFCA agenda regarding the change in the EFCA statement of faith has occurred.

The current HCNs which are active are the Pikes Peak Region meeting in Colorado Springs, South Central meeting in Pueblo, South Denver Metro meeting in Littleton at Bethany E.F.C., North Denver Metro meeting in Broomfield at Calvary, Northern Colorado/South Wyoming meeting in Fort Collins at Faith, Eastern Plains meeting in Burlington, Black Hills meeting in Rapid City, Central Wyoming meeting in Casper, Western Slope meeting in Montrose and Southwest meeting in Durango.

All of these regional fellowships meet September through May this year. This is the place where I have the greatest opportunity of exposure to our pastors and ministry staff members. I appreciate the growing support of our pastors and churches as they participate in these strategic times of Kingdom building interaction.

Our Annual Conference generally is designed for training and equipping. Last year was the exception. Having led the district for two decades with the same core values, we asked our conference if these five core values are still a valid grid through which we should do ministry, do we need to redefine our core values, and how can we better serve our churches with our core values.

We had five different District Leadership Team members speak on one of each of our core values, defining the value, presenting the underlying Biblical basis for the value, then explaining how the District is practically delivering that value to the pastors, churches and church leaders. Each session ended with round table discussions evaluating both the importance of the core value to the churches as well as delivery systems being practiced.

The overwhelming response from our conference was that the core values which have been guiding the ministry of the Rocky Mountain District for the past two decades are still valid and desired for the next decade of ministry, without change or redefinition. Suggestions for some changes in how the values are applied were suggested, and the District Leadership Team has worked to make those adjustments throughout the past year.

This year our conference will focus again on training, equipping and strengthening our pastors, leaders and church ministries by presenting the topic of *High Impact Teams*, facilitated by Lance Witt, founder and director of *Replenish Ministries*.

Our Fall Summit featured Dr. Dennis Magary from our seminary, Trinity Evangelical Divinity School. Dr Magary's topic was *Leading with God's Plan and Provision*, an exposition from Proverbs. September 26 the theme of our Fall Healthy Church Summit will be *The Theology of Rest*. We are still seeking a host church for this conference.

Meeting with several of our pastors who are seeking out personal one on one coaching has been a joy for me this year. This is a monthly commitment with each of these called men of God. This opportunity is available to all pastors in our district who desire one on one coaching, mentoring, or ministry accountability. It is exciting to see men grow in their ministries and reach greater potential in their gifting and calling as they involve themselves in a peer relationship such as this.

This year there was very little turnover in lead pastors in our district, whereas the year before we had a 15% turnover. I have assisted five churches in finding pastors. However, two churches are sharing one of those pastors, and three churches sharing the other pastor. This means we have had a turnover of only two lead pastors this past year.

Counseling pastors is another important component of keeping our pastors healthy. This year there were three couples that I had the opportunity of counseling. As is typical throughout each year there were also innumerable telephone conversations and a couple of Skype opportunities which involved some pastoral counseling, as well as face to face counseling opportunities as I traveled through the regions of our district.

Much counseling time was spent with eight different pastors both in personal coaching and phone conversations as they dealt with extremely volatile circumstances. This also required many leadership meetings and phone conversations in these conflicted churches. Thankfully all of these conflicts have been mediated and each of these churches have survived.

Gateway is a theological training opportunity for men who desire to serve as pastors and/or planters but will never have the opportunity to go to seminary because of age, time, family and/or financial considerations. Though it is primarily designed for non-Anglo pastors, it is open to anyone desiring deeper theological training. The goal is to train men to the depth that they will be able to obtain a national Evangelical Free Church credential of permanent Certificate of Christian Ministry or Certificate of Ordination. New Life Community Church in Aurora continues to host Gateway 1 each year.

Through our benevolence fund, the Rocky Mountain District has assisted three pastoral families with financial challenges they have faced which created a burden their individual churches could not afford to address. A trend that I have observed is that churches are not providing as much health care benefit and support as they have in past decades. This has resulted in many of our pastors being able to only afford health insurance with large deductibles, which, when a health issue arises, places undue burden on them financially.

Carol and I continue to open our home for all pastoral staff families to come for a place to retreat. We have set up our house so that we can accommodate families even when we are not present. There are many places in Colorado Springs that are no cost or low cost sightseeing and recreational opportunities. We welcome all for whom this would be helpful and refreshing. Several couples have made many return visits, which we encourage.

Healthy Churches

Equipping leaders is a second passion and expression of my ministry. One of our churches has invited me to attend their Elder meeting on roughly a quarterly basis for open discussion on various leadership issues. Twelve churches have had me do mini workshops on leadership issues such as church security training, by-law rewrites, moving from a Robert's Rules to an Affirmation decision making structure, identification of core values, and, as mentioned above, search team training.

I ask each of our pastors to invite me to come once a year to their church. When I come, I also ask for the opportunity to meet with the elders or church board for the purpose of an informal checkup. It is a non-agenda, open conversation setting. From these discussions often there are topics which arise which lead to further communication, training or resourcing from the district. This has proven to be a positive proactive approach to ministry and health for our churches which have taken advantage of the opportunity. At the writing of this report, I am fully booked for the rest of 2019, but am accepting invitations for 2020.

I am also available to speak at weekend retreats and training workshops. Whether it is an elder's retreat, leadership team building, a two-hour leadership training or a full day seminar, I am available to serve any and all of our churches in the Rocky Mountain District.

Our Annual District Conference in April and the Fall Church Health Summit in September are designed to train both pastors and laymen. The topics for these have already been mentioned above.

Currently we have four churches with which I am working to find pastors; Cornerstone in Powell, WY, Community in Leadville, CO, Northview in Colorado Springs, and Legacy in Loveland, CO.

Last year I reported that two churches in our district have grown below critical resource ability, both in people as well as income. Both of these churches have released their autonomy to the Rocky Mountain District, and we are treating these as replant churches. The District has taken control of their finances, leadership decisions and found a pastor for both churches which, in cooperation with the remaining few families, appointed these two men of God as the pastor for the church. One of these churches is doing well and rebuilding, working toward regaining their autonomy. The second is in a category that I would describe as at risk of closing.

Church Planting

We continued to be committed to starting new churches throughout our District for the purpose of both evangelism as well as providing more opportunities in communities for disciple making. The following three paragraphs are a reminder of our criteria and definitions:

A ***church plant project*** is one which does not presently have people gathered, but may be an area where we have contacts with whom we are working, or even a pioneer pastor who has begun the people gathering process.

To be a ***church plant***, there must be an approved provisional leadership team that has been established, adoption of our basic articles of incorporation for our church plants by the people who have been gathered, and most generally, but not always, a church planting pastor on sight. Their services begin as what are called "preview services" while the pastor seeks to train and equip leadership and build a lay leadership for the basic functions expected of an operating church on Sunday mornings.

Once the church plant has established membership, become incorporated, begun public worship services, established permanent leaders, adopted approved articles of incorporation and by-laws, and been given final approval from the District Board of Directors, they become a full-fledged and autonomous **church**. The goal is two years from the time of inception to the point of District Board approval. However, this is a flexible goal.

Jeremiah Clapper resigned as our Director of Church Planting and Development in October. This happened suddenly, not giving us opportunity to prepare and seek a replacement for him.

The District Leadership Team tasked me with developing a Church Planting Leadership Team (CPLT) as a current model until such time as we are able to identify a candidate for the Director of Church Planting and Development. Our current CPLT consists of four men who have experience serving both as pastors as well as church planters. They are spread among four different Healthy Church Network regions within our district; Southern Colorado, Pikes Peak, Denver and South Dakota.

Each of these men (Rob Chadwick, Kevin Boaz, Erik Valenzuela and Mark Crossman), oversee the current 7 church planters in our district, offering coaching, training and equipping for these planting pastors. They also work with the church planters to keep them moving forward through the seven different criteria to reach church status. Two of the current church plants are close to moving to full church status, but not ready as of this annual conference.

The CPLT meets every month with me virtually through Zoom. Each month we discuss the health and progress of each of the church plants, continue to work on church planting policies, church planter recruitment, staffing, funding, etc.

For the past two decades we have trained new church planters with a Boot Camp model. This year we are trying a different approach. Mark Crossman from Hot Springs, SD and Matthew Haslar from Pueblo CO have become certified trainers in Lifeway's church planter training. Instead of a weeklong Boot Camp model, *Multiply Trainers* uses a cohort model in which 3-5 men meet 12 times over a several month period with a focus on one aspect of church planting each meeting. They have reading and assignments between each of their cohort meetings. Mark and Matt organize and lead these cohorts.

Mark Crossman will have completed his first cohort meeting as of our conference time, and Matt Haslar is developing his cohort to begin sometime this summer. They will be reporting in our Tuesday evening celebration service on this model of training both church planters, as well as pastors in smaller churches within our district, and how it is developing within our fellowship.

Safeguarding the EFC Distinctives and Doctrine

It is always with sadness that we have to recommend that a credential be held in trust or revoked by the Evangelical Free Church of America. Because Jeremiah Clapper has resigned and is not currently serving in a pastoral role, by policy, his ministerial license is currently being held in trust at the National Office under the category of "held in trust for personal reasons."

When I train search teams helping them to identify their next pastor, I emphasize the importance of them calling a pastor who not only is in theological alignment with the Evangelical Free Church, but also present to them a tool that will help them hold their new pastor to following through on becoming credentialed with the Evangelical Free Church. Three pastors who were placed in our churches year before last have not sought credentialing. Two of those pastors have since resigned from their church and moved on to other ministry opportunities.

Steve Hawn, a member of the National Evangelical Free Church Board of Directors, and Bill Kynes, representing the Spiritual Heritage Committee of the Evangelical Free Church, was at our conference on Tuesday, April 17, 2018 to present the motion to amend article 9 of the Evangelical Free Church Statement of Faith to change the word “premillennial” to “glorious.” This will be voted on at the 2019 EFCA One conference to be held in Chicago, IL. This has been a topic of vigorous discussion at every Healthy Church Network meeting in our district this year.

One of our church conversations in which I have been involved this past year has focused on church polity, one of the two distinctives that define a member church in the Evangelical Free Church. I have also had scores of conversations with leaders in our churches, most during the annual church health checkup that I do, regarding the upcoming proposal to change our Statement of Faith.

Strengthening our Interdependent Fellowship

Our district conference is one of the venues that we are utilizing to strengthen the fellowship and interdependence of our associated churches. We recognize the necessity for district structure and an annual business meeting where our churches can come together to approve the work of the district office, which is a creation of the local churches and designed to assist each of the churches in interdependent ministry.

One of our traditions in our District is to focus our Celebration and Worship service on Tuesday evening on many of the partnerships between churches in our district. This year we will feature each of our Church Planting Leadership Team members sharing how churches in our district have collaborated with our seven church plants to assist them in growth, health and moving toward church status. President Kevin Kompelien will also be sharing in the Tuesday evening service from a national Evangelical Free Church perspective.

If your church has not recently joined with another in our district for cooperative ministry, I would encourage you to make this year one in which you build a ministry partnership with a neighboring Evangelical Free Church. Every church that has done this has found increasing strength and vision in their own congregation as well as encouragement and growth.

I am very grateful to the pastors who have invited me to share their pulpit this past year. Every time I do so I give a 3-4 minute update on how their church is participating in something larger, sharing some of the networking and accomplishments happening in the district, then a message from the Word of God. This helps the church to see that they are part of something larger, hear how they are involved, and gives a face to district ministry of which they are a part.

Stephanie Smithgall has served our district faithfully in the role of Women’s Ministry consultant. Stephanie has been such a blessing. We are thankful to Stephanie for her 6 years of ministry to the women of our churches in the Rocky Mountain District. As she steps aside, we are seeking the next servant who will help with our ongoing effort to network, train and minister to the women of the churches in the Rocky Mountain District.

Carson Greenhaw has been tremendous blessing to the Rocky Mountain District serving in the area of Student Ministries this past year. He will continue this year as he leads a Student Ministry cohort each month in Aurora for all of our Student Ministry pastors, coordinates and designs our fall and winter student ministry retreats, and gives leadership, encouragement and training to our Student Ministry pastors.

The Revolving Fund Committee continues to help our churches in need of no or low interest loans for building and expansion projects. This committee is also entrusted with resources we have gained from a few church closings to reinvest in district ministry for the future.

We are both thankful and blessed to have Rex Smithgall as our district treasurer. Rex has helped so many of our churches that have faced refinancing challenges, and worked very hard with the district in dealing with church closures that have resulted in property sales and tax issues.

The Healthy Church Summits and Healthy Church Networks have already been mentioned above as a tool that we utilize to strengthen our fellowship and interdependence. These are touch points where our pastors are hearing of needs in the lives and ministries of one another. It is resulting in churches networking with one another to help do together what they are unable to do individually. Pastors partnering with pastors, churches partnering with churches. The networks are building relationships of trust with one another so that we can work together in the Kingdom work to which God has called us.

We are also thankful to Pastor Dave Tyree who continues to serve the district as Chairman of our District Board of Ministerial Standing, along with the dozen pastors and laymen who serve alongside him to assist in the EFCA licensing and ordination process. Being credentialed with the Evangelical Free Church is not an easy process. However, those who are credentialed with the EFCA have shown a commitment to mutual accountability, partnership and interdependence. An additional benefit for those who are credentialed is that they qualify for the IRS housing allowance benefit, giving them a tax break on part of their income, a benefit on which non-credentialed pastors miss out.

This year the District is hosting an Israel tour. 32 of our pastors and laypeople will be traveling together in Israel later this month and into the first week of May, learning, growing and deepening in their understanding of Biblical history and topography as well as their faith.

For many years we have not had a Pastors and Wives retreat. This has been revived for 2019. It will be held at YMCA camp of the Rockies October 24-26. More information and registration links can be found on our district web site, <http://www.rockymountaindistrict.org>. As with other all district events, click on the "Featured Events" under the Events tab.

Our 3rd Annual RMD Motor Cycle Tour will be June 3-6. We will be visiting and praying with the pastors of our churches in the Black Hills region of the district this year. Whoever is interested is invited to join us for four days of touring southwestern Colorado as we stop at 11 of our churches to pray for the pastor, the church and their ministry in the community. Details and sign up are on the district web site: <http://www.rockymountaindistrict.org>. As with other all district events, click on the "Featured Events" under the Events tab.

Our Church Planters retreat will be July 31-August 2. Our winter and fall students retreats will be announced in upcoming issues of the district quarterly newsletter, *The Pulse*. If you do not receive *The Pulse* and would like to, email Mcarolfell@gmail.com and ask to be put on the mailing list. Every member of every church in our district is eligible for this mailing.

In addition to all of the above ministries, I have been involved with the National EFCA in my role as District Superintendent serving both on the National Board of Ministerial Standing and also on a special committee working on redesign of the National Pastoral Placement tool. We are hopeful the new placement tool will be ready for use sometime this spring.

District grants have been available to our churches over the past several years, financial partnership with churches that are proactively working to create disciple-making strategies in their communities. We do not currently have any grant applications.

We are always looking for interested lay leaders to balance the pastoral input on your District Leadership board. This team does much more than simply make policy and oversee the general business of the district. They continue to hold the staff accountable to the above five core values, the mission and vision of the district which serves you and your church, and stay in contact with and pray for our churches throughout the district.

As you make contact with a district leadership team member at this conference, or think to write or call a DLT leader, stop to thank them for all they are doing to help provide for you, your church, and a greater Kingdom mindset among the churches in our association. I am so thankful for each and every one who is working hard to help us be a strong and meaningful association.

Thank you for your support and encouragement.

Thank you again this year to the pastors who have been so generous and supportive in inviting me to share at least one Sunday in their pulpit. Several have allowed me to participate a couple of times this past year. I would like to be in every one of our churches at least once a year. However, because we are Evangelical "free", I do wait on the pastors for an invitation. When I come, I do not do a "pitch" for the district ministry. For those churches who financially support the district ministry (all but a few in our association) I do thank the congregation for all that they are doing and give a 3 minute update just before my sermon of all that their support has accomplished in just that past month.

I also take time to meet with the elders for an informal checkup while visiting the church. There is no agenda except to hear their heart on how the district can better resource them and their church, to listen to concerns or challenges, and offer resource as appropriate.

Thank you to the churches who have allowed me to come in and do workshops, seminars and even leadership retreats. This is a ministry that is part of the resource available to each church at no cost because you are a part of the Rocky Mountain District Association. It is a privilege for me when invited.

The district Board of Directors has been a ministry team for me. I am so grateful for their encouragement, empowering of me to do the ministry described above, and their unqualified support.

- Gregory Fell, District Superintendent

Church Planting Leadership Team

Submitted by Kevin Boaz:

In November of 2018 our new CPLT was formed to serve our current planters and carry out the district's core value of continuing to pursue planting churches. I currently serve as a church planter for Incline Church. I spent 7 years in Texas as a lead pastor where I also served in various roles for church plants and as a member of the Texas Oklahoma District leadership team. My role on the Rocky Mountain District CPLT is to work with the team to cast vision and implement strategies across the district for placing new planters while encouraging our established churches to partner with us in this kingdom work.

Plant Updates

Incline Church in Colorado Springs, CO Launched in January 2017

1 LEAD PASTOR KEVIN BOAZ

Incline Church is entering its 3rd year with much to celebrate and much to look forward to in 2019. This past fall Incline took two big steps toward having a self-sustaining presence in the community; Pastor Kevin went full time and our first elders were installed. Incline continues to work toward financial independence as we are currently funding 65% of our budget with the remaining monies covered by our partner churches and individual supporters. Our prayer is that God would allow us to become self-sustaining by early 2020. This spring Incline will submit its constitution and bylaws for approval and then pursue our first members. We continue to partner with Faith, Cathedral Rock, Austin Bluffs, and Northview Churches through sharing of facilities, joint services, and volunteers helping us with outreach ministries. We continue to invest in our local community and host school while actively equipping and unleashing people to be disciple makers.

Christ The Rock Church in Timnath, CO Launched in December 2018

2 LEAD PASTOR CHRIS STASTNY

Christ the Rock is our newest church to launch in our district this past December! Chris had his residency at and was sent out from Faith EFC in Fort Collins. These first few months have brought much joy and excitement with ministry teams and leaders being equipped and unleashed to serve and make disciples. Chris is in the early stages of identifying and training up potential elders who then will guide the process of establishing a constitution and membership process. One of the hallmarks of this church is their "Go" ministry which gathers weekly to visit homes and share the Gospel. They have seen several decisions for Jesus in their community. Please pray for community impact, increased financial provision, and godly men to be called to serve as elders in 2019.

Lighthouse Church in Douglas, WY Launched in Fall 2018

3 LEAD PASTOR JOHN BYERLY

The Gospel is for all peoples everywhere, therefore church plants are needed everywhere. Our district is a unique mix of rural and city ministries. It is not typical for church planting organizations to invest in reaching small towns, but the Rocky Mountain believes the need for the laborers for the kingdom is a valuable investment. I have been humbled to see John and his wife Jamie's passion for the town of Douglas. John did his residency at Cheyenne EFC and has had active partnership from the other EFCA churches throughout Wyoming. Lighthouse is steadily gaining a presence and trust in the community through weekly gatherings, a youth group, small group study and John's work as a substitute teacher and chaplain for the police. Please pray for consistent growth of John's core team and development of potential leaders. Pray for strength and endurance as these type of plants need time to take root and bear fruit. Pray for this summer as Lighthouse will host a basketball camp, participate in the communities Thursday night community events, and possibly launch Awana next fall.

Coaching and other CPLT Activities

I meet via video chat with John and Chris each month and as needed. Our goal in coaching is to encourage, invest in, guide, and oversee each planter. We also provide resources and approval of budgets. Greg Fell oversees the interview and installation of elders in each plant. My goal as a coach is to have an onsite visit 1-2 times each year. This summer I will run a basketball camp outreach for Lighthouse church and hopefully join their Sunday gathering.

Along with coaching and administrative roles, I have made connections with various church planting networks and leaders in Colorado Springs and Denver. This will give us an opportunity to learn from one another and seek out new recruits for planting. Church planting has seen a sharp drop in the number of candidates pursuing this calling over the past 5 years, so networking will be a vital step in this process. Once candidates are screened Rob Chadwick and I work together to form assessment teams and find partner churches. Our team hopes to continue to connect with current pastors to build partnerships that will plant churches in the various regions of our district. If you know of potential planters in your church, please let our team know. This summer our team is working together to host a Church Planting Couples Retreat as well.

It is a joy to serve the kingdom while actively walking the adventure of planting Incline Church. Please contact our team if we can serve you in any way. We truly are better together.

CPLT – Submitted by Rob Chadwick:

Steve and Mandy Reiff (The 40, Westcliffe) are passionate Christ followers who enjoy working with their group of rebels, bikers, and ranchers in the Wet Mountain Valley. "The 40" is reaching the fringe of their community through combinations of attractional Sunday afternoon gatherings and other relational connections throughout the week. The church has begun meeting at the Lutheran Church community center but Steve dreams of eventually having a "saloon style" storefront church on Main Street. This newer church plant is working hard

towards developing a core team and raising a preliminary leadership team that will become the future elder/shepherd team of their church. Steve would like to see the majority of financial support coming from outside donors shift to their core team while, at the same time, beginning to give to the district and national over the next couple of months. The highlight of my coaching time with Steve this last quarter was visiting Silvercliffe/Westcliffe and learning about the community while dreaming and praying for future Kingdom work in this mountain community.

Matt and Kate Haslar (Grace Life, Pueblo), the district's first "Resident" planters, love the Pueblo community and it shows. Matt is not only leading the Grace Life church plant but is the chairman of the board for the Pueblo Rescue Mission giving him greater missional impact in their community. Grace Life is close to finishing the 7 criteria for stepping out of church plant status, praying that the 85 percent internal support moves to the 100 percent mark in the next 3-6 months. Matt and Kate have faithfully reached out into the community through various projects including their "Fifth Sundays" where Grace Life gets out of the building and into the community. The Church has also held back to school events where they hand out 100's of bags of school supplies, visited nursing homes, and will be bagging food for families in need this next month. Grace Life merged with Fountain of life and took over Fountain's building. So far the transition has been smooth and the new facility has been an encouragement. The Haslars have sold their home in North Pueblo and have purchased a home a few blocks from the new building in order to reach that neighborhood more effectively. Because of the closer location of Grace Life I have enjoyed more face to face connections with Matt in his community.

Omar and Alicia Short (The Pulse, Florence), are connecting creatively with the Florence community through a variety of missional activity. The Shorts have developed an outreach called "Crossfit Florence" a fully established community business that is helping many locals stay in shape, sometimes as early as 5am! Over \$20,000 of equipment for "Crossfit" was either paid for or donated because many believed in the vision of this ministry. "Crossfit Florence" is part of the ministry activity of the Pulse Church, which meets in the other half of their building on Main Street. The Pulse also opens up their facility on Thursday evenings for teens in the community providing activity and food as a way to build relationships with students. Omar is in the process of finalizing his bylaws while continuing to develop men who will serve on his preliminary leadership team and eventually the Elder board at the Pulse Church. One of the highlights this quarter in my coaching relationships with Omar was visiting Florence, seeing the Pulse's new facility, and spending time dreaming and praying about the future of this church ministry in their community.

CPLT - Submitted by Erik Valenzuela

Equipping

In recent months I have been building good relationships with pastors and key leaders in the Denver, Aurora and Commerce City areas (Marco Chinchilla, Alejandro Castrejon and Reid Hettich). I have had the opportunity to share with them Church Planting workshops and equipping, leadership development and discipleship multiplication. As I mentioned before, the new potential church planters are currently serving in our churches, and the key to their ministry call clarity is to provide training and coaching with patience and perseverance.

Discipleship

Our multiply2forChrist program seems to be working really great. We are seeing an exponential growth of disciples and we believe that in this year we will be experiencing a disciple-makers movement in our Hispanic EFCA churches and potential church plants in our district. That is my prayer. Some churches are already using our discipleship system.

Elders commissioning

On Sunday, January 20th, our superintendent Dr. Greg Fell commissioned the elders of Iglesia El Peregrino where Francisco Ramirez is the pastor, and in the next few weeks the elders of Iglesia Camino al Cielo will be commissioned as well. This church is being led by pastor Rudy Gonzalez. It is a blessing to see that these church plants are reaching the status required by our district.

Bootcamp

This month (April), I will be attending an "assessment training program" in New Jersey, along with my fellow national EFCA leaders. I will also be teaching in a church planting bootcamp in Lindenwold NJ the same week. I am taking advantage of every opportunity to meet potential candidates, and so far, more than 30 people have signed up for this training.

Second Language Bible Study

If any of the churches in our District is interested in having a Second Language Bible Study, we have in our hispanic churches "trained volunteer couples" that can help you. Why is important to have a SLBS? We all know that ethnic groups are growing so rapidly in USA; approximately one million new immigrants a year. USA is a mission field! This is a remarkable evangelistic opportunity and an excellent way to expand your mission and vision in your own community.

What this means: It is not just a lease agreement; not just allowing a group to use your facility; it is not a separate ECFA church with autonomy, but it is a group of believers under your mission, vision and values. It is an extension of your local church, using another language but under the same doctrinal umbrella. It is an opportunity that provides multicultural relationship and an extension of the kingdom of God to reach those within the SLBS culture.

My team and I can sit down with you and develop a simple program to minister the hispanics in your church or in your community. There is no need to have a hispanic pastor or a church planter to start a SLBS; no assessments, and no financial investment or commitment. One of your leaders can be trained to oversee this ministry in a short

period of time (Basic Spanish classes are available if needed as well, although you don't need to speak Spanish to lead or supervise this ministry).

There is always going to be a first generation immigrants who would prefer to hear and understand the gospel in their own language, and your church can easily provide that. We understand the culture and we have the resources, including bilingual materials. Please consider this opportunity, and remember that we are better together.

CPLT - Submitted by Mark Crossman

I am excited about the potential benefits of the Multiply Training for both our church planters and our existing churches. I am currently using this material to train four people: 1 current church planter (Douglas, WY), 1 potential church planter (Black Hills region), and 2 rural South Dakota pastors who are relatively new to their ministry. We meet once every three weeks for four hours per session.

These sessions are designed around 12 competencies which will help the pastor with planning, outreach, discipleship, multiplication, organization and more. I am able to track each participant's progress through the online system and can use that information for specific coaching points during the time between sessions. I believe this will make for more powerful and effective coaching. The current plan has us scheduled to begin training in April and complete it in October 2019.

Thinking of the future, I believe that our smaller, rural churches may best be served by finding pastors through men raised up in their respective region, called by God and then equipped for ministry through a combination of this Send Network training, Gateways training and the residency initiative. Men from this region are inculcated in the culture and prepared for the unique challenges of living in a rural community. Most men coming out of seminary with a large debt hanging over their head cannot afford to live on the smaller salary offered by many rural churches. But a man could go through these other trainings for a tiny fraction of the cost of seminary.

Student Ministries

This past year has been a whirlwind! The National Reach Students Director, Shane Stacey, resigned around August to follow God's new calling for his life. I greatly appreciate all Shane has done to direct the vision for student ministries across the United States. We have benefited as a district because of his hard work. The new Director is Justin Wevers; he is coming from New Hope Church in New Hope, Minnesota.

Due to this transition, we took the opportunity as a district to do some foundational reinforcement this year. The first of our two main goals was to build up our financial reserve account. We reworked prices for both the middle and high school retreats, while also canceling this year's advanced retreat.

The advanced retreat is a 36-hour training opportunity where Shane Stacey, in prior years, helped lead during the month of December. With his transition taking place, it seemed like the right year to take a break from getting together. The savings from these two changes have and will help us build financial stability going forward to better maximize leaders in youth ministries all over our district.

The second goal was to build up better systems for our retreats, to increase efficacy and unity going forward. One way in which we are doing that is developing a website for our retreats, so churches have better information at their fingertips and are not reliant solely on email communication. We have been working to rebrand our retreats for the next year and have decided that both retreats will have the same theme. Even though both retreats will have the same theme, execution will be flexible, so each can be adjusted to meet the needs of middle and high school students where they are developmentally.

These changes may seem boring and not worth mentioning in a yearly report, but they are pivotal steps in helping us to focus on what matters most. We want to impact the next generation to follow Jesus with all heart, soul, and mind, strengthening the church today as well as tomorrow.

The changes will help us give a better retreat experience for churches all over the district. This past year we had 790 students and adults attend our retreats. The behind the scene changes will help us impact Generation Z for the glory of God.

We maximize youth leaders not only through the funds generated, but also through our monthly network gathering where 9 churches and 14 youth leaders participated over this past year. There was also one youth leader who joined an online cohort for the year offered by the national office. It is a dream of mine to be able to offer a virtual network gathering so that churches all over the district can participate no matter the distance. We desire to reach every youth worker as best we can whether they are volunteer or fulltime paid staff.

Carson Greenhaw | Student Ministries Pastor | New Life Community Church

Board of Ministerial Standing

The District Board of Ministerial Standing met five times from May of 2018 to March 2018. We reviewed three licenses and two ordinations

In May of 2018 we convened to examine the license of Scott Ritterbush. Scott's paper was passed with minor corrections on to the National board.

In September of 2018 we again met to examine the license paper of Scott Tibbets. His paper was also passed on to National with minor corrections.

In October 2018 we met to examine the ordination paper of Bill Jones. It passed with minor corrections to the National board.

In January 2019 we reviewed Gordon McPhail's ordination paper. It passed with minor corrections to the National board.

In March 2019 we again met and examined the license paper of Zach Kellner. It, too passed with minor corrections.

I have no papers at this time on my desk, so am not sure if we will meet in April or May.

I have been impressed by the quality of the candidates we have had before us for examination of either license papers or ordination papers. Those of us who are getting older can rest easily if these young men are a sample of the type of men we are going to be leaving the leadership of the Rocky Mountain District to in the future.

Sincerely,

Dave Tyree, Chairman, District Board of Ministerial Standing.

District Conference Feedback:

Your feedback is extremely helpful as we plan future Annual Conferences. It is our desire that every conference be an opportunity for learning, equipping, encouraging and networking.

Please tear out this form and submit it at the end of the conference

Provide us feedback on...

The Conference Theme

The Speaker

The Evening Celebration Service

The Overall Schedule

What is the most important reason you attend?

What is the biggest takeaway for you from this conference?

Do you have suggestions and/or connections for future conference presenters?

Other Comments?