

COLORADO BAPTISTS



PHILIPPIANS 1:3-6



2023 ANNUAL MEETING

OCTOBER 9-10

REVIVE CHURCH

ARVADA, CO

BOOK OF REPORTS



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Dr. Michael A. Proud Jr.
Executive Director

Hello Pastors and Ministry Leaders,

It is with great excitement that I want to welcome you to our 2023 Annual Meeting. This year will be a bit different. Not only will we continue the theme of celebration for what God is doing around our state, we are also adding a few new wrinkles.

This year we invite everyone to join us in the big tent for our first annual Missions Festival. This Missions Festival will take place between the Pastors' Conference & Women's Gathering and the start of our first session of the annual meeting. In the tent you will find food prepared by ten of our congregations who represent lands and cultures beyond our borders. There will also be a stage where we will enjoy worship songs in the heart language of our international brothers and sisters. We believe this Missions Festival allows for our messengers and guests to see with their own eyes the great diversity which makes up our partnership as the Colorado Baptist General Convention. So, don't worry about running off for dinner on Monday afternoon, join us for food, fun, worship, and fellowship at the Missions Festival!

You will also notice a noted change in our meeting structure. We have streamlined our business sessions and amped up our opportunities to tell the stories of what God is doing all across our state. We no longer want to try and be what we are not. Colorado is a unique place and there is no need for us to try and emulate structures of other state conventions. We want to be who we are! God is doing some amazing things through the work of our churches and associations, and we want to make sure we celebrate this with the time we are together.

I am grateful you are here and look forward to connecting and celebrating with you!

God's Blessings,

Mike



FEATURED GUESTS



PAUL CHITWOOD

President, International
Mission Board



KYLE MORRIS

Pastor,
Revive Church, Arvada



JOSE QUESADA

Pastor,
Iglesia Avenida, Aurora

I THANK MY GOD IN ALL MY REMEMBRANCE OF YOU, ALWAYS IN EVERY PRAYER OF MINE FOR YOU ALL MAKING MY PRAYER WITH JOY, BECAUSE OF YOUR PARTNERSHIP IN THE GOSPEL FROM THE FIRST DAY UNTIL NOW. AND I AM SURE OF THIS, THAT HE WHO BEGAN A GOOD WORK IN YOU WILL BRING IT TO COMPLETION AT THE DAY OF JESUS CHRIST.

Philippians 1:3-6



**COLORADO
BAPTISTS**

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2023 Annual Meeting Schedule

MONDAY, OCTOBER 9

Welcome and Introductions

6:30 PM	Welcome	Mike and Rick
	Greeting from the Host Church	Kyle Morris
6:40 PM	Call to Order	Dr Mark Spence
	Seating of Messengers	Andy Duke
	Adoption of Agenda	Dr. Mark Spence
	Credentials Committee – New Churches Presented	Andy Duke
	Recognition of New Pastors	Dr. Mark Spence

Partners in Reaching the Nations

7:00 PM	IMB Video	Frank Cornelius
7:05 PM	Advancing the Gospel in the Midst of Persecution	
	Interviews with Alayu, Tizitaw, Mebratu	
7:30 PM	Worship	Grayson Bundick
7:45 PM	Message –	Dr. Paul Chitwood
8:30 PM	Closing Prayer	Dr. Matthew Perry

TUESDAY, OCTOBER 10

Partners in Church Planting

8:30 AM	Prayer and Worship	Grayson Bundick
8:45 AM	NAMB Video	
	Changing the Spiritual Climate of North America by 1%	Dave Howeth
	Interviews by Zach Thurman and Andrew Morrison	

Partners in Protecting Your Ministry

9:00 AM	Next Program Session - Abuse Prevention Panel	
	Protecting Your Ministry	Greg Teel
	Reporting Abuse	Jennifer Rhoads
	Caring for Victims	Linda Klein
	Q and A	Jules Woodson-Capps



Partners in Sending and Serving

10:30 AM	Prayer and Worship	Grayson Bundick
10:45 AM	Message –	Jose Quesada
11:15 AM	Opportunities to Send your Church to Serve Others	Rick Ackerman
	Literacy Ministry	Claudean Boatman
	Send Relief	Jason Tipton
	Disaster Relief	Dennis Belz

Partners in Supporting our Convention – Session 1

11:30 AM	Election of Officers	Dr. Mark Spence
	President	
	Vice President	
	2 nd Vice President	
	Recoding Secretary	
	Closing Prayer	Ed Stepp

LUNCH BREAK – GATEWAY LUNCHEON RSVP REQUIRED

Partners in the Gospel

1:30 PM	Prayer and Worship	Grayson Bundick
1:45 PM	Partners in the Gospel – Vision Message	Dr. Mike Proud Jr.
2:00 PM	Partners with Associations	Dr. Mike Proud Jr.
	Regional Director Video	
	Testimonies of Impact – Interviews with...	Dr. Mike Proud Jr.
	Brandon Mills, Brandon Mathis, Jack Jarrett	

Partners in Supporting our Convention – Session 2

2:25 PM	Business Session	Dr. Mark Spence
	Committee on Committees	Scott Baily
	Nominating Committee	Zach Thurman
	Resolution Committee	Duane Arledge
	Ponderosa Budget	Andrew Clark
	CBGC Budget Presentation	Dr. Mike Proud
	RMF Budget Presentation	Matt Trombley
	New Business	Dr. Mark Spence
	2024 Annual Meeting Location	Dr. Mark Spence

Partners in Serving Our Churches

3:30 PM	Resourcing you in your mission	
	Convention Strategies and Next Steps	
	Rocky Mountain Foundation	Rick Ackerman
3:45 PM	Prayer and Worship	Matt Trombley
4:00 PM	Message –	Grayson Bundick
4:30 PM	Prayer and Worship	Kyle Morris
5:00 PM	Dismiss-Adjourn Meeting	Greyson Bundick
	Closing Prayer	Dr. Mark Spence
		Bryce Ulrich





2023 CREDENTIALS COMMITTEE REPORT

The Credentials Committee recommends the following church to be a Credentialed Member Church of the Colorado Baptist General Convention.

Colorado Chin Baptist Church

13206 W Green Mountain Dr. Lakewood, CO

Pastor John Za Balwillian

Doctor of Ministry Candidate, Denver Seminary

Master of Education in Counseling and Human Development, Lindsey Wilson College

Master of Divinity, Tabernacle Baptist Theological Seminary

Bachelor of Theology, Disciple Bible College and Seminary





2024 COMMITTEE NOMINATIONS

Nominating Committee

The Committee on Committees is presenting two candidates to serve on the Nominating Committee for a three-year term.

George Garner **Colorado Plains Roundup SBC, Flagler – (GCP)**
Jeff Gibson **Ken Caryl Church, Littleton – (MHBA)**

The Committee on Committees is presenting one candidate to fill a vacancy that expires in 2025.

Brad Cowger **Monument Hill Church, Monument – (PPBA)**

Credentialing Committee

The Committee on Committees is presenting one candidate to serve on the Credentialing Committee for a three-year term.

James Medina **Breathe Reformed Baptist Church, Colorado Springs – (PPBA)**

Constitution Committee

The Committee on Committees is presenting two candidates to serve on the Constitution Committee for a three-year term.

Joshua Nguyen **Vietnamese Community Baptist Church, Englewood – (MHBA)**
Jeff Peed **Grace Community Church, Crawford – (UBA)**

Resolution Committee

The Committee on Committees is presenting one candidate to serve on the Resolution Committee for a three-year term.

Sean Cole **Emanuel Baptist Church, Sterling – (GCP)**





2024 BOARD NOMINATIONS

Colorado Baptists General Convention Executive Board

The Nominating Committee is presenting three candidates that are eligible for a second three-year term and one additional candidate to fill a seat being vacated.

Continue for a second three-year term:

Paul Floyd	High Plains Fellowship, Lamar – (GCP) 2026
Michelle Nigro	Fourway Baptist Church, Ft. Lupton – (LPBA) 2026
Pao Thao	First Hmong Baptist Church, Broomfield – (MHBA) 2026

Fill the vacant seat for a three-year term:

Adam Young	Valley Life Church, Fraser (HCBA) 2026
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Rocky Mountain Foundation

The Nominating Committee is presenting two candidates eligible to continue for a second three-year term.

Stephen Hinson	Revive Church, Arvada – (MHBA) 2026
Tomas Marin	Storyline Church, Arvada – (MHBA) 2026





Criteria for Appointment or Election of Officers, CBGC Boards, and Committees

For the purposes of appointing or electing individuals to serve as CBGC officers, board, or committee members, each person will be from churches which demonstrate partnership with the CBGC and SBC causes and meet the following criteria:

1. Candidate is a believer and an active member of a credentialed CBGC congregation that is in agreement with, and support of, the Baptist Faith & Message 2000.
2. Candidate's church demonstrates support of CBGC and SBC causes by giving through the Cooperative Program.
3. Candidate's church demonstrates support of CBGC ministries within our state by giving to the Colorado Mission Offering in the past two years.
4. Candidate is a collaborative person committed to serving faithfully and will participate as a part of the team to which he/she is elected or appointed.
5. Candidate is a person who is recommended by his/her pastor, or if a pastor, recommended by associational leader.





CHURCHES ELIGIBLE FOR BOARD AND COMMITTEE NOMINATIONS

CHURCH NAME	ASSOCIATION
Cheraw Baptist Chapel	AVBA
First Baptist Church, Eads	AVBA
High Plains Fellowship	AVBA
Solid Rock Baptist Church	AVBA
Springfield Baptist Chapel	AVBA
Creede Baptist Church	CDBA
Grace Community Baptist Church	CDBA
Mountain Heights SBC	CDBA
Temple Baptist Church	CDBA
Trinity Baptist Church	CDBA
Baptist Country Chapel	GCP
Calvary Baptist Church	GCP
Colorado Plains Roundup SBC	GCP
Emmanuel Baptist Church	GCP
Karval Fellowship	GCP
Living Cornerstone Fellowship-Hugo	GCP
Otis Baptist Church	GCP
Summit Baptist Church	GCP
The Well Church of Sidney	GCP
Bookcliff Baptist Church	GVBA
Emmanuel Baptist Church	GVBA
Monument Baptist Church	GVBA
New Covenant Baptist Church	GVBA
Emmanuel Baptist Church	HCBA
Valley Life Church	HCBA



Bent Tree Church	LPBA
Calvary Church at Derby Hill	LPBA
Calvary Church, Severance	LPBA
Christ Church	LPBA
City Park Church	LPBA
Cornerstone Baptist Church	LPBA
Country Gospel Cowboy Church	LPBA
Discovery Fellowship	LPBA
Fourway Baptist Church	LPBA
Iglesia Bautista Emmanuel	LPBA
Living Grace Baptist Church	LPBA
New Creation Fellowship	LPBA
New Hope Fellowship Church	LPBA
Overland Church	LPBA
Stove Prairie Community Church	LPBA
The Pursuit Church	LPBA
Trailhead Church	LPBA
Abundant Baptist Church	MHBA
Applewood Baptist Church	MHBA
Arapahoe Road Baptist Church	MHBA
Calvary Baptist Church	MHBA
Calvary Baptist Church of Highlands Ranch	MHBA
Calvary En Espanol	MHBA
Central Baptist Church	MHBA
Christian Fellowship Evang Ch	MHBA
Cornerstone Baptist Church	MHBA
Cross Family Church	MHBA
First Baptist Church, Aurora	MHBA
First Hmong Baptist Church	MHBA
First Southern Baptist Church, Westminster	MHBA
Hmong Bible Fellowship	MHBA
Japanese Hope Mtn Family Ch	MHBA
Journey Point Church	MHBA
Ken Caryl Baptist Church	MHBA
Korean Baptist Church	MHBA



Mississippi Avenue BC dba The Avenue Church	MHBA
Mt. Tabor Baptist Church	MHBA
Myanmar Mission Church	MHBA
New Direction Community Church	MHBA
Reclamation Church	MHBA
Riverside Church, SBC	MHBA
Storyline Church	MHBA
Templo Cristiano Agua Viva	MHBA
The Summit Church Denver	MHBA
Trinity Baptist Church-Aurora	MHBA
Vietnamese Baptist Ch-Broomfield	MHBA
Vietnamese Central Baptist Ch	MHBA
Baptist Chapel	MVBA
Centerpoint Church	MVBA
Cornerstone BC of Cortez	MVBA
Cowboy Way Fellowship	MVBA
Dolores So Baptist Church	MVBA
First Baptist Church, Bayfield	MVBA
First Baptist Church, Mancos	MVBA
First Southern Baptist Church dba Parkside Baptist	MVBA
Ignacio Baptist Ch Maranatha	MVBA
Mountain View Baptist Church	MVBA
Silverton Church on the Hill	MVBA
Breathe Reformed Baptist Church	PPBA
Calvary Baptist Church	PPBA
Cross Fellowship Church Black Forest	PPBA
First Southern Baptist Church, Colorado Springs	PPBA
Fountain Valley Baptist Church	PPBA
Garden Ranch Baptist Church	PPBA
Heart of Springs Baptist Ch	PPBA
High View Baptist Church	PPBA
Iglesia Gracia y Verdad	PPBA
Open Bible Baptist Church	PPBA
Ramah Baptist Fellowship	PPBA
Redemption Hill Church	PPBA



Souls Church	PPBA
Vista Grande Baptist Church	PPBA
Aberdeen Baptist Church	RGBA
First Baptist Church, Westcliffe	RGBA
Fisher's Peak Community Church	RGBA
Grand View Baptist Church	RGBA
Lynn Gardens Baptist Church	RGBA
Mesa Christian Fellowship	RGBA
New Hope Community Church	RGBA
Oak Creek So Baptist Church	RGBA
Calvary Baptist Church	UBA
Celebration Church	UBA
Church180	UBA
First Baptist Church, Nucla	UBA
Grace Community Church, Crawford	UBA
Grand Mesa So Baptist Church	UBA
Harvest Community Church	UBA
Rosemont Baptist Church	UBA
Trinity Baptist Church	UBA
West Elk Family Church	UBA



**Ponderosa Retreat & Conference Center
2022 Budget Planning**

Accounts	2023 Budget	2024 Budget
REVENUES		
Anticipated Revenue		
Group Income		
4001 - CBGC Lodging Income	\$ 175,000.00	\$ 200,000.00
4002 - CBGC Meal Income	\$ 135,000.00	\$ 160,000.00
4011 - Non-CBGC Lodging Income	\$ 605,000.00	\$ 715,000.00
4012 - NON-CBGC Meal Income	\$ 460,000.00	\$ 600,000.00
4039 -Day Use Fee Income	\$ -	\$ 3,000.00
4070 - Linen Income	\$ 250.00	\$ 250.00
4170 - PEAK Kids Camp Income	\$ -	\$ 20,000.00
4175 - SUMMIT Student Camp Income	\$ -	\$ 48,000.00
4185 - SUMMIT WINTER Camp Income	\$ -	\$ 18,000.00
41-- - BENCHMARK WINTER Camp Income	\$ -	\$ 9,000.00
Total Group Income	\$ 1,375,250.00	\$ 1,773,250.00
Concessions Income		
4020 - Concessions Income-Food	\$ 30,000.00	\$ 32,000.00
4021 - Concessions Income-Gifts	\$ 43,000.00	\$ 33,000.00
4023 - Concessions Income- Vending	\$ 3,000.00	\$ 3,000.00
4026 - Concessions Income-Tubing	\$ 3,000.00	\$ 2,500.00
4750 - Coffee Cabin Income	\$ 11,000.00	\$ 11,000.00
Total Concessions Income	\$ 90,000.00	\$ 81,500.00
Support & Donations		
4040 - Support-CHURCHES-CBGC	\$ 5,000.00	\$ 15,000.00
4041 - Support-Non-CBGC Church/Ministries	\$ 15,000.00	\$ 15,000.00
4045 - Support-INDIVIDUALS	\$ 20,000.00	\$ 20,000.00
4090 - State Mission Offering	\$ 14,000.00	\$ 14,000.00
4991 - "Ring-that-Bell"	\$ 10,000.00	\$ -
Total Support & Donations	\$ 64,000.00	\$ 64,000.00
Recreation Income		
4125 - Inflatable Recreation Income	\$ 800.00	\$ 800.00
4133 - Hayride Income	\$ -	\$ -
4134 - Recreation Misc. Income	\$ -	\$ -
4140 - Challenge Course Income	\$ 130,000.00	\$ 135,000.00
4145 - Outdoor Education Income	\$ 12,000.00	\$ 14,000.00
4151 - Archery Income	\$ 10,000.00	\$ 12,000.00
4152 - Putt-Putt Income	\$ -	\$ -
4157 - Crate Stacking Income	\$ 6,000.00	\$ 5,000.00
4177 - Glow Ball Income	\$ 8,000.00	\$ 9,000.00
4178 - Tomahawk Throwing	\$ 10,000.00	\$ 10,000.00
4179 - Large Group Games Income	\$ 4,000.00	\$ 8,000.00
41-- - Arrow Tag Income	\$ -	\$ 4,000.00
Total Recreation Income	\$ 180,800.00	\$ 197,800.00
Misc. Income		
4065 - Rebate Income	\$ 4,000.00	\$ 4,000.00
4080 - Miscellaneous Income	\$ 4,000.00	\$ -
4075-Laundry Machine Income	\$ 200.00	\$ 200.00
4149 - Golf Cart Income	\$ 3,000.00	\$ 3,000.00

**Ponderosa Retreat & Conference Center
2022 Budget Planning**

Accounts	2023 Budget	2024 Budget
4155 - Camp Doc Income	\$ 1,000.00	\$ -
4160 - Dividends & Interest Income	\$ 2,000.00	\$ 10,000.00
4176 - Audio/Visual Income	\$ -	\$ -
4920 - Disc Golf Fundraiser	\$ -	\$ -
4164 - Credit Card Processing Income	\$ -	\$ 1,000.00
Total Misc. Income	\$ 10,200.00	\$ 18,200.00
Total Anticipated Revenue	\$ 1,720,250.00	\$ 2,134,750.00
Total REVENUES	\$ 1,720,250.00	\$ 2,134,750.00

**Ponderosa Retreat & Conference Center
2022 Budget Planning**

Accounts	2023 Budget	2024 Budget
EXPENSES		
Administration/Operations		
Administration		
6001 - Payroll: Director	\$ 61,800.00	\$ 64,890.00
6010 - FICA: Director	\$ 4,758.00	\$ 4,931.00
6020 - Retirement: Director	\$ 6,180.00	\$ 6,489.00
6031 - Payroll: Intern	\$ 38,400.00	\$ 38,400.00
6032 - FICA: Intern	\$ 2,937.00	\$ 2,937.00
6033 - Intern Expenses	\$ 5,000.00	\$ 5,000.00
6035 - Intern Program Development	\$ 4,000.00	\$ 4,000.00
6060 - Staff Special Conference	\$	\$ 2,500.00
6070 - Staff Appreciation	\$ 5,000.00	\$ 5,000.00
6080 - State Convention	\$ 600.00	\$ -
Total Administration	\$ 128,675.00	\$ 134,147.00
Support Staff		
6090 - Payroll: Multi-Staff Support	\$ 62,400.00	\$ 62,400.00
6095 - FICA: Multi-Staff Support	\$ 4,774.00	\$ 4,774.00
6250 - Accounting Hub	\$ 24,000.00	\$ 24,000.00
6520 - Payroll: Healthcare Provider	\$ -	\$ -
6525 - FICA: Healthcare Provider	\$ -	\$ -
6751 - Payroll: Coffee Shop	\$ 1,000.00	\$ 500.00
6752 - FICA: Coffee Shop	\$ 77.00	\$ 35.00
Total Support Staff	\$ 92,251.00	\$ 91,709.00
Utilities		
6540 - Electricity: Camp	\$ 45,000.00	\$ 45,000.00
6570 - Propane: Camp	\$ 4,000.00	\$ 4,000.00
6580 - Gas (Black Hills Energy): Camp	\$ 25,000.00	\$ 25,000.00
6740 - Trash Service	\$ 7,500.00	\$ 9,000.00
Total Utilities	\$ 81,500.00	\$ 83,000.00
Employee Benefits		
7501 - Insurance: GuideStone	\$ 19,000.00	\$ 19,000.00
7510 - Insurance: Healthcare	\$ 125,000.00	\$ 140,000.00
7520 - Insurance: Workers' Compensation	\$ 19,500.00	\$ 23,000.00
7530 - Gas: Director's Houses	\$ 500.00	\$ -
7540 - Electric: Director's Houses	\$ 6,500.00	\$ 6,500.00
7550 - Phones: Director's Houses	\$ -	\$ -
7560 - Meals: Staff	\$ 30,000.00	\$ 30,000.00
Total Employee Benefits	\$ 200,500.00	\$ 218,500.00
Employer Insurance/Taxes		
6590 - Property Taxes	\$ 300.00	\$ 300.00
6640 - Insurance: Property/Liability	\$ 70,000.00	\$ 110,000.00
6650 - Insurance: Auto	\$ 6,000.00	\$ 8,000.00
6655 - Sales Tax: Gifts & Food	\$ 3,000.00	\$ 3,000.00
Total Employer Insurance/Taxes	\$ 79,300.00	\$ 121,300.00
Operations		
5012 - Loan Payment-WatersEdge OK	\$ 62,880.00	\$ 62,880.00
5013 - Loan Payment-CO Bapt Found 8/2018	\$ 20,000.00	\$ 21,000.00

**Ponderosa Retreat & Conference Center
2022 Budget Planning**

Accounts	2023 Budget	2024 Budget
6040 - Staff: Business Travel/Meals/Tolls	\$ 2,000.00	\$ 2,000.00
6280 - Audit	\$ 2,500.00	\$ 6,000.00
6290 - Marketing	\$ 4,000.00	\$ 3,000.00
6295 - Audio/Visual/Conf. Needs	\$ 2,000.00	\$ 2,000.00
6320 - Equipment Mtnce: Office	\$ 4,000.00	\$ 4,000.00
6337 - computer maint/upgrds(change name to ACS fees)	\$ -	\$ 8,000.00
6340 - Acquist: Office Equipment	\$ 1,000.00	\$ 1,000.00
6360 - Fees-Bank/Svc/Late Fees	\$ 200.00	\$ 500.00
6370 - Volunteer Expenses	\$ 8,000.00	\$ 8,000.00
6375 - Staff: Shirts, Hats, & Uniforms-Exp	\$ 3,000.00	\$ 3,000.00
6376 - Staff Training: 1st Aid/CPR/AED	\$ 500.00	\$ 500.00
6401 - Office Supplies	\$ 3,000.00	\$ 3,000.00
6405 - Postage	\$ 500.00	\$ 500.00
6496 - Gift Shop-Misc. Expense	\$ 100.00	\$ 100.00
6499 - Snack Shop-Misc Expense	\$ 250.00	\$ 250.00
6500 - Concessions: Food	\$ 15,000.00	\$ 15,000.00
6501 - Concessions: Gifts	\$ 25,000.00	\$ 25,000.00
6502 - Miscellaneous Expense	\$ 500.00	\$ 500.00
6503 - Credit Card Service Fees	\$ 4,000.00	\$ 4,000.00
6506 - Acquist: Concessions	\$ 500.00	\$ 500.00
6507 - Concessions: Drink Vending	\$ 1,750.00	\$ 1,750.00
6510 - Gift Tool Expenses	\$ 600.00	\$ 600.00
6511 - Concessions: Snack Vending	\$ 500.00	\$ 500.00
6515 - Concessions: Tubing	\$ 1,200.00	\$ 500.00
6550 - Membership/Dues/Subscript CCCA	\$ 1,700.00	\$ 1,800.00
6560 - Flowers & Gifts	\$ 250.00	\$ 250.00
6670 - License Fees & Permits	\$ 4,000.00	\$ 4,000.00
6690 - Computer Support/Upgrades/subscriptions	\$ 10,000.00	\$ 10,000.00
6720 - Phones/Cell Phones	\$ 10,000.00	\$ 10,000.00
6721 - Radios	\$ 500.00	\$ 500.00
6730 - Healthcare Supplies	\$ 1,300.00	\$ 500.00
6731 - Healthcare Expense	\$ -	\$ -
6732 - CampWise Expense	\$ 3,000.00	\$ 3,000.00
6735 - Golf Cart Rental & Expense	\$ -	\$ -
6736 - Port a Potty Rental fees	\$ 1,500.00	\$ 1,500.00
6750 - Coffee Cabin Expense	\$ 5,000.00	\$ 5,000.00
Total Operations	\$ 200,230.00	\$ 210,630.00
Total Administration/Operations	\$ 782,456.00	\$ 859,286.00
Guest Relations		
6201 - Payroll: Guest Rel. Director	\$ 51,800.00	\$ 54,390.00
6220 - FICA: Guest Relations Director	\$ 3,989.00	\$ 4,133.00
6260 - Payroll: Guest Rel Assistant	\$ 27,900.00	\$ 29,295.00
6261 - FICA: Guest Rel Assistant	\$ 2,148.00	\$ 2,226.00
6262 - Retirement: Guest Rel Assistant	\$ 2,790.00	\$ 2,929.00
6240 - Retirement: Guest Rel. Director	\$ 5,030.00	\$ 5,439.00
6270 - Payroll: G. Relations Support Staff	\$ -	\$ -
6271 - FICA: G. Relations Support Staff	\$ -	\$ -

**Ponderosa Retreat & Conference Center
2022 Budget Planning**

Accounts	2023 Budget	2024 Budget
6275 - Acquist: Guest Relations	\$ -	\$ -
6276 - Expense: Guest Relations	\$ 500.00	\$ 500.00
Total Guest Relations	\$ 94,157.00	\$ 98,912.00
Accommodations		
6294 - Guest Needs/Amenities	\$ -	\$ 300.00
6569 - Carpet Cleaning	\$ -	\$ -
6565 - Furnishings and Décor	\$ -	\$ 500.00
6566 - Tables and Chairs	\$ 500.00	\$ 500.00
6601 - Accommodations Supplies	\$ 10,000.00	\$ 13,000.00
6602 - Accommodations: Equipment Expense	\$ 2,000.00	\$ 2,000.00
6680 - Linens	\$ 1,500.00	\$ 1,500.00
6685 - Acquist: Accommodations	\$ -	\$ -
7260 - Payroll: Accommodations Director	\$ 39,253.00	\$ 41,215.00
7280 - FICA: Accommodations Director	\$ 3,022.00	\$ 3,072.00
7281 - Retirement: Accommodations Director	\$ 3,925.00	\$ 4,121.00
7290 - Payroll: PT Accommodations	\$ 50,000.00	\$ 55,000.00
7295 - FICA: PT Accommodations	\$ 3,850.00	\$ 4,180.00
Total Accommodations	\$ 114,050.00	\$ 125,388.00

**Ponderosa Retreat & Conference Center
2022 Budget Planning**

Accounts	2023 Budget	2024 Budget
Food Service		
6801 - Payroll: Executive Chef	\$ 46,350.00	\$ 48,667.00
6820 - FICA: Executive Chef	\$ 3,568.00	\$ 3,628.00
6840 - Retirement: Executive Chef	\$ 4,500.00	\$ 4,866.00
6850 - Payroll Lead Cook	\$ 25,000.00	\$ 25,200.00
6855 - FICA Lead Cook	\$ 1,925.00	\$ 1,915.00
6856 - Retirement: Lead Cook	\$ 2,500.00	\$ 2,520.00
6860 - Payroll: PT Food Svc. Help	\$ 60,000.00	\$ 80,000.00
6880 - FICA: PT Food Svc. Help	\$ 4,590.00	\$ 6,080.00
6902 - Food Svc-Misc Expenses	\$ 750.00	\$ 750.00
6905 - Equipment: Lease & Rental-Food Svc.	\$ 2,000.00	\$ 2,500.00
6910 - Equipment: Repair & Maint-Food Svc.	\$ 3,000.00	\$ 3,000.00
6920 - Food Costs	\$ 200,000.00	\$ 213,000.00
6960 - Food Svc. Supplies	\$ 34,000.00	\$ 37,000.00
Total Food Service	\$ 388,183.00	\$ 429,126.00
Facilities/Operations		
Fac/Operations Director		
7101 - Payroll: Fac/Operations Director	\$ 48,410.00	\$ 50,830.00
7120 - FICA: Fac/Operations Director	\$ 3,727.00	\$ 3,863.00
7140 - Retirement: Fac/Operations Director	\$ 4,841.00	\$ 5,083.00
Total Fac/Operations Director	\$ 56,978.00	\$ 59,776.00
Maintenance		
7201 - Payroll: Facilities Asst	\$ -	\$ 27,540.00
7252 - FICA: facilities Asst	\$ -	\$ 2,093.00
7253 - Retirement: Facilities Asst	\$ -	\$ 2,754.00
7220 - Payroll: Mtnce Staff-Hourly	\$ 8,000.00	\$ 8,000.00
7240 - FICA: Mtnce Staff-Hourly	\$ 612.00	\$ 612.00
7255 - Contract Labor: Mtnce.	\$ 1,000.00	\$ 1,000.00
7301 - Bldg & Grounds Rpr/Maint	\$ 30,000.00	\$ 30,000.00
7302 - Paint	\$ 1,000.00	\$ 3,000.00
7304 - Fixtures	\$ -	\$ -
7305 - Roads	\$ 2,000.00	\$ 2,000.00
7306 - Signs	\$ -	\$ -
7315 - Mtnce:Inspection/Registrar/Licenses	\$ 1,500.00	\$ 1,500.00
7320 - Security	\$ -	\$ 500.00
7385 - New Equipment: Tools	\$ 2,500.00	\$ 2,500.00
7405 - Acquist: Building & Grounds	\$ -	\$ -
7420 - Vehicle: Gas	\$ 12,000.00	\$ 12,000.00
7440 - Vehicle & Tractor: Maintenance	\$ 11,000.00	\$ 11,000.00
7650 - Ranch/BunkHouse Well: All Expenses	\$ -	\$ -
7781 - Ranch & Bunk House Well & Septic	\$ -	\$ -
Total Maintenance	\$ 69,612.00	\$ 104,499.00
Water/Wastewater/Irrigation		
Water		
7660 - Water: Electricity	\$ 5,000.00	\$ 5,000.00
7720 - Water System Supplies	\$ -	\$ -
7730 - Water System Expense	\$ 10,000.00	\$ 10,000.00

**Ponderosa Retreat & Conference Center
2022 Budget Planning**

Accounts	2023 Budget	2024 Budget
7740 - Water Cert. Fees & Permits	\$ 1,500.00	\$ -
7760 - Water Sample/Testing Fees	\$ 2,500.00	\$ 2,500.00
7765 - Water System Upkeep Expense	\$ 4,500.00	\$ 4,500.00
7770 - Water System Repairs & Improvements	\$ -	\$ -
7780 - Water Tap Expenses	\$ -	\$ -
Total Water	\$ 23,500.00	\$ 22,000.00
Wastewater		
7787 - Wastewater Expense	\$ 2,000.00	\$ 2,000.00
7789 - Wastewater Sample/Testing Fees	\$ 2,000.00	\$ 2,000.00
7791 - Wastewater: Gas	\$ 350.00	\$ -
7792 - Wastewater: Electric	\$ 3,000.00	\$ 5,000.00
7793 - Wastewater System Supplies	\$ 375.00	\$ -
7794 - Wastewater Equip & System Repairs	\$ 1,000.00	\$ 1,000.00
7797 - Wastewater System Upkeep Expense	\$ 16,000.00	\$ 16,000.00
7824 - Wastewater: Permits, Svcs, Etc.	\$ 1,100.00	\$ 1,100.00
Total Wastewater	\$ 25,825.00	\$ 27,100.00
Total Water/Wastewater/Irrigation	\$ 49,325.00	\$ 49,100.00
Total Facilities/Operations	\$ 175,915.00	\$ 213,375.00
Programs		
Programming		
6050 - Payroll: Programming Admin/Mkt	\$ -	\$ -
6051 - FICA: Programming Admin/Mkt	\$ -	\$ -
6052 - Retirement: Programming Admin/Mkt	\$ -	\$ -
7914 - Payroll: SummerStaff	\$ -	\$ -
7915 - FICA: Summer Staff	\$ -	\$ -
7916 - Summer Staff Expenses	\$ -	\$ -
8620 - Payroll: Programming Director	\$ -	\$ 21,000.00
8621 - FICA: Programing Director	\$ -	\$ 1,596.00
8622 - Retirement: Programming Director	\$ -	\$ -
8701 - PEAK Kids Camp Expenses	\$ -	\$ 18,000.00
8798 - SUMMIT WINTER Camp Expenses	\$ -	\$ 10,000.00
8799 - SUMMIT Student Camp Expenses	\$ -	\$ 40,000.00
87-- - BENCHMARKWINTER Camp Expenses	\$ -	\$ 5,000.00
Total Programming	\$ -	\$ 95,596.00
Challenge Course		
8600 - Inspection: Challenge Course	\$ 750.00	\$ 1,000.00
8601 - Expense: Challenge Course	\$ 1,500.00	\$ 1,500.00
8602 - Payroll: Challenge Course	\$ 20,000.00	\$ 22,000.00
8603 - FICA: Challenge Course	\$ 1,520.00	\$ 1,672.00
8604 - Training: Challenge Course	\$ 500.00	\$ 500.00
8605 - Acquist: Challenge Course	\$ 1,000.00	\$ 1,000.00
8607 - Payroll: Low Ropes Course	\$ 6,500.00	\$ 6,500.00
8608 - FICA: Low Ropes Course	\$ 497.00	\$ 497.00
Total Challenge Course	\$ 32,267.00	\$ 34,669.00
Recreation		
7380 - Rec Supplies & Replacemt Equipment	\$ -	\$ -
7901 - Payroll: Rec & Outdoor Ed Director	\$ 41,200.00	\$ 43,260.00

**Ponderosa Retreat & Conference Center
2022 Budget Planning**

Accounts	2023 Budget	2024 Budget
7902 - FICA: Rec & Outdoor Ed Director	\$ 3,172.00	\$ 3,287.00
7903 - Expense: Recreation	\$ 2,500.00	\$ 3,000.00
7904 - Retirement: Rec & Outdoor Ed Direct	\$ 4,120.00	\$ 4,326.00
7905 - Outdoor Ed: Instructors	\$ 250.00	\$ 1,000.00
7907 - Payroll:Recreational Support	\$ 14,000.00	\$ 10,000.00
7908 - FICA: Recreational Support	\$ 1,071.00	\$ 760.00
7909 - Outdoor Ed: Expenses	\$ 4,500.00	\$ 7,000.00
7910 - Acquist: Rec Equipment	\$ 3,000.00	\$ 3,000.00
7919 - Large Group Games Expense	\$ 1,000.00	\$ 1,000.00
7901 - Payroll: Recreation Asst	\$ 26,780.00	\$ 28,119.00
7902 - FICA: Recreation Asst	\$ 2,062.00	\$ 2,137.00
7904 - Retirement: Recreation Asst	\$ 2,678.00	\$ 2,811.00
7921 - Payroll: Outdoor Ed Staff	\$ 20,000.00	\$ 20,000.00
7922 - FICA: Outdoor Ed Staff	\$ 1,530.00	\$ 1,530.00
Total Recreation	\$ 127,863.00	\$ 131,230.00
Total Programs	\$ 160,130.00	\$ 261,495.00
Total EXPENSES	\$ 1,714,891.00	\$ 1,987,582.00
Net Total	\$ 5,359.00	\$ 147,168.00

**Colorado Baptist General Convention
Budget for 2024**

Acct #	Account Description	2023 Budget	CBGC Total	Other Sources ¹	2024 Budget	CBGC Total	Other Sources*
WORLD MISSIONS							
52010	World Missions, SBC	\$ 633,215	\$ 633,215		\$ 601,837	\$ 601,837	
	TOTAL	\$ 633,215	\$ 633,215		\$ 601,837	\$ 601,837	
ADMINISTRATION							
53105	Travel, Executive Director	\$ 25,000	\$ -	\$ 25,000	\$ 25,000	\$ 25,000	
53106	Office, Administration Division	\$ 4,000	\$ 4,000		\$ 3,000	\$ 3,000	
53118	Stratgies and Consultations	\$ 5,000	\$ 5,000		\$ 5,000	\$ 5,000	
53126	Contingency	\$ 4,000	\$ 4,000		\$ 4,000	\$ 4,000	
	TOTAL	\$ 38,000	\$ 13,000	\$ 25,000	\$ 37,000	\$ 37,000	\$ -
CONVENTION SUPPORT							
52020	Executive Board	\$ 15,000	\$ 15,000		\$ 15,000	\$ 15,000	
52021	Annual Meeting	\$ 16,000	\$ 10,000	\$ 6,000	\$ 16,000	\$ 16,000	
52022	Annual Pastor's Conference	\$ 5,000		\$ 5,000	\$ 5,000	\$ 5,000	
52024	President's Expense	\$ 1,000	\$ 1,000		\$ 1,000	\$ 1,000	
52028	Leadership Evangelism Conferences	\$ 10,000		\$ 10,000	\$ 10,000		\$ 10,000
52133	Gateway/Rocky Mountain Campus	\$ 45,000	\$ 45,000		\$ 45,000	\$ 45,000	
55524	Ministry Assistants Conference	\$ 1,500	\$ 1,500		\$ 1,500	\$ 1,500	
	TOTAL	\$ 93,500	\$ 72,500	\$ 21,000	\$ 93,500	\$ 83,500	\$ 10,000
COLLEGIATE MINISTRIES							
56800	Collegiate Ministries Support	\$ 15,000	\$ 15,000		\$ 12,000	\$ 12,000	
56805	Collegiate Ministries Insurance	\$ 12,000	\$ 12,000		\$ 12,000	\$ 12,000	
56825	Collegiate Evangelism Ministries	\$ 30,000		\$ 30,000	\$ 30,000		\$ 30,000
	TOTAL	\$ 57,000	\$ 27,000	\$ 30,000	\$ 54,000	\$ 24,000	\$ 30,000
	TOTAL ADMINISTRATIVE BUDGET	\$ 821,715	\$ 745,715	\$ 76,000	\$ 786,337	\$ 746,337	\$ 40,000
FINANCE/OPERATIONS							
53305	Travel, Director Finance/Operations	\$ 5,000	\$ 5,000		\$ -	\$ -	
53307	Operations	\$ 20,000	\$ 20,000		\$ 15,000	\$ 15,000	
53309	Accounting Hub Expene	\$ 39,600	\$ 39,600		\$ 45,600	\$ 45,600	
53310	Bank Charges	\$ 3,000	\$ 3,000		\$ 3,000	\$ 3,000	
53325	Postage	\$ 7,000	\$ 7,000		\$ 7,000	\$ 7,000	
53328	Kitchen Supplies	\$ 1,500	\$ 1,500		\$ 1,500	\$ 1,500	
53340	Equipment Maintenance	\$ 18,000	\$ 18,000		\$ 15,000	\$ 15,000	
53342	Computer Maintenance/Upgrades	\$ 18,000	\$ 18,000		\$ 15,000	\$ 15,000	
53345	New Equipment	\$ 6,000	\$ 6,000		\$ 6,000	\$ 6,000	
53354	Staff Development	\$ 2,000	\$ 2,000		\$ -	\$ -	
53355	Legal	\$ 20,000	\$ 20,000		\$ 15,000	\$ 15,000	

53356 Properties Held Expense	\$ 22,000	\$ 22,000		\$ 10,000	\$ 10,000		
52026 Audit	\$ 17,000	\$ 17,000		\$ 11,000	\$ 11,000		
57225 Supplies	\$ 1,000	\$ 1,000		\$ 1,000	\$ 1,000		
TOTAL	\$ 180,100	\$ 180,100		\$ 145,100	\$ 145,100		
STAFF EXPENSES							
52801 Housing & Salary, Executive Staff	\$ 214,500	\$ 214,500	\$ -	\$ 224,120	\$ 224,120		
52803 Retirement, Executive Staff	\$ 21,450	\$ 21,450		\$ 22,412	\$ 22,412		
52901 Salary, Support Staff	\$ 157,590	\$ 157,590		\$ 78,920	\$ 78,920		
52903 Retirement, Support Staff	\$ 10,051	\$ 10,051		\$ 4,760	\$ 4,760		
52904 Social Security, Support Staff	\$ 9,395	\$ 9,395		\$ 4,690	\$ 4,690		
TOTAL	\$ 412,986	\$ 412,986	\$ -	\$ 334,902	\$ 334,902	\$ -	
REGIONAL DIRECTOR EXPENSES							
52821 Housing & Salary	\$ 450,650	\$ 289,150	\$ 161,500				
TOTAL HOUSING & SALARY	\$ 450,650	\$ 289,150	\$ 161,500	\$ 557,845	\$ 346,500	\$ 211,345	
52823 TOTAL RETIREMENT	\$ 45,065	\$ 45,065		\$ 53,985	\$ 53,985		
52825 Travel & Reimbursement	\$ 40,000		\$ 40,000			\$ -	
TOTAL TRAVEL & REIMBURSEMENT	\$ 40,000	\$ -	\$ 40,000	\$ 64,500	\$ 55,000	\$ 9,500	
TOTAL REGIONAL DIRECTOR EXPENSES	\$ 535,715	\$ 334,215	\$ 201,500	\$ 676,330	\$ 455,485	\$ 220,845	
BENEFITS							
52220 Life/Dental Insurance Annuity Board	\$ 11,700	\$ 11,700		\$ 30,000	\$ 30,000		
52222 Major Medical - Staff	\$ 325,000	\$ 325,000		\$ 192,000	\$ 192,000		
52224 Worker's Comp Insurance	\$ 8,000	\$ 8,000		\$ 8,000	\$ 8,000		
TOTAL	\$ 344,700	\$ 344,700		\$ 230,000	\$ 230,000		
BRADFORD BUILDING							
52341 Telephone Expense	\$ 15,500	\$ -	\$ 15,500	\$ 16,000		\$ 16,000	
52342 Building Maintenance	\$ 12,000	\$ -	\$ 12,000	\$ 15,000	\$ -	\$ 15,000	
52344 Insurance	\$ 40,000	\$ -	\$ 40,000	\$ 40,000	\$ 15,750	\$ 24,250	
52343 Elevator Maintenance and Expense	\$ 3,750		\$ 3,750	\$ 3,750		\$ 3,750	
52345 Utilities	\$ 15,000	\$ -	\$ 15,000	\$ 15,000	\$ -	\$ 15,000	
52346 Custodial Supplies	\$ 10,000	\$ -	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	
52348 Lawn and Snow	\$ 7,000	\$ -	\$ 7,000	\$ 7,000	\$ -	\$ 7,000	
53350 Real Estate Taxes				\$ 12,000	\$ 12,000		
TOTAL	\$ 103,250	\$ -	\$ 103,250	\$ 118,750	\$ 37,750	\$ 81,000	
CONVENTION CAMPS							
56524 Camp Evangelism	\$ 28,000		\$ 28,000	\$ 28,000		\$ 28,000	

56938 Camp Operations	\$ 22,000		\$ 22,000	\$ -		\$ -
TOTAL	\$ 50,000	\$ -	\$ 50,000	\$ 28,000	\$ -	\$ 28,000
TOTAL FINANCE/OPERATIONS	\$ 1,626,751	\$ 1,272,001	\$ 354,750	\$ 1,533,082	\$ 1,203,237	\$ 329,845
CONVENTION STRATEGIES						
57105 Travel, Dir. Conv. Strategies	\$ 5,000	\$ 5,000		\$ 5,000	\$ 5,000	
57106 Office, Dir. Conv. Strategies	\$ 2,000	\$ 2,000		\$ 2,000	\$ 2,000	
57115 Strategies and Consultations	\$ 2,000	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ -
57120 Evangelism Program Funds	\$ 115,000		\$ 115,000	\$ 115,000		\$ 115,000
TOTAL	\$ 124,000	\$ 9,000	\$ 115,000	\$ 124,000	\$ 9,000	\$ 115,000
CONVENTION MINISTRIES						
55525 Women's Ministry	\$ 1,500	\$ 1,500		\$ 1,500	\$ 1,500	
58101 Literacy Mission Director	\$ 2,000	\$ 2,000		\$ 2,000	\$ 2,000	
55610 Pastoral Evangelism Funds	\$ 10,000		\$ 10,000	\$ 10,000		\$ 10,000
56937 Vacation Bible School Training	\$ 3,000		\$ 3,000	\$ 3,000	\$ 3,000	\$ -
56940 Pastors Wives	\$ 2,000	\$ 2,000		\$ 2,000	\$ 2,000	
53308 Website Registration Fees	\$ 3,000	\$ 3,000		\$ 3,000	\$ 3,000	
TOTAL	\$ 18,500	\$ 5,500	\$ 13,000	\$ 18,500	\$ 8,500	\$ 10,000
COMMUNICATION MINISTRY						
57130 Communication Costs	\$ 42,000	\$ 32,000	\$ 10,000	\$ 42,000	\$ 42,000	\$ -
57140 Next Step Expenses	\$ 14,000		\$ 14,000	\$ 14,000	\$ -	\$ 14,000
TOTAL	\$ 56,000	\$ 32,000	\$ 24,000	\$ 56,000	\$ 42,000	\$ 14,000
TOTAL CONVENTIONSTRATEGIES	\$ 198,500	\$ 46,500	\$ 152,000	\$ 198,500	\$ 59,500	\$ 139,000
CHURCH PLANTING FUNDS						
54106 Office, Church Planting Ministries	\$ 1,000	\$ 1,000		\$ -	\$ -	
54510 Colorado Development Fund	\$ 6,000	\$ 6,000		\$ -	\$ -	
54511 Church Planting/Replanting	\$ 3,000	\$ 3,000		\$ 8,000	\$ 8,000	
TOTAL	\$ 10,000	\$ 10,000		\$ 8,000	\$ 8,000	
CHURCH PLANTING CATALYST						
54826 Pikes Peak Guide, Retirement	\$ 3,600	\$ 3,600		\$ -	\$ -	
54827 Front Range Travel	\$ 3,600	\$ 3,600		\$ -	\$ -	
TOTAL	\$ 7,200	\$ 7,200		\$ -	\$ -	

TOTAL CHURCH PLANTING TEAM	\$ 17,200	\$ 17,200		\$ 8,000	\$ 8,000		
COLORADO MISSIONS TEAM							
54705 Travel, Colorado Mission Team	\$ 3,000	\$ 3,000		\$ 2,000	\$ 2,000		
54715 Retreat, Colorado Mission Team	\$ 8,000	\$ 8,000		\$ 8,000	\$ 8,000		
TOTAL COLORADO MISSIONS TEAM	\$ 11,000	\$ 11,000	\$ -	\$ 10,000	\$ 10,000	\$ -	
TOTAL BUDGET WITHOUT WORLD MISSIONS	\$ 2,041,951	\$ 1,459,201	\$ 582,750	\$ 1,934,082	\$ 1,425,237	\$ 508,845	
TOTAL BUDGET WITH WORLD MISSIONS	\$ 2,675,166	\$ 2,092,416	\$ 582,750	\$ 2,535,919	\$ 2,027,074	\$ 508,845	

SOURCES OF INCOME 2024

Cooperative Program	\$ 2,006,124						
North American Mission Board	\$ 207,000						
Colorado Associations	\$ 220,845						
Lease Income	\$ 81,000	30%	\$ 2,675,166		\$ -	\$ 2,535,919	
Total Income	\$ 2,514,969						
			\$ 2,110,716		\$ 2,006,124		
			\$ (18,300)		\$ 20,950		

Updated 9/10/23



**ROCKY MOUNTAIN
FOUNDATION**

2023 Rocky Mountain Foundation Proposed Budget

	2023 Budget	2024 Proposed Budget
INCOME:		
Long Term Interest Income Loans	\$ 40,000.00	\$ 19,235.51
Stipulated Loan Income, Chrisler	\$ 10,000.00	N/A
Short Term Interest Income	\$ 124,000.00	\$ 96,354.43
Short Term Loan Income	\$ 140,000.00	\$ 307,279.77
Fixed Rate Interest Income	\$ 85,000.00	\$ 287,590.12
Consulting Income	\$ 70,000.00	\$ 64,000.00
Loan Origination Income	\$ 4,000.00	\$ 4,000.00
WE Loan Revenue Sharing, Quarterly	\$ 12,000.00	\$ 21,957.09
WE Loan Revenue Discount, Monthly	\$ 13,000.00	\$ 9,654.77
Accounting Hub Income	\$ 220,000.00	\$ 270,924.00
Contributions	\$ 6,000.00	\$ -
Interest/Dividend Income	\$ 8,500.00	\$ 11,734.68
Stock Cash Out Income	\$ 1,500.00	\$ 145.96
Gain and Sale of Stock	\$ 4,000.00	\$ 3,023.08
Unrealized Income	\$ 8,000.00	\$ 18,823.43
Ministry Health Reviews	\$ -	\$ 5,000.00
Total Income	\$ 746,000.00	\$ 1,119,722.83

2023 Budget	2024 Proposed Budget
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EXPENSES:		
Staff Salary	\$ 435,000.00	\$ 457,965.96
Staff Retirement	\$ 20,000.00	\$ 33,558.41
Staff Social Security	\$ 32,895.00	\$ 39,110.47
Staff Travel Expense	\$ 12,000.00	\$ 20,605.68
Staff Insurance Expense	\$ -	\$ 47,000.00
Audit Expense	\$ 8,000.00	\$ 8,000.00
Insurance Expense	\$ 3,410.00	\$ -
Legal Expense	\$ 3,000.00	\$ 3,000.00
Promotional Fees	\$ 1,000.00	\$ 2,000.00
Professional Expenses	\$ 4,000.00	\$ 2,000.00
Office Supplies	\$ 3,500.00	\$ 6,789.30
Accounting Hub Expenses	\$ 3,000.00	\$ 2,256.14
Accounting Software	\$ 32,000.00	\$ 32,509.93
Church Awareness Expenses	\$ 2,000.00	
Foundation Board Expenses	\$ 16,000.00	\$ 16,000.00
Operational Expenses	\$ 6,000.00	\$ 3,379.52
Loan Expense	\$ 1,000.00	\$ -
Short Term Interest Expense	\$ 90,000.00	\$ 170,948.50
Fixed Rate Interest Expense	\$ 70,500.00	\$ 242,036.71
Long Term Investment Expenses	\$ 8,000.00	\$ 20,942.12
Grants and Scholarship Expense	\$ 8,000.00	\$ 8,000.00
Bank Fees and Investment Fees	\$ 4,000.00	\$ -
Software Consulting and Implementation		

Total Expenses	\$ 763,305.00	\$ 1,116,102.73
Net Operating Income	\$ (17,305.00)	\$ 3,620.10

Software Improvement & Implementation		\$ 80,000.00
Additional Staff for Future Capacity and Improvements		\$ 60,000.00

Net Income with Enhancement Investments		\$ (136,379.90)
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Notes: "Software" and "Additional Staff" amounts will come from RMF Reserves and are fundings strategic initiatives to enhance effectiveness, efficiency, and services of the Rocky Mountain Foundation to ministries.



Strategies and Operations

Rick Ackerman – Director of Strategies & Operations

2023 has been an amazing year for our network! We now have seven Regional Directors on the field serving our Associations. Our Regional Directors have connected our team to you in a way that has not been possible until now. It is also leading us to embrace a core value of Regionally Inspired Strategies. Here is how that has shaped our Operations and Strategies.

STRATEGIES

We have shifted our Momentum Leadership resources to a digital format and increased collaboration by adding interactive elements. The goal is to help you build Momentum in your mission by providing practical articles and opportunities to collaborate beyond the blog post.

In 2024, we are excited to announce new resources to help you engage those who are deconstructing their faith. We will get the opportunity to interact with Trevin Wax. Trevin is a thought leader in helping churches create ministries where people can reconstruct their faith in Jesus and His mission.

We will send this great content to your inbox. Be sure to sign up for Momentum on our website.

NEXT STEPS

God continues using our Next Step Guides to help churches find clarity. Currently, we have three primary tools to serve you.

- Discovering your Next Step
- Vision Framing
- Vision Planning

In 2024, we are adding a new toolbox called Vision Leading. These tools are designed to help you in the day-to-day challenges of leading your ministry. Some of the resources include:

- How to manage change
- How to create a culture of Spiritual Health
- How to define processes that are simple and effective
- How to implement your vision in day-to-day leadership

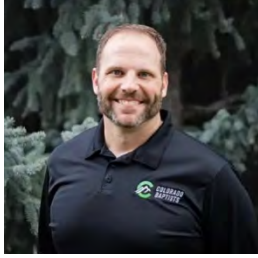
Contact your Regional Director or the Convention Office to learn more about any of these tools.

OPERATIONS

Now that we have more staff on the field than in the office, we took a deep dive into our business plan and processes. We worked to simplify processes, make good use of technology, and cut expenses wherever possible. This has put funds back on the field and allowed us to operate our Littleton Office successfully with a three-person staff.

We are excited to serve you and your communities in 2024. Thank you for your partnership in the Gospel.





Rocky Mountain Foundation

Matt Trombley – President of the RMF

Hello, my name is Matt Trombley, and I joined the Rocky Mountain Foundation in April 2023 to serve as President. It is so wonderful to be a part of a great team at RMF and to get to serve the bride of Christ each day! I come from a 24-year career in the secular financial services world, where I enjoyed numerous ways in which God used me and prepared me for this role. I am a graduate of Dallas Theological Seminary and have been married to my bride, Mary, for 22 years. Together we steward 5 wonderful children ages 11 through 16 and are members at Cross Family Church in Parker, CO. It is exhilarating to have a front row seat to what God is doing in our state. Thank you for the warm welcome so far.

It is my privilege to provide a brief update on our efforts at the Rocky Mountain Foundation to serve ministries. The Rocky Mountain Foundation continues to grow, and we are focused on improving and innovation; improving how we serve, as well as trying to innovate to meet emerging needs. We have expanded our team, are in the process of enhancing our technology, and are working with various partners to explore how we can help ministries grow and be financially healthy. We love getting the chance to serve ministries with our expertise and are constantly working to do so with excellence so that it helps ministries do more ministry! Here are a few highlights of our partnership with ministries from this past year:

- Through our Accounting services, we have the privilege of working with more than 40 ministries, and through our support have returned over 11,000 hours to ministry leaders just in the past year alone. We love to hear the stories of what churches can do with the resources we free up for them, such as one church who recently told me that by moving their accounting services to RMF they were able to hire another pastor!
- We have also helped churches with loans this year, for various reasons. One was for an emergency foundation repair, others were refinancing, and we also helped a church plant buy their first building! It's truly a pleasure to serve in whatever season the need arises.
- Lastly, as many have noticed, interest rates have risen over the past year both on loans as well as investments. We are partnering with over 100 ministries to help them with stewarding their funds, and I'm pleased to report we are on track to deliver over \$400,000 in interest to ministries this year! To put this in a ministry context, this interest would fund approximately 400 VBS programs, or send over 1,100 students to Ponderosa Camp for free! We love helping ministries with their stewardship strategy, and are thrilled at the ways we have been able to serve in this way,

Thank you for allowing us to serve you with our expertise, we love our place in the body of Christ and the family of Colorado churches. We exist to serve ministries large and small in all the parts of our beautiful state. May the grace and peace of Christ be with you all.





Communications Report

Alaina Young, Communications Manager

It's been an exciting and 'Momentum' building year for Colorado Baptists and our communications department! Some of our goals for the year have been to grow our audience, expand our outreach, and add new and fresh ways to effectively communicate and partner with our network of churches! One of our biggest communication shifts began with Momentum. What was once the official magazine of Colorado Baptists, became a weekly online leadership resource featured on our website with diverse topics and insight from local leaders, relevant to the context and culture of ministry in Colorado! Our prayer and vision for this resource is that it would encourage, inspire, and help you in ministry as you read articles from fellow peers and leaders, your partners in the Gospel.

We also have a passion to share the stories and testimonies of how God is moving all over our state! Stories connect us. They help us relate. Stories bring about inspiration and promote partnership. They are also a means by which we can take every opportunity to glorify God and celebrate Gospel impact. We have worked hard to do this by partnering with churches to film video stories that tell of how God is uniquely working in their churches and communities. These video stories have been featured across all our communications platforms – email, social media, website, and Vimeo. We look forward to continuing to share more and more stories as we build this area of our communications.

The world of communications is constantly changing which means we are constantly evaluating and seeking how we can better collaborate and partner with our network of churches. Our mission at Colorado Baptists is more than just a statement; partnership is what we value, and our communications plan will always reflect who we are.

We would love to stay in touch! Sign up to receive our emails, follow us on social media, and stay tuned in for the latest events, resources, and partnership opportunities taking place within Colorado Baptists.

ColoradoBaptists.org/connect
Facebook: Colorado Baptists
Instagram: @coloradobaptists
Vimeo: Colorado Baptists





Colorado Baptist Disaster Relief Dennis Belz, State Director

Since our CBGC Annual Meeting last October, Colorado Baptist Disaster Relief (CBDR) has been keeping busy with deployments in state and out of state along with trainings and upkeep of our vehicles and equipment.

Hurricane Ian- Florida Deployment in November, 2022. CBDR sent a team of 15 volunteers to the Daytona Beach, FL area to assist with mud-out and cleanup efforts from the hurricane. We were able to complete 8 major clean up jobs. The team was able to present Bibles to each of the homeowners along with opportunities to share Christ with them. Due to an outbreak of Covid, we did not deploy our second team.

“PETE” (National Partnership for Environmental Technology Education). This is one of our new CBDR partners that supports our ministry. In January, I led 3 conferences and hands-on sessions of CBDR Mud-Out procedures along with OSHA Safety. Most of the participants are from colleges around the country. This year, I was able to invite 3 of our CBDR leaders to attend the week long trainings offered. In April, I led week long safety training with “PETE” in Puerto Rico.

My wife and I attended the **National SBDR Round Table** in Jacksonville, FL on January 24 -27. This is where all our SBDR National and State Disaster Relief Directors come together to plan and conduct needed business. Many things are changing these days and we need to keep abreast of these changes.

NORAD- Peterson Air Force Base – I was invited to speak about CBDR to over 75 military chaplains and officers from around the country during their Religious Affairs Workshop.

CEMA Conference (Colorado Emergency Management Association) is an annual meeting that I attend to represent CBDR. This group is made up of all the Emergency Managers in the state of Colorado. Each year, I set up a display representing what CBDR is about and received opportunities to speak with the Emergency Managers and other State Officials.

CSEPP (Chemical Spill Emergency Preparedness Program – we were invited by the Pueblo Sheriff’s Office to participate in this event where our CBDR Feeding team prepared and served 100 meals to the participants.

CBDR Annual Leadership Retreat was hosted by Applewood Baptist Church, Wheat Ridge.

CBDR trainings held in 2023:

- CBDR Training hosted by Bookcliff Baptist Church, Grand Junction
- CBDR Training hosted by Steel City Fellowship, Pueblo
- Chainsaw Training in Fairplay followed by doing and hands-on fire mitigation job
- First Aid/Stop the Bleed training with the American Heart Association – hosted by Community of Grace
- Participated with **Adams County Community Safety Fair “Touch A Tuck”** to share about CBDR

Maui Fire - we are on STAND BY for ash-out and cleanup deployment



Visit our NEW CBDR WEBSITE! www.ColoradoDR.org has been redone to make it easier for training event registration, keep you informed with news immediately from the disaster deployments with many other updated information and pictures of this great ministry.

New CBDR Shower Unit has arrived and in service for deployments.

Highlands Ranch Tornado - On June 22nd an EF-1 tornado ripped through the area of Highlands Ranch in Jefferson County. We immediately began to get a team together to deploy to the location to begin cleanup efforts. Due to all the heavy rains we had been receiving on the Front Range, flooding was one issue that made our deployment difficult as the location that stores most of our CBDR Vehicles is located at Creekside Community Church in Elizabeth, CO. The main road and driveway to the church was completely washed out! Once permission was given by the neighbor to allow us to drive through his field to get our needed units, the team could finally begin deployment.

Our Goals for 2024

- Find an enclosed building/Pole Barn or location to park our CBDR Vehicles near the I-25 corridor near Boulder or Longmont.
- Have 4 regional areas to host CBDR Trainings
- Conduct training for our WYDR Partnership Volunteers

Thank you for your continued prayers and support of CBDR!



Bringing: Help, Hope and Healing





Ponderosa Retreat & Conference Center

Andrew Clark, Executive Director, Ponderosa

2023 has been an amazing year at Ponderosa. It has been a privilege to watch the Lord work in many ways this year. His blessing on Ponderosa has become more and more clear as the year goes on. Our winter and spring seasons have grown in the number of churches coming for retreats and our “slower” season is not so “slow” anymore. Our snow tubing hill is becoming more and more popular with weekend retreats and even church-wide snow tubing day trips. Additionally, this January, we changed our entire operating software to a new, more modern system called Campwise. This has been a big project, but well worth it, bringing our reservations, summer camp registrations, and staff reports up to modern times.

The summer season has been a blur of activity and a successful season of ministry. This was the first summer for our new Program Director, Emily Ray, and she has done a wonderful job as a new part of our team. In addition to our normal program camps, Peak (kids) and Summit (youth), Emily has helped to start a new version of Summit called “Summit Serve” which is more missions focused. We had great numbers of attendees at all these camps as well as the rest of the summer season. The sound of the bell ringing was a continuous encouragement to our team and all those involved as we celebrate what God is doing.

At the time of this writing, it is currently still outdoor education season. During the months of August and September we host a large number of school programs for outdoor education. These programs are heavy on the activity side, utilizing all that the recreation department has to offer. This season extends our summer business until the fall, filling the camp during the weekdays, providing excellent activities for the schools, increasing our partnership with the community, and maximizing our incomes. Our fall retreat season has grown in popularity as well, and our weekends are currently 95% booked until the end of November.

It is a privilege to report to you what the Lord has done so far since January of this year:

- 194 Salvation decisions/Professions of Faith
- 54 Rededications to Christ
- 57 Calls to ministry

We are currently praying for financial partners to help us build a security gate system that will help ensure that only our registered guests can have vehicle access to the property, similar to a gated community. Lord willing, starting next summer, groups will receive a gate code with their reservation that will give them entry to the new gate. This will provide an added level of security for our kids while they are at camp. Please pray about partnering with Ponderosa on these improvement projects and others. To find out more about how you or your church can get involved at Ponderosa, please email me at aclark@visitponderosa.com.





Ponderosa Program Camps 2023

Emily Ray, Camp Programming Director

Ponderosa served 965 students and church leaders from all corners of Colorado as well as three other states during our 2023 program camps. We had the great privilege of witnessing 161 young people come to know Jesus Christ as Savior and Lord for the first time during our Summit Youth Camp and Peak Kids Camp. It was great to see returning churches and new groups join us for a time of retreat, worship, and time in the Word. It was an honor to share and celebrate with churches who had students come to Christ, rededicate their lives or answer the call to ministry.

We kicked off a brand-new camp called Summit Serve this summer. The students and leaders who attended Summit Serve were able to serve different communities in Colorado Springs, Fountain, and Ponderosa's campground. They participated in a community prayer walk, a free soccer camp, grounds work and handing out care bags to the homeless. It was wonderful to see our attending churches connect with the other youth groups and serve alongside one another. My prayer is to have the opportunity to serve even more communities through this new missions-minded camp in years to come.

As we plan for our 2024 camps, we hope to continue to serve churches across the state and country. We are excited to start back our winter retreats for students, Summit Winter Camp and Benchmark as well as have our five sessions of summer camp in 2024. We strive to provide a place for churches of all sizes to grow together and connect with each other in an environment that is filled with the Holy Spirit.





Colorado WMU/Missions Discipleship

Claudean Boatman, CO WMU Executive Director

Prayer for Colorado churches, church plants, pastors, and planters has been our primary focus during the 2022- 2023 church year. Nearly every month, women have gathered virtually to pray for those leading our churches and church plants. In addition, Colorado WMU joined Tennessee WMU members as they prayer walked in the Front Range. Tennessee WMU has been faithful to pray for our church planters during a monthly call with planters and to lead in prayer walking in specific areas new church planters are working.

Missions Discipleship is another major focus for us. Missions Discipleship is simply helping believers

- understand the biblical basis for missions
- learn about missions work (both internationally and in North America)
- pray for missions work and workers
- give to support missions
- participate in missions efforts

To that end, we have created a web site to help Colorado Baptists find resources in each of these areas. COBMD.org has links to missions education resources for every age group, ways to engage the local church (not just women) in praying and giving, as well as potential ways to be on mission locally, in the United States, and internationally.

One section of the site will provide information on a variety of compassion ministries offered through Woman's Missionary, Send Relief, and the National Literacy Missions Partnership. Such ministries provide open doors to share the Gospel while meeting felt needs of those to whom a church is ministering.

Colorado WMU's Annual Meeting and Missions Celebration will be Saturday, March 23, 2024, at Heart of Junction Church, Grand Junction. Women from all over the state are invited to hear from missionaries, discover ways to help their churches be involved in missions, and pray for missions. We will also conduct WMU business that day.

We love Missionary Kids! Colorado WMU is working with Tennessee WMU to raise funds and staff the 2027 MK Re-entry Retreat. Each summer state WMU organizations help the IMB provide a retreat for missionary kids transitioning to life in the United States before they begin college classes. They attend Bible studies, have meaningful spiritual discussions with IMB staff, and take part in fun activities. The students bond with each other and leave the retreat with practical skills as they adjust to their new surroundings. The retreats are funded by the hosting state WMU. We have volunteered to help Tennessee WMU with the 2027 Re-Entry Retreat. We will start fundraising and asking for volunteers soon.





Colorado Literacy Missions Ministries

Claudean Boatman, Literacy Missions Coordinator

Literacy Missions Ministries include three areas of ministry:

- Adult Reading and Writing: teaching adults to read better
- English as a Second Language: teaching non-English speakers or those with limited English learn to converse in English
- Tutoring Children and Youth: helping school-aged children do better in school

Each ministry has a specific equipping workshop that can be conducted in person or in a hybrid format (online for most of the content and in person for the demonstrable skills). Equipping volunteers is important for these ministries to be effective in meeting the needs of the students. The workshop includes these topics:

- Writing a short testimony to be used with students
- Using the Bible during classes or tutoring sessions
- How to teach English (ESL)
- How to teach an adult to read (Adult Reading and Writing and Tutoring Children and Youth)
- Understanding your students
- Planning lessons
- Organizing a ministry

Workshops are geared to volunteers, not professional teachers, who want to be effective in helping their students and want to share their faith with students and their families.

Currently, we do not have a few ESL ministries. We are looking for churches wanting to reach one of the three target groups to begin ministries.

We also need interested volunteers who are willing to help promote the ministries and become workshop leaders who can train local church volunteers to share their faith through these ministries.

The literacy missions basic workshops are conducted through the National Literacy Missions Partnership (NLMP) and Send Relief. The materials were developed by the North American Mission Board. The Partnership is tasked with keeping the materials current and equipping basic workshop leaders.





Arkansas Valley Baptist Association

Nate Templin, Regional Director

This year has been a great chance to really get to know the AVBA churches and leaders. I have appreciated the opportunity to dive in and serve the various churches as needs have arisen. It has also been great to hear the hearts of the leaders and how they are making much of Christ in their area.

Here are a few of the ways I have been serving the churches and leaders of the association:

Assisting Cheraw Baptist Chapel as they became pastorless:

- Assisting the prior pastor and family through the transition.
- Working with the church body in processing the situation.
- Working with Brandon Mills from FSBC La Junta to develop a strategic partnership and in finding a leader to help replant the church.

Assisting the AVBA with a church building in Rocky Ford:

- Working with insurance and a local roofing company to repair the roof of the Rocky Ford Church building after a hailstorm.
- Working with a local realtor to secure the sale the Rocky Ford building.

Partnering with Scott Johnson of Calvary La Junta to take Dennis McDaniel through SEND Church Planter Training.

Managing AVBA financial circumstances:

- Supporting Susie Brookshire, our new treasurer, and the HUB to recover and secure \$30,000 worth of electronically stolen funds.
- Working with Susie to assess and create safer methods and processes for funds.

Supporting and working with 5 pastorless churches through various levels of crisis.

Assisting Jack Fuller, the new pastor of Hands of God Church, as he worked through pastoring in two cities and navigated food distribution.

Assessing the financial situation and current processes to create procedural changes for the purpose of better serving the churches.

Acquiring up to date church and leadership information while developing clearer communication processes between leaders, the association and churches.

We pray that this next year will be a year of building up the churches and extending the kingdom in Southeastern Colorado.





Continental Divide Association

Michael McVey, Regional Director

ISOLATION: In my first year of ministry serving as Regional Director I have learned that several pastors in the CDA are remotely located and struggle with being isolated, often an hour away from the nearest fellowship. The CDA consists of 16,197 square miles, 25 Association churches one church for every 675 squares miles. Loneliness is real!

RELATIONSHIP: I have spent the first nine months seeking to build relationships with pastors of the association. The creation of the Regional Director role has been huge in coming along side pastors and churches simply being a presence and friend.

TRANSITION: Assisted Trinity BC in Gunnison call their new pastor. It was a unique transition in appointing one of their existing elders to serve as Lead Pastor. It has been an incredible transition.

RENEWAL: The year has been taking time to renew connections with association churches that had disconnected for various reasons. We are seeing pastors recognize and begin to see the huge need of someone to come alongside of them.

REPLANT:

- Assisting Mountain Crest BC in Leadville through the replant process working alongside Agape Outpost as the lead church in this process
- Calvary Church Monte Vista is actively in the replant process through Calvary Family of Churches.

LEADERSHIP: We have been able to meet with the Hispanic churches once a month to help them equip and encourage them in their leadership. We are working to develop a training institute to disciple and teach Scripture.

ADVISE: We have been able to assist and encourage the pulpit search team for Creede Baptist in Creede in their search for their next pastor.

HEALTH: The primary goal for this year is to assist pastors and churches to ensure that they are operating from a healthy emotional, spiritual, physical, and mental framework; to encourage them to function by the placing spiritual process before product. In others “being before doing.” A healthy leader leads to a healthy congregation.





Grand Valley Baptist Association

Jeff Bachman, Regional Director

It has been an amazing nine months as the regional Director of the Grand Valley Baptist Association (GVBA). I have been amazed at how well we have been able to partner as CBGC and GVBA. Below is a list that describes the ministries and opportunities that have happened through this partnership.

Monthly gatherings around the association

- Monthly luncheons with pastors and staff across the association for fellowship, announcements, and collaboration.
- Associational Leaders gathering for planning the future direction of the GVBA.
- Plan an Evangelism Training Conference for the association.

Transitional Pastor Process

- I have been able to offer the Transitional Pastor Process to Grace Baptist Church, Rangely.
- Work with Dinosaur on their next steps for a pastor or partnering with another church.

Next Steps Process

- Had a great opportunity to take New Covenant Baptist Church in Grand Junction through the Next Step Process and allow them to discover their next step for Prayer and Evangelism strategy through the church.

Assisting several churches in the GVBA with Pulpit Supply

- Preached at a church picnic for two churches that had partnered together.
- Preached for pastors across the association that were out on vacation or needed a guest pastor.

Connecting with the GVBA leadership

- Helping to define roles and purpose of the association moving forward.
- Connecting with each pastor in the GVBA to build relationship so that there can be more cooperation within the association, allowing each pastor to know that we are in this together and that they are not alone.
- Helping churches in the GVBA with Grant Requests and Block Party Trailer scheduling for outreach and evangelism events across the association.
- Cooperating with Church leaders so that they know the opportunity for partnership across the association and state.

Work with our Church Planting Catalyst on New Plants and Replants across the association.

- Assist Frank Cornelius with Rural Church Planter Care.

Network with the other 6 Regional Directors across the state, Rocky Mountain Foundation and CBGC Staff

- This allows me to collaborate on best practices and how to best help the churches in the GVBA moving forward.
- Introduced our churches to the new president of the RMF, Matt Trombley, so that connections could be made for future partnerships with the foundation.

It has also been an honor to work and serve with the other Regional Directors and the other CBGC staff as we discuss the future vision of the CBGC and its partnership across the state with all our churches and associations.





Great Commission Partnership **Moderator - Great Commission Partnership**

The Great Commission Partnership Baptist Association is in a transitional time in the association's life. We as an association are reaffirming our commitment to the gospel of Jesus Christ and more specifically to the Great Commission. We have begun the process in strategizing how the association can come alongside our 22 churches to help the spread of the gospel. It is our desire to find new and exciting way to inspire our churches to facilitate ministries designed specifically toward that goal. We are continuing our commitment to church planting and now are turning our eyes to how we can best revitalize churches in our area. Within this change is a commitment to increase communication with all churches, provide prayer outlets for churches, facilitate fellowship among pastors and increase involvement within the association itself.

As every association knows times have been tough and we are praying for the following, in God's redemptive plan:

1. He gives us a vision for the future.
2. He helps us continue our church plant support.
3. He helps guide us to revitalize our churches that are struggling.
4. He puts us in a position to support each other financially and physically.

The GCPBA is making changes to work toward these goals.

We ask for your prayers along with us in this pursuit in a new direction.

Blessings,

Jeff Paschall

Moderator of the GCPBA





High Country Baptist Association Jeff Bachman, Regional Director

It has been an amazing nine months as the Regional Director of the High Country Baptist Association (HCBA). I have been amazed at how well we have been able to partner as CBGC and HCBA. Below is a list that describes the ministries and opportunities that have happened through this partnership.

Started some monthly gatherings around the association.

- We have started a Monthly Pastors Prayer Gathering in Kremmling. This time has made it possible for pastors to connect and fellowship as we spend time in prayer together.
- Associational Leaders gathering for planning the future direction of the HCBA.

Transitional Pastor Process

- I have been able to facilitate the Transitional Pastor Process with Trinity Church in Edwards and help them discover and define their God-given vision, values, and strategies. This has been a great time of evaluating the current church health and preparing this body of believers as God calls their next pastor.
- Working with Mid Valley Church in Glenwood Springs to discover if the Transitional Process is the best next step for their church.

Assisting several churches in the HCBA, with Pulpit Supply

- Helping 4 churches (Yampa Baptist Church, Emanuel Baptist Meeker, Mid Valley Glenwood Springs, and Trinity Edwards) as they search for a new pastor or discover what their next steps are for a pastor or replant.

Connecting with the HCBA leadership

- Helping to define roles and the purpose of the association moving forward.
- Connecting with each pastor in the HCBA to build relationship so that there can be more cooperation within the association, allowing each pastor to know that we are in this together and that they are not alone.
- Helping churches in the HCBA with Grant Requests and Block Party Trailer scheduling for outreach and evangelism events across the association.

Network with the other 6 Regional Directors across the state, Rocky Mountain Foundation and CBGC Staff

- This allows me to collaborate on best practices and how to help the churches in the HCBA moving forward.
- Introduced our churches to the new president of the RMF, Matt Trombley, so that connections could be made for future partnerships with the foundation.

It has been an honor to work and serve with the other Regional Directors and the other CBGC staff as we discuss the future vision of the CBGC and its partnership across the state with all our churches and associations.





Longs Peak Baptist Association

John Howeth, Regional Director

I am reminded of an axiom for churches I realized years ago: *what matters most is not how long a church exists but what a church does while the church exists*. Jesus Christ commissioned his church to be about the Great Commission not about trying to stay in existence for a long time.

The LPBA's mission statement says we exist to help our churches accomplish their God-given vision to carry out the Great Commission. We are seeking to care for the churches in our region.

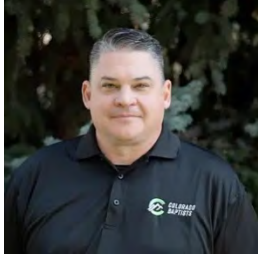
As your Regional Director in the LPBA, I have sought to lead in such a way that benefits both our local association of churches and our state convention. Here's a recap of ways I have been able to assist our churches and associational work:

- Guiding Living Stone Church in Pierce as they go through a revitalizing process by:
 - Helping them come under the care and oversight of Cornerstone Baptist, Windsor.
 - Connecting a new Interim Pastor, Mike Smith with Tree Cooper, Pastor of Cornerstone.
 - Assisting them in the formation of a Transition Team that consist with 4 people from Cornerstone and 3 people from Living Stone, plus the Interim Pastor and myself.
 - Helping them update their Constitution and write a Policies & Procedures Manual.
- Guiding/consulting with the Pastor Search Committee at Orchards Community Church in Erie to be trained and resourced in their Pastor search process.
- Facilitating or guiding four church leadership teams through the "Leading from Your Strengths" process by helping them do the individual assessments and then I and/or Duane Arledge, our Next Steps team lead, help them interpret and understand their results collectively as a team.
- Helping two pastors meet, Ed Stepp and Doug Hixson, as Nelson Road Baptist Church became a legacy church for Connection Church in Longmont.
- Working with our trustees and associational leadership to absorb the assets of Compass Church of Loveland/Timnath so that their equipment could be shared with other churches.
- Working with our trustees and Calvary Family of Churches to assume and be good stewards of the assets and property of a former church in Lyons.
- Facilitating and meeting with Pastor Noah Adams and staff at City Park Church in Ft Collins in redefining their mission, values, strategy, and outcomes for making disciples.
- Helping Andy Duke, our Church Outreach/Planting team lead and Nancy Mann, LPBA's Ministry Assistant get our fleet of three outreach trailers ready to be used by our churches for outreaches this year.
- Assisting and facilitating in the Church Planter/Replant HUB gathering that the LPBA funds and organizes to help encourage, support, and pray for planters and replanters. This network is the longest running network in the state and may expand this coming year.



In addition, there is the ongoing practice of participating and praying alongside Tree Cooper, our Leader Care Development team lead, in praying with and for the pastors of our association as well as checking-in personally with our pastors/staff by phone or in person.





Mesa Verde Baptist Association

David Smith, Regional Director

Working with two associations can at times become disorienting. I am not sure whether I am coming or going. This has been one of the greatest challenges over the last year as I have learned to serve in this role. As a pastor, there are things that come up from time to time that are out of the ordinary. You deal with them, and then life and ministry get back to normal in a way. It can have some predictability to it.

Over the last year, I have learned that in this position you never know what to expect. Even when you think you know what you are walking into, you don't. From one meeting to the next, you must be able to switch gears and set your mind on what is coming. For someone who is a processor this can be a real struggle. I want to process everything that I have just encountered. I want to let it sink in and think through it all. This is a possibility when you have a three-hour drive home. It cannot happen when in ten minutes your mind needs to be focused on the next church and what is happening there. God is working that out in me.

This last year in the MVBA has been a learning curve as well. Unlike the UBA where I knew and had some relationship with all the pastors I had to meet, I now must work to build relationship with every pastor. I wish I could say I have been successful at this. If I am honest, I have failed at times. I have had good moments, and I have had bad ones. I have built relationships with some of the pastors and others I have neglected. I know that God is still growing me and over the next year I will be better.

I am very excited about the future of the MVBA. Currently we are working on restructuring leadership, writing a new constitution, new church plant support strategy and creating a church grant policy.

The pastors in the MVBA are focused on building the Kingdom and collaborating to do this. We have two churches who are partnering with pastorless churches to help them through their transitions and multiple churches who are standing ready to help other churches however possible.

The MVBA is currently exploring a partnership with Shady Crest Baptist Church in Texas. In September, some of the churches took part in Lifeway's Sunday School Essentials Training.

Over the next year I would like to start a pastor's prayer and fellowship time and hold a Great Commission Summit, an opportunity for our pastors to collaborate on ways to overcome what is hindering them from reaching their communities.

Tracy and I have worked hard to build relationships in the MVBA and over the next year we will continue to do so.

Please be praying for our pastorless churches. To get a complete list, please contact me.





Mile High Baptist Association **Matt Olson, Regional Director**

I am just getting started in my new role as Regional Director for the Mile High Baptist Association and could not be more excited about the opportunities we have ahead! Having served as a Coaching Champion for the Send Network and working with a number of pastors and churches in the metro area over the years has given me a bit of a head start but there is still so much I need to learn about our city, churches, and pastors.

From the first day I have been reaching out to pastors and just listening, asking questions, and then listening some more. This is how I am spending the majority of my time right now. Those meetings and conversations have been eye-opening and incredibly encouraging.

I feel the most important task right now is building relationships. It is my plan to connect with every pastor in the Mile High Baptist Association before the end of the year. I may not reach that goal, but I am still going to shoot for it. One of the ways I hope to do this is by asking key pastors to gather those they know and host a "meet and greet".

Bottom line - It is our desire to see every pastor and church be known, valued, supported, and involved in our collective effort to reach this city for Christ, make disciples, and plant churches.

Vision, strategic plans, and action steps for our association will come in time as we form them collaboratively.

I also hope to get as many of our members to the Colorado Baptist General Convention meeting in October. The focus this year has real potential to bring us together.





Pikes Peak Baptist Association

Bill Lighty, Regional Director

Collaboration is the New Normal in the Pikes Peak Baptist Association for 2023-2024!

In the Pikes Peak Baptist Association we have seen over 20 churches and church plants collaborate for the Gospel and Kingdom Impact in the Pikes Peak Region and beyond.

Here are a few examples:

- This summer Souls Church in Manitou Springs collaborated with four other local churches to renovate the teacher's lounge for Manitou Springs Elementary School. This would have been impossible for one church to accomplish. The goal of the project, beyond serving the local school system, was to demonstrate to the school administration that local churches are partners and not adversaries.
- Cross Fellowship Palmer Park extended to International Christian Fellowship (ICF) the use of their facility when ICF had to vacate from their rental facility because of a sewage backup that took over 2 months to restore.
- Monument Hill Church, Garden Ranch Baptist, Fellowship of the Rockies Colorado Springs, and Fountain Valley Baptist in Fountain reached out to the Howard Church, Colorado, and restored the facility by investing time, labor, and money, to prepare the church and parsonage for a new church planter, who we hope will be on the field before the end of 2023. This property and building had been vacant for over 2 years.
- Heart of the Springs Church has collaborated with Story Church in an underserved area of Colorado Springs as the Story Church reached out to multiple street gangs and served as a sanctuary for the leaders to have significant dialogue. Their prayer is to remove as many bullets off the street as possible.
- Cross Creek Church and Fountain Valley Baptist Church, both in Fountain, have collaborated with a new Filipino church plant in Fountain. One church is providing the administrative and support services and the other church is providing a facility for the church plant to utilize.
- The Worship Leader Cohort, led by Rob Latham at The River Church in Monument, has trained new worship leaders for two of our local churches: Calvary Baptist in Colorado Springs and Creekside Church in Elizabeth.
- Fellowship of the Rockies, Cross Fellowship, and Heart of the Springs, all of Colorado Springs, have collaborated with Open Bible Baptist by serving and financially supporting the Medical Clinic and TLC Pharmacy, which serves the underserved in our community.
- Monument Hill Church in Monument has collaborated with a new church plant, True North Fellowship, also in Monument, and is allowing the church plant to meet in their facility.



- Vista Grande Baptist Church in Colorado Springs collaborated with our new partners from the North Canadian Baptist Association south of Tulsa, OK to utilize their facility to enable this mission team to serve Open Bible Baptist, Mountain View Bible Church, and the Eagle's Nest BSU house.

The Pikes Peak Baptist Association of Churches comes alongside each of these churches to assist, network, and resource the churches to fulfill their unique God-given mission. Collaboration is our new normal.





Royal Gorge Baptist Association

Nate Templin, Regional Director

In the Royal Gorge Baptist Association, we spent much of the last year in transitions. David and Kathy Britton retired at the beginning of the year and there were many adjustments that had to be made as they were critical to the day to day. Our ministry assistant, Laura McKinney, also moved. Through all the transitions, we were still able to create healthy procedures, and our churches are working together constantly. Here are a few of the ways I have been serving the churches and leaders of the association:

Navigating the use and replacement of the Event Trailer after it was stolen:

- We had to file an insurance claim and rebuild/replace the trailer and all the contents.
- We facilitated the use over the last year by many of our churches.

Facilitated financial and facilities support for a church plant in Southern Pueblo:

- Assisted church planter Scott Godinez through creating an Advisory team and facilitation the use of the Lake Ave building. He will Launch LACC in Fall 2023.

Assisting churches through A13, our leadership development apprenticeship.

- Our Acts 13 Apprenticeship was at an all-time high in attendance. We saw 45 individuals in our two-year process who are being equipped as missional disciple makers. We have begun to see several entering leadership positions around Southern Colorado. We have also multiplied the process to various other states.

Assisting churches that have become pastor-less as they navigate their next steps.

Facilitating Vision Next Steps with Ken Wood and The Avenue Church.

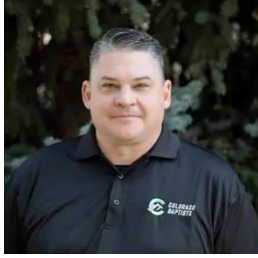
Overseeing the remediation, removal and restoring of our Associational house which had a pipe burst during the negative temps in December and saw lots of damage. We worked long hours with the insurance and the remediation company.

Other events run by our Association:

- Lonnie Hartke and David Britton led our Annual Beast Feast (wild game dinner) and it was a huge success. Men from local churches brought lost friends who heard the gospel from a professional hunting guide. We saw over 200 men in attendance.
- Kayla Holderman and Stephanie Scott lead the RGBA VBS annual training and saw many come from around the state to be equipped and have fun.
- We held a Christmas dinner for our pastors and families. It was a full house and we had lots of laughs. It was a great time together encouraging one another.

One of the most exciting things this last year has been starting to implement our new mission and strategies, to develop lead disciple makers for every community in Southern Colorado. We hope to continue this momentum over the next year.





Uncompahgre Baptist Association

David Smith, Regional Director

“Change is not for the sake of change but for the sake of God’s will.”—Lovett H. Weems

The last year as Regional Director in the Uncompahgre Baptist Association has brought much change. Change in my personal life & change in the ministry. It is change that not only affected me but affected my entire family. I can rest assured that this was not change for the sake of change. It was not change out of boredom or a feeling of wanting to move on. It was change that was God-ordained and for the Glory of God. While I would truly like to say that the last year has been nothing but joy for me, I cannot. The reality is that the last year, although most has been great, has been a year filled with ups and downs. A year filled with good and bad. A year filled with great victories and tragic losses. There have been moments where I wondered why God did this to us, and longing to go back to a “simpler” time in ministry. In all of that, it has been a year filled with God’s uncompromising direction and Grace!

Change has permeated through the UBA as well. I have had the opportunity this last year to walk alongside four different churches who were dealing with the need for change. Change that was necessary for the church to be an impactful Gospel presence in their communities. Some changes were minor yet took the courage to step out of comfort zones and some changes were complete restructuring of the church. In each instance, it was done for the sake of God’s will and that is what makes it all worth it.

Even as an association we are seeing change. We have changed the way we partner with Church Plants, we have changed the way we partner through grants, and we have changed our vision for the future of the UBA.

One of the greatest changes that we have seen in the UBA is our change in willingness to collaborate for greater impact. One example of this collaboration came to fruition on September 11th with the opening of “The Pastoral Institute of the Western Slope”. This training institute was a collaboration of 5 UBA churches, the UBA & the CBGC. All of these having a passion to see local men equipped to be sent out as Pastors, Planters and leaders in Western Colorado. You can learn more about this at <https://pastorinstitutewco.institute>

In addition to the Pastoral Institute the UBA is exploring the possibility of partnering with Shady Crest Baptist Church in Texas. We just held our first Great Commission Summit where we discovered some things hindering our churches from reaching their communities and came up with some ways to overcome.

In September Lifeway Christian Resources came and led a Sunday School Essentials Training.

Over the last year, Tracy and I have worked hard to serve our pastors in the UBA and we will continue to do so into the next year.

Please be praying for the churches in the UBA that are without Pastors currently. If you would like a list please contact me.





Church Planting Report

Frank Cornelius, Church Planting Leader

We thank Colorado Baptists churches for being great partners in planting new churches. Many of our churches are sending or supporting churches for church plants. Without your partnership, planting new churches would be even more difficult. With your partnership, we have more people praying, participating in mission, and providing resources for the harvest.

Currently, we have 53 planters on the field with several more to be added by year's end. That is 53 communities hearing the message of salvation in Christ. We expect to count 15 new churches in 2023. While we celebrate new churches being birthed, we also realize "church planting isn't about starting one new church, but it's about expanding the Kingdom" (Vance Pitman). That is why we place a great emphasis on sharing the Gospel, discipling new believers, and leadership development. We want to see new churches birth new churches that birth new churches.

We have seen some great examples this year of churches planting churches. Overland Church Ft Collins sent a planter and team to Durango. Crossroads Church Pagosa Springs and Connect Church Canon City are teaming up to plant a church in Howard. In CBGC's early days, this was the pattern for planting new churches. A church (or two) would see a community in need of the Gospel and respond by investing what was needed to start a church there.

We are also seeing great examples of churches putting processes in place to train and send out planters and teams to start new churches. Several churches in the Montrose area are working together to train and send leaders. Calvary churches continue to train and send. Acts 13 in Pueblo is a training hub for churches in the southern Colorado area. These types of development environments will allow us to deploy indigenous leaders to start churches across our state.

Deuteronomy 3:2, 4-5 says, "But the LORD said to me, 'Do not fear him, for I have given him and all his people and his land into your hand'... And we took all his cities at that time--there was not a city that we did not take from them--sixty cities, the whole region of Argob, the kingdom of Og in Bashan. All these were cities fortified with high walls, gates, and bars, besides very many unwalled villages." Many cities in Colorado are fortified with walls and gates erected by our enemy, Satan. These walls serve to keep people blinded and enslaved by the lies of the enemy. Most of our planters serve in cities, towns and communities that are fortified by Satan, enslaving people to addictions, self-sufficiency, and works-based mentalities. Please join us in praying that Gospel forces would overrun and take back these cities for the Kingdom of God.





Colorado Christian Challenge
Derek Gregory and Kent Slack,
Co-Directors - Collegiate Ministries

Christian Challenge is how Baptist Collegiate Ministries is known in Colorado and is active on 12 campuses across Colorado. Over the last year through these ministries,

321 students were actively involved	(51,595 nation-wide)
4381 students were engaged through programs	(40,1388 nation-wide)
12 students made professions of faith	(2,748 nation-wide)
155 were involved in discipleship	(21,709 nation-wide)
15 were called to ministry	(1,722 nation-wide)

We are extremely grateful to be partnered with Colorado Baptist Churches and the CBGC in the advancement of the gospel and the fulfillment of the Great Commission. All 22 full-time, self-supported staff across the state are praying and laboring towards these goals and to see the numbers above increase. Please be praying for us as reaching students on campuses is not getting easier, but then that's part of the Christian challenge - called to obedience, not ease. Also pray with us as we desire to place directors on campuses in Denver, Pueblo, and Golden this year.

Here is one story from last year:

“My name is Maya. Growing up, my family went to church on holidays, but I did not pay much attention, nor did I know the meaning of any of it. My childhood was marked by depression. Most of the time my whole life just felt gray. I struggled with depression, disassociation, and an awful lasting feeling of hopelessness for 11 years. I had a constant feeling of being lost, always looking for something that would give me a sense of fulfillment or satisfaction.

My sophomore year I found out about Challenge. My roommate invited me to an event that she had heard about where there was free food. There were some awesome people there. About a month later, I decided to come to the weekly meetings. I really enjoyed it and began to learn about and understand the Bible and knowing who God is, but I didn't care for worship. I loved to ask questions, and my hope was that I could have every question answered and find contentment in that before committing to Jesus. But at Life Impact this past January, I was really moved by the worship that took place. And then my director told me that asking questions is great for understanding, however I wouldn't be able to have faith if I based it on whether or not my questions were answered to my satisfactory level. The last night of Life Impact was the night I accepted Christ. At the last big session, we started with worship and as I was singing the lyrics of Living Hope, I began to feel this giant wave of pain. I felt the pain of Jesus' sacrifice, I felt what it had meant for him to be crucified, I felt the pain of all my sins and the overall weight of knowing who Jesus is. I sat there for about two hours through the rest of the session crying, praying, and surrendering to Jesus. Up until this moment, I had known who Jesus is, and of his sacrifice, but I hadn't yet understood what it truly meant until I had felt it. Surrender had always been a scary word for me, I thought that by doing it I would be losing something, but I could not have been more wrong. I had been so used to having a wall up because I feared the feeling of hopelessness and being lost. Surrendering to God is one of the best things there is! I still do struggle with it however; this is why I continuously focus on giving all of myself to God. This reminds me a Bible verse I recently found, and it really struck home for me. Romans 12:2 says, “Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable, and perfect.”





2023 OFFICERS AND BOARDS

CBGC Officers

Mike Proud	Executive Director	Calvary Baptist Church, Englewood – (MHBA)
Mark Spence	President	The Avenue Church, Aurora – (MHBA)
Greg Teel	1 st Vice President	Calvary Baptist Church, Delta – (UBA)
Jack Jarrett	2 nd Vice President	Garden Ranch Baptist Church, Colorado Springs – (PPBA)

CBGC Executive Board

Paul Floyd	High Plains Fellowship, Lamar – (GCP)	2023
Michelle Nigro	Fourway Baptist Church, Ft. Lupton – (LPBA)	2023
Pao Thao	First Hmong Baptist Church, Broomfield – (MHBA)	2023
Dustin Wagley	Valley Life Church, Fraser – (HCBA)	2023*
Alan Carr	Living Cornerstone Fellowship, Hugo – (GCP)	2024
Greg Duke	Aberdeen Baptist Church, Pueblo – (RGBA)	2024
Rolland Kenneson	Rosemont Baptist Church, Montrose – (UBA)	2024
Chris Moore	Vista Grande Baptist Church, Colorado Springs – (PPBA)	2024
Matthew Perry	Arapahoe Road Baptist Church, Centennial – (MHBA)	2024
Richard Sipes	New Covenant Baptist Church, Grand Junction – (GVBA)	2024*
Danny Wolfe	Cross Family Church, Parker – (MHBA)	2024
Steve Allen	High View Baptist Church, Woodland Park – (PPBA)	2025
Bob Drexel	Trinity Baptist Church, Gunnison – (CDA)	2025
James Vaughn	First Baptist Church, Bayfield – (MVBA)	2025

Rocky Mountain Foundation Board

Dennis Crumb	The Avenue Church, Aurora – (MHBA)	2023*
Mickey Dubs	Emmanuel Baptist Church, Sterling – (GCP)	2023*
Stephen Hinson	Revive Church, Arvada – (MHBA)	2023
VACANT		2023*
Tomas Marin	Storyline Church, Arvada – (MHBA)	2023
Brad Koleman	Calvary Baptist Church, Delta – (UBA)	2024
Bob MacGill	Majestic Baptist Church, Pueblo – (RGBA)	2024*
Celinda Olszewski	Cornerstone Baptist Church, Windsor – (LPBA)	2024*
Tom Crow	Fellowship of the Rockies, Colorado Springs – (PPBA)	2025
Doug Toney	Rosemont Baptist Church, Montrose – (UBA)	2025
John Waite	Grand Mesa Baptist Church – (Grand Valley)	2025

*must rotate off the Board





2023 COMMITTEES

Committee on Committees (5)

Mark Spence	The Avenue Church, Aurora – (MHBA)	2023
Scott Bailey	Majestic Baptist Church, Pueblo – (RGBA)	2023
Darrin Crow	Heart of Junction, Grand Junction – (MVBA)	2023
Caleb Nedimyer	Monument Hill Church, Monument – (PPBA)	2023
Ed Stepp	The Avenue Church, Aurora – (MHBA)	2023

Nominating Committee (9)

Yuri Kreyman	Bethel Community Church, Aurora – (MHBA)	2023
Forest Mori	Japanese Hope Mountain Family Church, Englewood – (MHBA)	2023
Brendan McMillian	First Baptist Church, Lake City – (CDA)	2024
Zack Thurman	Overland Church, Fort Collins – (LPBA)	2024
Scott Winn	Oh Be Joyful Church, Crested Butte –(CDA)	2024
Chris Darden	Calvary, Highlands Ranch – (MHBA)	2025
Bill Gandy	Cross Fellowship, Palmer Park – (PPBA)	2025
Kent Slack	Vista Grande Baptist Church, Colorado Springs – (PPBA)	2025

Credentialing Committee (6)

Scott Bailey	Majestic Baptist Church, Pueblo – (RGBA)	2023
Al Harris	New Life Fellowship, Rifle – (GVBA)	2024
Dave Herre	Calvary Church Derby Hill, Loveland – (LPBA)	2024
Andy Duke	Christ Church, Windsor – (LPBA)	2025
Bill Holbrooke	Vista Grande Baptist Church, Colorado Springs – (PPBA)	2025
Dave King		2025

Constitution Committee (6)

Chris Moore	Vista Grande Baptist Church, Colorado Springs – (PPBA)	2023
Curt Wiggers	Crossroad Fellowship, Pagosa Springs – (MVBA)	2023
Steve Allen	High View Baptist Church, Woodland Park – (PPBA)	2024
Bob Nelson	Compass Church, Aurora – (MHBA)	2024
Devin Knuckles	Vista Grande Baptist Church, Colorado Springs – (PPBA)	2025
Janet Spence	The Avenue Church, Aurora – (MHBA)	2025

Resolution Committee (6)

Lonnie Hartke	Lynn Gardens Baptist Church, Colorado Springs – (PPBA)	2023
Mark Hensley	Pikes Peak Park Baptist Church, Colorado Springs – (PPBA)	2024
Jeff Rogers	Cross Fellowship Church, Black Forest – (PPBA)	2024
Mark Spence	The Avenue Church, Aurora – (MHBA)	2024
Duane Arledge	Trailhead Church, Wellington – (LPBA)	2025
Buddy Sampson	Overland Church, Fort Collins – (LPBA)	2025



Colorado Baptist Executive Board Meeting

Minutes - January 16-17, 2023

Board Members Present: Mike Proud, Michelle Nigro, Alan Carr, Bob Drexel, Greg Duke, Paul Floyd, Jack Jarrett, Rolland Kenneson, Chris Moore (Tuesday only), Matt Perry, Richard Sipes, Mark Spence, Greg Teel, Pao Thao, James Vaughn (Zoom), Dustin Wagley, and Danny Wolfe

Board Members Absent: Steve Allen

Staff Present: Rick Ackerman, Doug Lohrey, and Jan Loser

Guests in Attendance: Frank Cornelius, John Howeth, Bill Lighty, Nate Templin, David Smith, Mike McVey, Jeff Bachman, Dave Howeth, Steve Veteto, Al Barrera, Gary Shackleton, Jerico Deveyra, Dennis Belz, Alay Dubale, Jamie Roe, and Blake Burget

The meeting was called to order at 1:00pm by Mark Spence. (Quorum present.) Mark Spence welcomed everyone to the meeting and introductions of new board members were made. These new board members are:

Steve Allen – Pastor, High View Baptist Church, Woodland Park
Bob Drexel – Layman, Trinity Baptist Church, Gunnison
Jack Jarrett – Pastor, Garden Ranch Baptist Church, Colorado Springs
Pao Thao – Pastor, First Hmong Baptist Church, Broomfield
James Vaughn – Member, First Baptist Church, Bayfield

After these introductions were made, the rest of the board members introduced themselves and what church they serve.

Agenda: A board member made a motion to accept the agenda as presented. The motion was seconded by another board member. The vote was unanimous.

Motion Approved

Minutes: A board member made a motion to accept the minutes as presented. The motion was seconded by another board member. The vote was unanimous.

Motion Approved

Introduction of Church Planters

Frank Cornelius

Bingwa Alimasi, Safina Church Swahili Ministry, Aurora
Blake Burget, Calvary West, Littleton
Jamie Roe, Oakwood Fellowship, Pueblo

Update on Search Committee on Foundation President

Mike Proud

Mike reported that the search committee had found a candidate from out of state. However, after prayerful consideration, the candidate withdrew his name. Now the search committee is starting over.

President's Report

Mark Spence

Mark Spence gave an update on the Annual Meeting Planning Committee. This year's annual Meeting will be held at Revive Church in Arvada on October 9-10. The theme this year is Partners in the Gospel, based on Philippians 1:3-6



Ministry Reports

Various ministry reports were given. These reports were given by Bill Lighty (PPBA), John Howeth (LPBA), Nate Templin (RGBA and AVBA), Jeff Bachman (GVBA and HCBA), Mike McVey (CDBA) and David Smith (UBA and MVBA).

Sexual Abuse Task Force Presentation

Greg Teel

Greg Teel gave a report in which he stated that the Sexual Abuse Task Force was moving ahead in its plans to create a template for pastors and church leaders to use to screen volunteers. This form would also be used for trainings and be given to the Regional Directors as well. The task force also proposed from the Board of Directors a change in policy related to removal of individuals from convention positions. After much discussion about changes that needed to be made, the Executive Board voted to discuss the policy again at the May meeting and approve, with the conditions that the necessary changes were made.

Update on Church Properties

Doug Lohrey

Doug reported that work is being done on the Howard property and the CBGC is currently in possession of the Walden property.

Update on Strategies and Operations

Rick Ackerman

PONDEROSA

Rick presented two items of business to the board for consideration.

ITEM 1:

Rick proposed updating our Ponderosa Management Committee (PMC) Policy to reflect our current needs and staff changes at the CBGC. Rick presented a document that included three changes:

- 1) Change the reporting relationship listed as "Associate Executive Director, CFO" to "Director of Convention Strategies" due to the fact that the CBGC no longer has an "Associate Executive Director, CFO" position.
- 2) Reduce the size of the PMC from 13 members to 9 members to have a more efficient team.
- 3) Remove the ability for the PMC to acquire debt up to 50,000 annually without bringing the request to the Executive Board for approval.

This item was presented in a document noting changes. A motion was made to approve these changes to the PMC Policy and was approved unanimously by the Executive Board.

ITEM 2:

Rick requested the Executive Board consider nominating their member of the PMC at this meeting. The board requested volunteers to serve on the PMC. Rolland Kenneson offered to serve in this role if no one else desired to do so. The discussion was tabled until the Executive Board meeting reconvenes on Tuesday, January 17, 2023. On Tuesday, January 17, 2023, Danny Wolfe volunteered to serve on the PMC. A motion was made to nominate Danny. A second was made and the Executive Board unanimously approved Danny Wolfe to serve as their delegate on the PMC.

NEXT STEPS

Rick communicated to the board that the CBGC office has shifted the NEXT Step Strategy to the field through our Regional Directors as opposed to a centralized approach out of the CBGC office. This makes the ministry more accessible and effective for our churches. Rick communicated that we are currently working with our Regional Directors to develop a reasonable tracking system for churches in our NEXT Step Process.

Meeting was recessed at 4:30pm.



Tuesday, January 17th, 2022

The meeting was reconvened at 9:00am.

Devotion and Prayer

Mark Spence

Mark Spence opened the meeting with a devotion and a time of prayer.

Ministry Reports

Various ministry reports were given. These reports were given by Dave Howeth (Send Denver), Steve Veteto (Gateway – RMC) and Dennis Belz (CBDR).

CBGC Financial Report

Doug Lohrey

Doug presented the November 2022 Colorado Baptist Financial Report. He highlighted several issues in each of the financial reports. These reports were approved by the members of the Board.

Doug presented the Cooperative Program receipts for the year 2022. It was noted that we missed the budget for 2022 by \$55,173.43.

The CMO Balance Sheet was passed out and the grants that were paid were reviewed and ratified by the Board of Directors.

Motion Approved

Doug passed out the 2023 Proposed Colorado Mission Offering Allocation. It was explained that we had removed Ponderosa from the allocation when we tried to sell the camp, but now that we still own the camp then we have a desire to place Ponderosa back into the allocation program. There were other smaller changes made to the allocation as well. The Board voted to approve these changes unanimously.

Motion Approved

Doug, brought to the Board the budget for 2023 with a couple of changes. These changes consisted of reducing the World Mission percentage by 5%, This means that the state will be sending the Executive Committee 30% instead of 35%. This was recommended for the purpose of increasing the Colorado Baptist budget line for regional directors. Doug believes that this will better facilitate the work within our churches. Discussion followed, but in the end the Board of Directors unanimously voted to approve this motion.

Motion Approved

The Board considered two additional housing allowances that were not voted on in December. These were for Jeff Bachman (\$32,700) and Michael McVey (\$14,000). These amounts were ratified by the Board unanimously

Motion Approved



Finally, the Accounting Hub and Doug presented some information regarding the Colorado 2023 Family and Medical Leave Insurance (FAMLI) Act-Proposition 118. This handout was given to educate our churches and our Board on the rules and regulations that govern this new law. Discussion took place and it was determined that this information would be sent to all of our churches.

Executive Director Report

Mike Proud

Mike brought the board a proposal to disfellowship First Southern Baptist Church, Lamar. There was a deacon in the church who was on the Colorado Bureau of Investigation's Registered Sex Offender list. The church refused to remove him from his position. This was after three physical meetings and multiple phone calls. There was some discussion by the board.

A board member made a motion to approve the disfellowship of First Southern Baptist Church, Lamar from the CBGC. The motion was seconded by another board member. The vote was unanimous.

Motion Approved

After the vote, Mike reported that he would send a letter to the Credentials Committee of the SBC, Lifeway, and the church itself letting the three entities know of the board's decision.

New Business and Miscellaneous Business

There was no new business or miscellaneous business to discuss.

A board member made a motion to adjourn the meeting. The motion was seconded by another board member. The vote was unanimous.

Motion Approved

Meeting was adjourned at 3:00pm.



Colorado Baptists Executive Board Meeting

Special Called Meeting

Minutes - March 23, 2023

This is a special called meeting to vote Matt Trombley as Rocky Mountain Foundation President.

Members Present: Danny Wolfe, Matthew Perry, Mark Spence, Richard Sipes, Michelle Nigro, Mike Proud, Alan carr (Z), Bob Drexel (Z), Rolland Kenneson (Z), Pao Thao (Z), James Vaughn (Z), Jack Jarrett (Z), Paul Floyd (Z), Chris Moore (Z)

Staff Members Present: Doug Lohrey, Rick Ackerman and Andrea Ackerman

Guests Present: Matt Trombley, Bob Macgill

The meeting was called to order at 6:31pm.

Mark Spence welcomed everyone and expressed excitement at being at the finish line of the search. He opened with prayer.

The search team had high hopes that the process would be quick, but it wasn't. However, they are certain that Matt Trombley is the man that God has for the position. Mark stated all the people who have been involved with the process, and that they all recommend him unanimously.

Matt was asked to share a bit about his story. He shared about his wife and family. He shared about his salvation experience and his call to ministry. He also spoke about going to seminary as a result of his call to ministry. For seven years, he's been praying that the Lord would somehow use his ministry skills and secular skills in a way together. He believes that this role is that place.

Mike Proud shared how they initially met Matt. Rick Ackerman gave Matt's resume for pulpit supply to Mike. Mike watched the TedTalk and was impressed by the clarity and truth that was spoken. So he called Bryce Ulrich and inquired about Matt and possible interest in the position.

Doug affirmed everything Mike said. He talked about the meeting with the Foundation Board and the unanimous vote.

Mark opened up the time for questions.

- Michelle Nigro asked about the financial aspect of the position (pay cut). Matt explained that he would never take any position that jeopardized his family's wellbeing. His family discussed together and they are counting the cost.
- Matt Perry asked how the travel would affect him and his family. Doug said there would be a lot of travel, but he emphasized that the role doesn't need to look exactly like the way he did it.



The majority can be day trips. Matt said he's used to traveling with work. He is excited that his family will be able to go with him on some trips.

- Chris Moore asked Matt, "What is the Gospel?" and "How does a person benefit from that?" The next question was regarding Diversity, Equity and Inclusion. Matt spoke about the creativity of God and in Christ we are all the same.
- Bob Drexel asked how he would help small churches. Matt explained that while he grew up in a large church, he has developed a love for the smaller churches. The nature of a service isn't based on size. He's excited about the possibility of helping churches of all sizes with this job. It's about coming alongside every church and seeing how we can help.

Mark opened up for a motion.

The motion to call Matt Trombley as Foundation President came from the Rocky Mountain Foundation search team since there are two members of the Executive Board on the search team. Matt Perry seconded the motion.

Rick Ackerman took Matt out of the room for discussion and the vote.

There was some discussion among the members of the board.

Mark said the only weakness is that there's not a lot of knowledge about SBC life. But Matt's pastor can help teach him about that, as well as others (Mike, Doug, Rick). Michelle believes he is a fast learner. She believes that Matt is teachable. Doug will be taking him on a lot of trips and can help mentor him as well.

After no further discussion or hesitancy, the vote to call Matt Trombley as Foundation President was unanimous.

Motion Approved

Timing: by May 1st, Matt will be on the field. He wants to finish well with Wells Fargo. Then he'd like to spend time away with his family and some time away with the Lord to focus on what God wants him to do with this position.

Mark Spence called for a motion to adjourn.

Motion was made to adjourn by Richard Sipes. The motion was seconded by Danny Wolfe. The vote was unanimous.

Motion Approved

The meeting was adjourned at 7:18pm.



Colorado Baptists Executive Board Meeting

Minutes - May 15-16, 2023

Members present: Steve Allen, Alan Carr, Bob Drexel, Greg Duke, Paul Floyd, Jack Jarrett, Rolland Kenneson, Michelle Nigro (Tuesday meeting only), Matt Perry, Mike Proud, Richard Sipes, Mark Spence, Greg Teel (ZOOM), Pao Thao, James Vaughn, and Danny Wolfe (Monday meeting only)

Staff present: Andrea Ackerman, Rick Ackerman, Matt Trombley

Guests present: Jeff Bachman, Dennis Belz, Frank Cornelius, Jerico Deveyra, Dave Howeth, John Howeth, Mike McVey, Gary Shackleton, Kent Slack, David Smith, Nate Templin, Steve Veteto

Mark Spence called the meeting to order at 1:00pm.

Jack Jarrett opened the meeting with prayer. Mark Spence formally introduced Matt Trombley. Matt gave a brief introduction.

Agenda: Rolland Kenneson made a motion to approve the agenda. Matt Perry seconded the motion. The vote was unanimous.

Motion Approved

Minutes: Mike Proud explained the discrepancy with the January meeting minutes. Jack Jarrett made a motion to approve the minutes from the meeting held on January 16-17, 2023. Danny Wolfe seconded the motion. The vote was unanimous.

Motion Approved

Richard Sipes voted to approved the minutes from the special called meeting on March 23, 2023. Pao Thao seconded the motion. The vote was unanimous.

Motion Approved

Church Planting Report 1:25pm

Frank Cornelius gave a report on church planting. We have many new Spanish speaking churches. Overland Church in Fort Collins has sent out a planter to Durango. Frank said that planters need to be raised up from within our churches. Talk to Frank if you have men who are ready to plant. Frank introduced our church planters who were present at the meeting: Doug Hixson, Connection Church in Longmont, Angel Florez, Riverside en Espanol in Denver, and Justin McKay, The Local Church in Arvada. Each planter gave a brief report about their ministry. Mark Spence led in a time of prayer for our planters and our state.

President's Report: 2:12pm

Mark Spence gave the President's report. He referenced the news report about the SBC declining in membership. He urged everyone to assume the best, don't jump to conclusions, verify all information with facts and pray for the meeting in New Orleans.

Regional Directors Reports: 2:26pm

- John Howeth gave a brief report on the work being done in Longs Peak Association. Many of the churches are partnering together to accomplish work.
- Nate Templin gave a brief report on the work being done in Arkansas Valley Association and in Royal Gorge Association. He also reported that Acts13 just completed its fifth semester.
- Jeff Bachman gave a brief report on the work being done in High Country Association and in Grand Valley Association. He also reported that Alpine Resort Ministries is continuing and has a



lot of new involvement. He also gave a report regarding his daughter and her need for a liver donor. He urged everyone to please get tested.

- Mike McVey gave a brief report on the work being done in Continental Divide Association. Churches and pastors are struggling and lonely. There is a great need for more church planters.
- David Smith gave a brief report on the work being done in Mesa Verde Association and in Uncompahgre Association. There are five pastorless churches in the association now and two churches are going through Next Steps.
- Mike Proud spoke about how grateful he is for the work the Regional Directors are doing.

Break: 3:10pm

Mark Spence called for a ten minute break.

Meeting Reconvened: 3:20pm

Meeting was reconvened and Greg Teel gave a report on the Sexual Abuse Task Force. They have been attending conferences and collecting information about the best way to help churches get into compliance. He suggested a Tier System for getting churches further down the road to addressing issues that arise. There was much discussion about how to get training to churches, a possible workshop/symposium, a panel discussion at the annual meeting in October and the need for translators for our multi-ethnic congregations.

Convention Owned Properties Report: 3:52pm

Mike Proud gave a report regarding the convention owned properties. There was much discussion regarding selling the properties at Howard, Walden, Woodrow and Kremmling. The concern is on losing a gospel witness. Mike suggested we could sell the property and buy an apartment building to house incoming church planters and apprentices. This would hopefully help people to re-engage in a new mission. There was discussion regarding whether the building should be in Denver or another area. It was decided that Mike would visit with the people involved with each property and the board would vote in September. The Board also would like to get a fair market analysis done on each property and put a policy in place on how to deal with Convention owned properties from now on.

Rolland Kenneson made a motion to put the Walden property up for sale and get a fair market analysis done so we know what to sell it for. Bob Drexel seconded the motion. The vote was unanimous.

Motion Approved

Danny Wolfe made a motion that we develop a property disposal plan. Greg Duke seconded the motion. The vote was unanimous.

Motion Approved

Richard Sipes made a motion to revisit a decision about Howard in September. Jack Jarrett seconded. The vote was unanimous.

Motion Approved

Meeting Recess: 4:45pm

Meeting was recessed until Tuesday morning at 9:00am

Tuesday, May 16, 2023

Minutes continued

Meeting Reconvened: 9:02am

Mark Spence began with a devotion from John 11:1-6.

9:19am Partner Reports



- Dave Howeth gave a report on SEND Denver. There have been 111 church plants in CO since 2015. 102 have survived. Co is on track to have 128 by the end of 2023. There is a need for more sending churches and strong supporting churches.
- Steve Veteto gave a report on Gateway Seminary – Rocky Mountain Campus. They just had graduation, and several students from RMC received Gateway awards. They are trying to start a campus in Pueblo. There are 7 new students registered for the fall semester, and there is a counseling class in June.
- Dennis Belz gave a report on Disaster Relief. There is a need to reach the younger generation. Several leaders are aging out. The new shower unit is ready to be used. There are several upcoming trainings. They need more Bibles. They have handed out all of the Bibles they had on hand.
- Kent Slack gave a report on Christian Challenge. They would like there to be more partnership between CC and the CBGC. They have 30 staff on 11 different campuses in Colorado. They are able to do mission trips again. They have noticed the younger generation has less desire for relationships, less maturity. Pray for student leaders to be raised up.

Break: 10:15am

Meeting Reconvened: 10:20am

Special time of prayer for Emilie Ackerman, Rick Ackerman's daughter. She is having health problem linked to her heart.

Strategies and Operations Report: 10:30am

Rick Ackerman gave a report on the Regional Directors. He is thankful for the vision and grateful for the brotherhood being built within the network. Regional Directors are highlighting the Next Steps program with the churches and working to develop resources to include helping search teams and leadership teams.

- There has been an update to the grant policies in order to maintain enough funds through the calendar year. These updates include: \$2000 per grant, churches can only request one grant per quarter, and grant funds will not be given out for facility improvements.
- CMO theme this year is Everyone, Everywhere. We are trying to highlight actual stories. The CMO Week of Prayer begins September 10th.
- The CBGC Annual Meeting this year will have a different feel. We are creating a celebration time that includes a Food Bizarre that highlights our ethnic congregations. The Monday evening speaker is Paul Chitwood, from the International Mission Board.

Rocky Mountain Foundation Report: 10:53am

- Matt Trombley gave the financial reports for the CBGC and the Rocky Mountain Foundation. Total assets for the CBGC sit at \$4.6 million. The Cooperative Program giving is on track for where it needs to be based on the budget, but we are down 5% from last year.
- The Foundation is beginning to reimagine what the processes look and feel like. The team is behind on processing financials, but there is a plan in place to get caught up. The Foundation sits at \$1.1 million in liquid assets. More churches are investing (up 4%) Loans are at \$6.7 million, which is up 26% from last year. Matt is working to examine strengths, weaknesses, opportunities and threats, and he is developing a better infrastructure.

Executive Director Report: 11:18am

- Mike Proud gave the Executive Director report. He acknowledged that we are functioning well with a much leaner staff.
- Mike gave an update on the search for a Regional Director for MHBA. They have a candidate and they are close. Mike has spent time meeting with each Regional Director.
- He is pleased to report that the Regional Directors are working together to bring the mission of CBGC together on their own. The pastors in the regions are beginning to see the worth in having



the Regional Directors and are using them more now. Mike is working on putting together a model for discipleship. "Why do we do the things we do?"

- Finally, Ponderosa has a new camp program director, money in the bank, and the camps are full.

Lunch Break: 11:45am

Meeting Reconvened: 12:45pm

Mike Proud began talking more about the Howard property. He is in the process of forming a document for policy on properties. He believes it will help with property issues.

New Business: 12:50pm

- Rick Ackerman spoke about the reimbursement form changes. Also, Executive Board members will have access to the documents on Sharepoint for their entire term.
- Mike Proud shared how appreciative he is for the board members and the distance they travel and the time they take to be at the meetings.

Motion: 1:05pm

Motion was made by Greg Duke to adjourn the meeting. Rolland Kenneson seconded the motion. The vote was unanimous.

Motion Approved



Colorado Baptists Executive Board Meeting

Minutes - September 11-12, 2023

Board Members Present: Mark Spence, Mike Proud, Pao Thao, Richard Sipes, Greg Duke, Alan Carr, Danny Wolfe, Bob Drexel, Jack Jarrett, Greg Teel, James Vaughn, Dustin Wagley, Matthew Perry

Board Members Absent: Steve Allen, Michelle Nigro, Paul Floyd, Rolland Kenneson, Chris Moore,

Staff Present: Rick Ackerman, Matt Trombley

Guests Present: Frank Cornelius, John Howeth, Bill Lighty, Nate Templin, David Smith, Mike McVey, Jeff Bachman, Matt Olson, Dave Howeth, Steve Veteto, Michael Talley, Gary Shackleton, Jerico Deveyra, Dennis Belz, Andrew Morrison, Tizataw Kassa, John Desario, Andrew Clark and Nathan Salsbery.

Mark Spence Called the Meeting to Order at 1:15 pm. (Quorum Present)

Dr. Proud introduced Matt Olson, the new Regional Director for the MHBA, to the Executive Board.

Business: 1:20 pm

Agenda: Mark Spence called to approve the September Meeting Agenda. Richard Sipes made the motion to approve the agenda. Danny Wolfe made the second. No Discussion. Unanimous Approval.

Motion Approved

Minutes: Mark Spence called for approval of the May Executive Board Meeting Minutes. Jack Jarrett made the motion to approve the minutes. Richard Sipes offered the second. No Discussion. Unanimous Approval.

Motion Approved

Church Planting Report: 1:25 pm

Frank Cornelius reported that God has brought church planters for Howard and Kremmling, Colorado. He also introduced three church planters to the Board.

- Andrew Morrison- Reunion Church in Reunion, CO. God is using the church to reach a community resistant to the Gospel. Mark Spence led in prayer for this church.
- Tizataw Kassa- International Eternal Life Church in Denver. Tizataw shared his story of repenting of persecuting the Church to becoming a church planter. His church is focusing on reaching the 56,000 Ethiopians in Aurora. Frank Cornelius prayed for this church
- John Desario- Montrose. Started with 30 and currently running 60. They have embraced prayer, care, share personal evangelism strategy. Rick Ackerman Prayed for this church.

President's Report: 2:04 pm

Mark Spence shared the challenges and opportunities of reaching our diversifying communities with ethnic, gender, and geographic representation from our state. All of us need to help reach this goal. Mark also shared what God was doing at The Avenue Church in Aurora as they become one church in many languages. He encouraged other pastors to consider how they might reach the unreached in their communities.

Strategy and Operations Report: 2:16 pm

- Rick shared that Andrea is now working part-time for the CBGC while she finishes the requirements for her degree. He also shared that Alaina has resigned to focus on her ministry in Frazer, CO. Doing the ministry remotely was not the best fit for her. Rick announced we have



combined the Office Manager and Communications roles into one position and are actively recruiting candidates.

- Rick shared continued efforts to evaluate and improve our business plan. We have a plan to improve our financial plan with our building, utilities, and insurances. This is making a significant positive impact on our 2024 budget.
- Rick shared that we have a great response for the 2023 Annual Meeting and have intentionally included more stories and opportunities for partnership at this year's meeting.

Break: 2:20 pm Break

Meeting Reconvened: 2:30 pm

Nathan Salsbery, with Capin Crouse, presented the results of the 2023 financial audit.

Capin and Crouse are Prepared to present an unqualified opinion – which is the goal and a positive outcome: no significant issues or material deficiencies. Greg Duke asked if there were any signs of embezzling or problems. Nathan answered no. Bob Drexel asked if the value of this type of audit is comparable to that of for-profit organizations. Nathan Salsbery answered this audit was in line with other non-profits and was a required practice to receive EFCA approval.

Regional Director Reports: 3:32 pm

Various reports were given by John Howeth (LPBA), Bill Lighty (PPBA), Jeff Bachman (HCBA, GVBA), Mike McVey (CDA), David Smith (MVBA, UBA), Matt Olson (MHBA). Ministry is going well, and no significant issues or concerns are present on the field. The Executive Board prayed for our Regional Directors.

3:35 pm

Mark Spence called the Executive Board into Executive Session.

Meeting recessed at 5:32 pm

September 12, 2023

Meeting Reconvened: 9:03 am

Mark called the meeting to order and lead a devotion from John 12:12-18.

Partner Reports: 9:23 am

Various reports were provided by Dave Howeth (SEND), Steve Vetito (Gateway Seminary), Dennis Belz (CBGC DR), Andrew Clark (Ponderosa), and Nate Templin (RGBA, ACBA). Partner Ministries are going well, and God is moving in positive ways. Dave Howeth challenged our churches to think about leadership multiplication. We are not seeing relocation of planters from other states, so we need to reproduce new planters in the state. It's beginning with 13 multiplying churches. We have a long way to go.

Break: 10:13 am

Meeting Reconvened: 10:23 am

Financials and Budgets were presented to the Board

- Andrew Presented the 2024 Budget for Ponderosa. Alan Carr made a motion that the Executive Board recommend the 2024 Ponderosa Budget as presented to the Convention at our Annual Meeting. Pao Thao made the second. No Discussion. Unanimous approval.

Motion Approved



- Mike Proud presented the CBGC Financials. Danny Wolfe inquired why we were over budget in facility expenses. Mike Proud communicated the line was a catch-all line for property taxes. We also had an AC unit go out. Richard Sipes inquired about anticipated calls for designated funds. Mike Proud communicated that we do not have anything coming due soon. Chris Moore asked about the fluctuation in CP giving. Mike Proud communicated that CP offerings are based on percentages and fluctuate with church offerings. Also, national issues cause some to stop support.
- Mike Proud presented the CBGC 2024 Budget. There were no questions or discussion. Greg Teel made a motion that the Executive Board recommend the CBGC 2024 Budget as presented to the Convention at our Annual Meeting. Danny Wolfe made the second. Unanimous Approval
Motion Approved
- Matt Trombley presented the RMF Financials. There were no questions or discussion.
- Matt Trombley presented the 2024 RMF Budget. Danny Wolfe inquired if Matt had enough budget allocations for the needed RMF software updates. Matt affirmed the numbers were in line with the quotes he has received. Bob Drexel made a motion that the Executive Board recommend the RMF 2024 Budget as presented to the Convention at our Annual Meeting. Alan Carr made the second. Unanimous Approval
Motion Approved

Lunch Break: 11:28 am

Meeting Reconvenes at 12:22 pm

Mark Spence calls the Executive Board into Executive Session.

Housing Allowances: 2023 Housing Allowance changes and 2024 Housing Allowances were reviewed in Executive Session. Greg Teel made a motion to approve the 2023 Housing Allowance changes. James Vaughn made the second. No discussion. Unanimously approved.

Motion Approved

Danny Wolfe made a motion to approve the 2024 Housing Allowances. Richard Sipes made the second. No Discussion. Unanimously approved.

Motion Approved.

In General Session: New Business

Richard Sipes made a motion that The Executive Board instruct Mike Proud to secure a SWOT Analysis for Ponderosa from Andrew Clark. James Vaughn made the second. No discussion. Unanimous approval. Mike agreed to have the SWOT Analysis at the January 2024 Executive Board Meeting.

Motion Approved

Greg Teel made a motion to adjourn the meeting. Chris Moore made the second. No discussion. Unanimous approval.

Motion Approved

Meeting Adjourned at 1:53 pm



**COLORADO BAPTIST GENERAL CONVENTION
CONSTITUTION AND BY-LAWS**

CONSTITUTION

ARTICLE I -- NAME

This body shall be called the Colorado Baptist General Convention (cooperating with the Southern Baptist Convention).

ARTICLE II--PURPOSE

Section 1. This Convention is a non-profit corporation and is a cooperative body whose purpose is to provide a means by which cooperating churches encourage and assist one another in fulfilling the Great Commission.

Section 2. This Convention has no authority over the cooperating churches, and shall in no manner endeavor to exercise control over the cooperating churches.

ARTICLE III--MEMBERSHIP

Section 1. This Convention shall be composed of messengers elected by the credentialed churches of the Colorado Baptist General Convention. A credentialed church is one that: 1) Has adopted and adheres to the Baptist Faith and Message 2000; 2) Is willing to partner together in the mission of this Convention and the Southern Baptist Convention through Cooperative Program giving; and 3) Is willing to actively participate in the ministries and events of this Convention.

Section 2. Each credentialed church is entitled to two (2) messengers if the membership is fifty (50) or less; plus one (1) additional messenger for each additional fifty (50) members or major fraction thereof. No church shall have more than ten (10) messengers.

ARTICLE IV--OFFICERS

Section 1. The officers of this Convention shall be president, first vice-president, second vice-president, recording secretary, and the executive director.

Section 2. These officers, with the exception of the executive director, shall be elected annually by this Convention and duly installed at the closing meeting of the Convention. They shall hold office until their successors are elected and installed. The executive director shall be elected by this Convention (in session) and shall serve for an indefinite term.

ARTICLE V--EXECUTIVE BOARD

Section 1. This Convention shall elect an Executive Board as set forth in BY-LAWS IV.

Section 2. This Convention has authorized the Executive Board to be this Convention in interim and the legal agent of this Convention for the purpose of transacting all business of this Convention, including approving churches to be credentialed, between annual meetings of this Convention. No person or spouse of a person serving on the Committee on Committees shall be nominated by the Committee on Committees.

Section 3. The Executive Board shall employ all full-time Convention employees, except the executive director and ministry assistants, as is necessary for achieving the purpose of this Convention.

Section 4. The chairman and/or vice chairman of the Executive Board and the executive director or chief financial officer of this Convention, as authorized, shall sign all legal papers of this Convention.

Section 5. The Executive Board shall recommend to the messengers at the annual state convention a comprehensive operating budget setting forth anticipated receipts and disbursements. All designated funds shall be distributed as designated.

Section 6. The Executive Board is authorized by this Convention to alter, as needed, Cooperative Program expenditures approved by the messengers at the state convention, but shall report the reasons for such needed changes to the messengers at the next annual meeting of this Convention.

Section 7. The Executive Board of this Convention should be composed of both ministers and laity of credentialed churches.

Section 8. Members of the Executive Board shall be recommended to the messengers by the nominating committee of this Convention and elected by the messengers to serve a three-year term. A member is eligible to serve a second three-year term if elected by the messengers. A person may be elected to an unexpired term, but no member may serve more than six (6) consecutive years until one full term (3 years) has elapsed. A person may not serve as a board member on the Executive Board and another agency or institution of this Convention at the same time. A person who is completing his service on the Executive Board may not be elected to another agency or institution until at least one full year has elapsed. A person who is completing service on an institution or agency of this Convention may not be elected to the Executive Board until one full year has elapsed.

Section 9. Should a vacancy occur on the Executive Board, the nominating committee of this Convention shall recommend a person to the Executive Board to fill the vacancy until the next regular meeting of this Convention.

Section 10. The Executive Board shall present to the messengers at the annual state convention a written report both of their pertinent actions between meetings and recommendations which they deem advisable for consideration by the messengers.

ARTICLE VI--AGENCIES, CORPORATIONS, INSTITUTIONS

Section 1. This Convention may create other agencies, corporations, and institutions as is necessary to carry out the purpose of this Convention. All Convention agencies, corporations, and institutions shall make annual written reports of their work to the messengers at the annual meeting of the state convention.

Section 2. The method of electing board members, committee members, and directors to serve on agencies, corporations and institutions, number of directors, their term of service, qualifications, responsibility and accountability are set forth in the by-laws of each respective agency, corporation and institution.

Section 3. The by-laws of each agency, corporation and institution of this Convention shall be adopted by its Board of Directors or committee. No by-laws shall be in conflict with the Constitution of this Convention.

Section 4. The agencies, corporations and institutions wholly owned by this Convention shall be managed in accordance with their respective articles of incorporation approved by the messengers of this Convention and filed on record with the Colorado Secretary of State.

ARTICLE VII--COMMITTEES

This Convention shall have the following standing committees: committee on committees, annual meeting planning, nominating, constitution, credentials, and such other committees as this Convention may deem necessary to carry out the work of this Convention.

ARTICLE VIII--MEETINGS

Section 1. This Convention shall meet annually at the time and place as determined by this Convention.

Section 2. In an emergency, the president, in concurrence with this Convention's officers, and the Executive Board, may call a special meeting of this Convention and change the time and/or place of the regular annual convention.

ARTICLE IX AMENDMENTS

Section 1. This Constitution may be amended in the following manner:

(1) Presenting copies of the proposed amendments to the messengers while this Convention is in session.

(2) The proposed amendment is referred to the Constitution Committee for review. (See Article VII of the Constitution regarding standing committees and Article V, Section 6 of the By-laws regarding duties of the Constitution Committee)

(3) Proposed amendment shall lie over until the next annual meeting of the Convention.

(4) Proposed amendment shall require two-thirds majority vote of the messengers present and voting.

Section 2. Except that Article II, Section 2, the purpose of this Convention reading, "This Convention has no authority over the cooperating churches, and shall in no manner endeavor to exercise control over the cooperating churches," shall not be amended.

COLORADO BAPTIST GENERAL CONVENTION BY-LAWS

I. TERRITORY

The Colorado Baptist General Convention shall be composed of messengers from credentialed churches in the State of Colorado.

II. MEMBERSHIP

Section 1. A church requesting credentialing with this Convention shall have adopted the Baptist Faith and Message, adopted by the Southern Baptist Convention at Orlando, Florida in June, 2000.

Section 2. This Convention Credentials Committee shall carefully examine each church requesting credentialing with this Convention and, if satisfied, recommend the credentialed churches to the Executive Board of this Convention or Convention Body of churches at the seating of their messengers at the annual meeting of the state convention.

Section 3. For churches desiring credentialing, the church must submit all necessary information to the Credentials Committee no later than 60 days before the next Executive Board Meeting.

Section 4. A church desiring a continuing cooperation with this Convention must abide by Article III, Section I, of the Constitution.

Section 5. A church seeking credentialing with this Convention is encouraged to be in a cooperative fellowship with the Southern Baptist association in which the church is geographically located.

III. OFFICERS

Section 1. The executive director of this Convention shall be elected for an indefinite time by the messengers of the State Convention at a regular or called meeting of this Convention.

Section 2. Other officers shall be nominated from the floor and elected by ballot. Election may be by acclamation of the body, or the vote cast by the recording secretary, if there is only one nominee.

Section 3. The President shall not be an employee of the Executive Board.

Section 4. The President, at his discretion, may appoint a parliamentarian.

Section 5. The President and the officers are eligible to serve only two terms in succession, with the exception of the recording secretary.

Section 6. In the event of vacancies, the succession to officers shall be as follows: 1st vice-president, 2nd vice-president. If the three offices are vacant, the Executive Board shall appoint a moderator to preside at the annual meeting.

IV. EXECUTIVE BOARD

Section 1. Both ministers and laity who serve on the Executive Board shall be recommended to the messengers by this Convention's Nominating Committee. A minister is defined herein as an ordained person who is serving a church credentialed with this Convention.

Section 2. Board members are elected by this Convention from geographical areas, called associations, to represent the total interests and programs of this Convention and not as representatives of the association.

Section 3. The basis for electing both ministers and laity to serve on the Executive Board from ASSOCIATIONAL areas throughout the state shall be as follows:

(1) An association must have been organized and operating for at least sixty days prior to the annual meeting of this Convention.

(2) One (1) Board member from each associational area that has a minimum of five (5) credentialed churches and at least four hundred (400) members.

(3) Three (3) at-large members.

Section 4. Officers of the Board shall be the chairman, vice-chairman, second vice-chairman, and the executive director.

Section 5. The officers of this Convention shall serve the Executive Board as follows:

(1) The president of this Convention shall serve as the chairman of the Board.

(2) The first vice-president of this Convention shall serve as first vice-chairman of the Board.

(3) The second vice-president of this Convention shall serve as second vice-chairman of the Board.

(4) The recording secretary shall be an ex-officio member of the Executive Board.

Section 6. Qualifications to serve, or continue to serve, on the Executive Board shall be as follows:

(1) Be a resident of Colorado for at least one year.

(2) Be a member of a credentialed church that regularly contributes to missions through the Cooperative Program.

(3) Be supportive of and compatible with the vision and goals of this Convention.

(4) Be someone other than an employee of the Executive Board.

(5) Be retired from the Board immediately when moving from the associational area where living when elected, with exception of the at-large members.

(6) Attendance at all scheduled and called Executive Board meetings is mandatory except when there is justifiable cause. Notification of absence should be given prior to the Executive Board meeting. Failure to comply with these attendance requirements will result in retirement from the Executive Board.

Section 7. Two-thirds of the Executive Board members shall constitute a quorum at any Board meeting.

Section 8. The Board shall organize itself as is necessary to carry out Board responsibilities.

Section 9. The Board shall prescribe the preferred ends to be achieved by Convention staff.

V. COMMITTEES

Section 1. The Annual Meeting Planning Committee shall consist of this Convention's officers, with the president serving as chairman, the executive director, and the host pastor. This committee shall be responsible for planning all aspects of the annual meeting of this Convention.

Section 2. The Committee on Committees, composed of five (5) members, shall be appointed by the president of the Convention by the Executive Board meeting following the annual Convention. This committee shall nominate for election by Convention the Nominating Committee, Resolutions Committee, Credentials Committee, Constitution Committee, and all special committees authorized during the meeting of this Convention. This committee shall be responsible for properly informing the various committees of their responsibilities. No person or spouse of a person serving on the Committee on Committees shall be nominated by the Committee on Committees.

Section 3. The Nominating Committee shall be a standing committee composed of nine (9) members with three (3) members rotating off each year. This committee shall recommend to the messengers at the annual meeting persons for election to serve on the Executive Board, agencies, corporations and institutions in accordance with their respective by-laws. No person or spouse of a person serving on the Nominating Committee shall be nominated by the Nominating Committee.

Section 4. The Resolutions Committee shall be a standing committee composed of six (6) members with two (2) members rotating off each year. This committee shall formulate resolutions they deem appropriate and report them to this Convention.

Section 5. The Credentials Committee shall be a standing committee composed of six (6) members with two (2) members rotating off each year. It shall study the request of each church seeking credentialing with this Convention and recommend Convention action relative to seating of messengers. The committee is encouraged to contact Convention churches which do not currently appear to be in cooperation, in order to restore their cooperation. (See Constitution, Article III, Section 1). When necessary, this committee may be authorized to examine messengers from any of the credentialed churches whose seats are contested and recommend Convention action.

Section 6. The Constitution Committee shall be a standing committee composed of six (6) members, with two (2) members rotating off each year. This committee shall receive and study proposed amendments to the Constitution and By-laws, and shall formulate whatever amendments it may consider proper and report them to this Convention in the manner prescribed in the Constitution and By-laws. Messengers may present proposed amendments to this Convention according to Article VII for referral to this committee.

VI. CONVENTION EMPLOYEES

Section 1. The Executive Board shall employ all Convention personnel except the executive director and ministry assistants, as is required to do the work of this Convention, upon recommendation of the executive director.

Section 2. The Executive Board shall employ all full-time salaried personnel on an indefinite basis. A thirty-day notice shall be given by either party of the desire to end the contract, except by mutual agreement.

Section 3. The executive director shall employ all ministry assistants in counsel with department directors.

Section 4. Convention staff shall organize themselves to achieve the ends set forth by the Executive Board.

Section 5. The executive director shall give general supervision and counsel to the work of this Convention through its departments and agencies, and will present a written report of his stewardship to this Convention at the annual meeting.

Section 6. The executive director shall be accountable to the Executive Board for achieving the ends set forth by the Board.

Section 7. The executive director is the chief executive officer for the Executive Board; the professional advisor for the Executive Board and Board committees; and must endeavor to be one of the denomination's chief spiritual leaders in providing state-wide guidance and inspiration.

Section 8. The executive director shall serve ex-officio, without voting, on all committees and aid by furnishing information, printed materials and needed guidance for the work of the committees.

Section 9. When the office of the executive director is vacant, the Executive Board shall elect a special search committee to find a qualified man to recommend to the messengers at the next regular or called meeting of this Convention to fill the vacancy.

Section 10. Should the office of the executive director become vacant between meetings of this Convention, the Executive Board shall name an interim executive director until the executive director is duly elected.

VII. AMENDMENTS

These By-laws may be amended in the following manner:

1. An amendment must be presented in writing and copies made available to the messengers during the first session of the annual convention.
2. The proposed amendment is referred to the Constitution Committee for review. (See Article V, Section 6 of the By-laws)
3. An amendment may be voted on at a stated time during a subsequent session of the annual convention.
4. The proposed amendment must receive a two-thirds majority of those voting.

VIII. RULES OF ORDER

The New Testament and "*The Standard Code of Parliamentary Procedure*" new and revised by the American Institute of Parliamentarians shall govern the deliberations of messengers during the meetings of this Convention.

Amended October 2019

Initials _____ Initials _____