



**COLORADO
BAPTISTS**



**2025 ANNUAL MEETING
OCTOBER 13-14**

PURSuing **GOD'S HEART**

JEREMIAH 3:15



BOOK OF REPORTS

**CENTERPOINT CHURCH
2750 CORNERSTONE DRIVE
PAGOSA SPRINGS, CO 81147**



Table of Contents

Welcome from our Executive Director.....	Page 4
Featured Speakers.....	Page 5
Schedule.....	Page 6
Committee Presentations	
Credentials Committee.....	Page 8
Committee on Committees.....	Page 9
Nominating Committee.....	Page 10
Constitution Committee.....	Page 11
Requirements to Serve.....	Page 13
2025 - 2026 Eligible Churches.....	Page 14
Budgets	
Cooperative Program Impact	Page 18
2026 Ponderosa Budget.....	Page 20
2026 RMF Budget.....	Page 28
2026 CBGC Budget.....	Page 31
CBGC Reports	
Convention Strategies.....	Page 35
Rocky Mountain Foundation.....	Page 36
Colorado Disaster Relief.....	Page 37
Colorado Volunteer Church Builders	Page 38
Ponderosa.....	Page 39
CBGC Camps.....	Page 40
Missions Discipleship.....	Page 41
Literacy Ministries.....	Page 42
Gateway RMC	Page 43
Christian Challenge.....	Page 44
Send Colorado.....	Page 45
Regional Director Reports	
Arkansas Valley & Royal Gorge Associations.....	Page 46
Continental Divide Association.....	Page 47
Grand Valley Baptist Association.....	Page 48
Great Commission Partnership.....	Page 49
High Country Baptist Association.....	Page 50
Longs Peak Baptist Association.....	Page 51
Mesa Verde & Uncompahgre Associations.....	Page 53
Mile High Baptist Association.....	Page 55
Pikes Peak Baptist Association.....	Page 57
2025 Boards.....	Page 58
2025 Committees.....	Page 59
2025 Executive Board Minutes.....	Page 60
CBGC Constitution and Bylaws.....	Page 75



Dr. Michael A. Proud Jr.
Executive Director

It is my privilege to welcome you to our 69th annual meeting of the Colorado Baptist General Convention. This year, we celebrate in the West, and I pray that you enjoy all the blessings and opportunities that a setting like Pagosa Springs has to offer. We have many wonderful points of celebration as we reflect on what God has done since the last time we gathered, and as we look with anticipation to what He will do in the future.

This year, one of our great celebrations is praising the Lord for His movement with a focus on discipleship all across our state. As the single commission given to the church, discipleship is the key to seeing people grow in their love for Christ, their obedience to God's call, and the raising up of new leaders. This focus on discipleship is significant not only because it is the Lord's command for His churches, but it also addresses the needed leadership gaps we see right here in Colorado.

This year's theme is *Pursuing God's Heart*. God has not hired us to work for Him; He has called us to walk with Him. For me, this is a needed daily reminder. The pursuit of God's heart is about understanding that God desires to work through us, but the foundation of that effort is a loving relationship that we pursue with Him. The greatest thing we can give the Lord is our hearts, and if we strive for this, He will accomplish His purposes in His time. To this focus, we have secured three powerful speakers who will challenge us all on how we can pursue the Lord as loving, obedient children of the King.

Finally, as you participate in this year's annual meeting, my prayer is that you come away with an overwhelming sense of the value of our partnership together. We have long said that we can accomplish so much more when working together than when working alone. The value of partnership is that we get to be a part of reaching people within and outside of our own ministry reach. Because we work together, we share an equal part in seeing souls birthed into the Kingdom in places we do not live, and in cultures not our own. We really are better together!

May the Lord bless you as you are encouraged in the Lord, as you renew old relationships with joy, as you build new friendships, and as you are energized to pursue God's heart!

God's Blessings,
Mike



FEATURED GUESTS



MARK HALLOCK

Lead Pastor
Calvary Englewood



BUDDY SAMPSON

Lead Pastor
Overland Church, Durango



JONATHAN FERRÉ

Lead Pastor
Calvary Gracia and Verdad

**AND I WILL GIVE
YOU SHEPHERDS
AFTER MY OWN
HEART, WHO WILL
FEED YOU WITH
KNOWLEDGE AND
UNDERSTANDING.**

—Jeremiah 3:15

***PURSUING*
GOD'S HEART**



**COLORADO
BAPTISTS**

FIND MORE AT
COLORADOBAPTISTS.ORG



2025 Annual Meeting Schedule

MONDAY, OCTOBER 13

Welcome and Introductions

6:30 PM	Pursuing God's Heart Theme Interpretation	Lee Hall
6:35 PM	Welcome, Announcements, and Prayer	Rick Ackerman Jon Duncan
6:40 PM	Call to Order Seating of Messengers Adoption of Agenda Credentials Committee Recognition of New Pastors, Churches & Leaders	Greg Teel James Medina Greg Teel James Medina Mike Proud
7:00 PM	Greeting from the SBC Executive Committee	Jonathon Howe <i>VP for Convention Administration</i>

Defining God's Heart: Session 1

7:10 PM	IMB Video and Spotlight	Bill Langley
7:20 PM	NAMB Video and Spotlight	Frank Cornelius
7:45 PM	Worship	Centerpoint Worship
8:00 PM	Message –	Mark Hallock
8:30 PM	Announcements Closing Prayer	Rick Ackerman Pao Thao

TUESDAY, OCTOBER 14

Pursuing God's Heart: Session 2

8:30 AM	Prayer and RD Video	Jerico DeVeyra
8:35 AM	Worship	Centerpoint Worship
8:50 AM	Message	Jonathan Ferrer
9:20 AM	Next Gen Video and Panel	Zack Thurman



9:50 AM	Gateway Seminary	Steve Veteto
---------	------------------	--------------

Breakouts

10:00 AM	Announcements	Rick Ackerman
10:15 AM	Breakouts	
11:30 AM	Lunch Break	

LUNCH BREAK – GATEWAY LUNCHEON RSVP REQUIRED

Pursuing God's Heart for Colorado: Session 3

1:00 PM	Norwood Story Mike's Vision Message	Mike Proud
1:45 PM	Disaster Relief Spotlight	Dennis Belz
1:55 PM	Cooperative Program Video	

Pursuing God's Heart for Partnership: Session 4

2:00 PM	Committee on Committees Nominating Committee Constitution Committee Resolution Committee Ponderosa Budget RMF Budget Presentation CBGC Budget Presentation New Business 2026 Annual Meeting Location Recognitions	Greg Teel/Jack Jarrett Bill Gandy Austin Dovin Duane Arledge Andrew Clark Matt Trombley Mike Proud Greg Teel Mike Proud Mike Proud
---------	--	---

Proclaiming God's Heart: Session 5

3:10 PM	CMO Spotlight and Video	Mike Proud
3:20 PM	Worship	Centerpoint Worship
3:40 PM	Message –	Buddy Sampson
4:10 PM	Election of Our Officers President 1 st Vice President 2 nd Vice President Recording Secretary Commissioning of Our Officers	Greg Teel David Smith
4:30 PM	Motion to Adjourn	Greg Teel





2025 CREDENTIALS COMMITTEE REPORT

The Credentials Committee introduces the following churches credentialed in their Associations and the Colorado Baptist General Convention this year.

Connection Church, Longmont
Pastor Doug Hixson
Longs Peak Baptist Association

Ignite Fellowship, Conifer
Pastor Brian Elrod
Mile High Baptist Association

The Credentials Committee presents the following church to be credentialed with the Colorado Baptist General Convention.

Resonate Church, Grand Junction
Pastor Jordan Scott
Grand Valley Baptist Association





2026 COMMITTEE NOMINATIONS

Committee on Committees

The Committee on Committees presents the following candidates to serve on our various committees for a three-year term. The candidates are:

Nominating Committee

Isaac Cowger	Grand View Baptist Church – (RGBA)	2028
Roberto Sanchez	Cross Fellowship Church, Palmer Park – (PPBA)	2028
Dave Herre	Calvary Church Derby Hill, Loveland – (LPBA)	2028

Credentialing Committee

Rob Wolcott	Calvary Baptist Church, Delta – (UBA)	2028
Josh Hargett	First Southern Baptist Church, Colorado Springs – (PPBA)	2028

Constitution Committee

Stephen Munroe	First Baptist Church, Gypsum – (HCBA)	2028
David Bloom	Anchor Way Church, Steamboat Springs – (HCBA)	2028

Resolution Committee

Brandon Anderson	Vista Grande Baptist Church, Colorado Springs – (PPBA)	2028
Scott Johnson	Calvary Church, La Junta – (AVBA)	2028





2025 NOMINATING COMMITTEE REPORT

Colorado Baptists General Convention Executive Board

The Nominating Committee reports that two candidates were approved to serve on the Colorado Baptist General Convention Executive Board during the regularly scheduled Executive Board Meeting held on September 9, 2025.

The candidates approved for their first three-year term are:

Paul Trimble	Bent Tree Church, Loveland – (LPBA)	2028
Scott Hartle	Cornerstone Baptist Church, Cortez – (MVBA)	2028

The Nominating Committee reports that three candidates were approved to serve on the Colorado Baptist General Convention Executive Board during the regularly scheduled Executive Board Meeting held on September 9, 2025.

The candidates approved for a second three-year term are:

Matthew Morton	Cross Fellowship Church, Black Forest – (PPBA)	2028*
Darrin Crowe	Heart of Junction Church, Grand Junction – (GVBA)	2028*
Bob Drexel	Trinity Baptist Church, Gunnison – (CDA)	2028*

**2nd Term. Board members must rotate off at the end of the term.*



PENDING "LIE OVER" VOTE SCHEDULED DURING THE 2025 ANNUAL MEETING

Proposed Amendments to the CBGC Constitution

Proposal D: Amend Constitution Article III: MEMBERSHIP

Proposal #	Title	Article	Section	Proposed by
D	Convention Messengers	III	1	

Current Language:

VIII 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.

Proposed Changes:

VIII **MEMBERSHIP MESSENGERS**

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, **or latest version**; 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.

If Adopted will read:

VIII **MESSENGERS**

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, **or latest version**; 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.

Constitution Committee Recommendation

The Constitution Committee recommends we amend Constitution Article III: Membership as stated above.

Rationale:

Eliminates language that potentially confuses or conflicts with the autonomy of local churches.

*Presented during Business Session 2 on Tuesday, October 15, 2024.
A vote on this amendment is scheduled for the 2025 Annual Meeting.*



PENDING "LIE OVER" VOTE SCHEDULED DURING THE 2025 ANNUAL MEETING

Proposed Amendments to the CBGC Bylaws

Proposal A: Amend Bylaw Article II: MEMBERSHIP

Proposal #	Title	Article	Section	Proposed by
A	Membership and Credentialing	II	1	

Current Language:

VII 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.

Proposed Changes:

VII **MEMBERSHIP CREDENTIALING**

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, *or latest version.*

If Adopted will read:

VIII **CREDENTIALING**

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, *or latest version.*

Constitution Committee Recommendation

The Constitution Committee recommends we amend Bylaw Article II: Membership as stated above.

Rationale:

Eliminates language that potentially confuses or conflicts with the autonomy of local churches.

Presented during Business Session 2 on Tuesday, October 15, 2024.

A vote on this amendment is scheduled for the 2025 Annual Meeting.





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

Arkansas Valley Baptist Association

Calvary, La Junta	AVBA
Cheraw Baptist Chapel	AVBA
High Plains Fellowship	AVBA
Springfield Baptist Chapel	AVBA

Continental Divide Association

Calvary, Monte Vista	CDBA
College Heights Baptist Church	CDBA
Creede Baptist Church	CDBA
Cross Roads Baptist Church	CDBA
Temple Baptist Church	CDBA
Trinity BC, Gunnison	CDBA

Great Commission Partnership

Baptist Country Chapel	GCP
Calvary, Ft Morgan	GCP
Colorado Plains Roundup - Flagler	GCP
FBC, Burlington	GCP
FSBC, Yuma	GCP
Heritage, Stratton	GCP
Karval Fellowship	GCP
Living Cornerstone Fellowship-Hugo	GCP
Otis Baptist Church	GCP
Summit Baptist Church	GCP

Grand Valley Baptist Association

Bookcliff Baptist Church	GVBA
Emmanuel, Grand Junction	GVBA
Heart Of Junction	GVBA
Monument Baptist Church	GVBA
New Covenant Baptist Church	GVBA
New Life Fellowship	GVBA



High Country Baptist Association

Agape Outpost	HCBA
Calvary Church Hot Sulphur Springs	HCBA
Emmanuel, Meeker	HCBA
Open Range Cowboy Craig	HCBA
Valley Life Fraser	HCBA

Longs Peak Baptist Association

Bent Tree Church	LPBA
Calvary Church-Derby Hill	LPBA
City Park Church	LPBA
Citylight Church - Ft Collins	LPBA
Connection Longmont	LPBA
Cornerstone, Windsor	LPBA
Country Gospel Cowboy Church	LPBA
Fourway Baptist Church	LPBA
Grandview Church	LPBA
IB Emmanuel, Longmont	LPBA
Kersey Cowboy Church	LPBA
Living Grace Baptist Church	LPBA
Living Stone Church	LPBA
New Hope Fellowship, Erie	LPBA
One Hope Church at Hillside	LPBA
Overland Church	LPBA
River Church Loveland	LPBA
Stove Prairie Community Church	LPBA
Trailhead Church	LPBA

Mile High Baptist Association

Applewood Baptist Church	MHBA
Arapahoe Road Baptist Church	MHBA
Calvary Church Restoration	MHBA
Calvary Church, Littleton	MHBA
Calvary En Espanol	MHBA
Calvary Highlands Ranch	MHBA
Calvary, Englewood	MHBA
Central Baptist Church, Aurora	MHBA
Christian Fellowship Evangelical Church	MHBA
Congregation Or HaB'rith	MHBA
Cross Family Church	MHBA
Element Church-Aurora	MHBA
Ethne Church Network	MHBA
FBC, Aurora	MHBA
First Hmong Baptist Church	MHBA
FSBC, Westminster	MHBA



Grace Christian Center	MHBA
Hmong Bible Fellowship	MHBA
IB Nueva Esperanza, Brighton	MHBA
Ignite Fellowship	MHBA
Japanese Hope Mtn Family Ch	MHBA
Ken Caryl Baptist Church	MHBA
Korean Baptist Church, Denver	MHBA
Myanmar Mission Church	MHBA
Penuel Baptist Church, Aurora	MHBA
Rim Rock Church	MHBA
Riverside Church, SBC	MHBA
Templo Cristiano Agua Viva	MHBA
The Avenue Church	MHBA
Trinity BC, Aurora	MHBA
Vietnamese Baptist Ch-Broomfield	MHBA
Vietnamese Central Baptist Ch	MHBA

Mesa Verde Baptist Association

Baptist Chapel	MVBA
Centerpoint Ch-PS	MVBA
Cornerstone BC Cortez	MVBA
Dolores SBC	MVBA
FBC, Bayfield	MVBA
FBC, Mancos	MVBA
FSBC, Dove Creek	MVBA
Silverton Church on the Hill	MVBA

Pikes Peak Baptist Association

Breathe Reformed Church	PPBA
Calvary Gracia y Verdad	PPBA
Calvary, Colorado Springs	PPBA
Cross Fellowship Church	PPBA
Fellowship Of The Rockies, CS	PPBA
Fountain Valley BC	PPBA
FSBC, Colorado Springs	PPBA
Garden Ranch Baptist Church	PPBA
High View BC, Woodland Park	PPBA
Monument Hill Church	PPBA
Open Bible Baptist Church	PPBA
Pikes Peak Park Baptist Church	PPBA
Ramah Baptist Fellowship	PPBA
Redemption Hill Church	PPBA
Souls Church	PPBA
Vista Grande Baptist Church	PPBA



Royal Gorge Baptist Association

Aberdeen BC, Pueblo	RGBA
FBC, Westcliffe	RGBA
Fellowship of the Rockies, Pueblo	RGBA
Fisher's Peak Community Church	RGBA
Lake Avenue Community Church	RGBA
Lynn Gardens BC	RGBA
Majestic Baptist Church	RGBA
Mesa Christian Fellowship	RGBA
New Heights Baptist Church	RGBA
New Hope Community Church	RGBA
Oak Creek So Baptist Church	RGBA
Steel City Fellowship	RGBA
The Avenue Church	RGBA

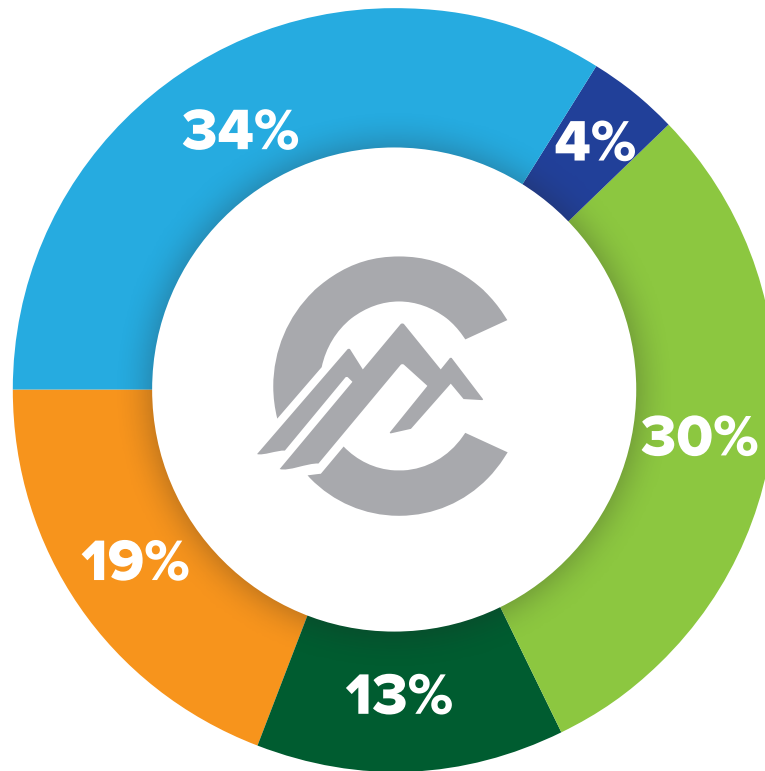
Uncompahgre Baptist Association

Calvary, Delta	UBA
FBC, Nucla	UBA
Grace Community Church	UBA
Grand Mesa SBC	UBA
Harvest Community Church	UBA
Norwood Southern Baptist Church	UBA
Rosemont Baptist Church	UBA
Trinity BC, Naturita	UBA



COLORADO BAPTISTS. HERE IS HOW YOUR COOPERATIVE PROGRAM GIVING MAKES A DIFFERENCE!

81% of CP contributions support advancing the Gospel



34% Associations

4% Pastors & Churches

with the CMO offering included, 87% of all funds
given support CBGC churches

30% World Missions

13% CBGC Ministries

19% Central Operations

\$81 million given to world missions since 1956

Taking the Gospel

to the Nations

to the Neighborhoods

Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.

Matthew 28:19



The Financial Fuel for Reaching Every Person in Every Town, Every City, Every State, and Every Nation.



Reaching the World



Church Members

Church members give back to God a percentage of their income. This is traditionally called a tithe and represents 10 percent of what God has provided.



Local Churches

Churches receive tithes and offerings from church members and commit a percentage of undesignated receipts for missions and ministries beyond the church walls.



State Missions and Ministries

Messengers from local congregations vote to retain a specific percentage for state missions and ministries and forward the balance to the SBC. State missions and ministries can include evangelism, church planting, children's homes, Christian higher education, compassion ministries, disaster relief, church health, age group ministries, and missions education.



Southern Baptist Missions and Ministries

The SBC compiles the gifts forwarded from state conventions for missions and ministries across the United States and around the world. Southern Baptist missions and ministries include North American and international missions, theological education, ethics and religious liberty, and general operating expenses.

The Financial Fuel for Reaching Every Person in Every Town, Every City, Every State, and Every Nation.



Ponderosa Retreat and Conference Center 2026 Budget

Accounts	2025 Budget	2026 Budget
REVENUES		
Anticipated Revenue		
Group Income		
4001 - CBGC Lodging Income	\$85,000.00	\$60,000.00
4002 - CBGC Meal Income	\$44,000.00	\$32,000.00
4011 - Non-CBGC Lodging Income	\$715,000.00	\$785,000.00
4012 - NON-CBGC Meal Income	\$600,000.00	\$650,000.00
4039 - Day Use Fee Income	\$10,000.00	\$14,000.00
4070 - Linen Income	\$250.00	\$250.00
Total Meals Lodging income	\$1,454,250.00	\$1,541,250.00
Program Camps Income		
Peak Kids Camp Income		
4101 - PEAK NAMB Support	\$8,000.00	\$8,000.00
4102 - PEAK Lodging Income	\$44,000.00	\$40,000.00
4103 - PEAK Meal Income	\$37,000.00	\$34,000.00
4104 - PEAK Recreation Income	\$14,000.00	\$13,000.00
4105 - PEAK Program Income	\$14,000.00	\$10,000.00
Summit Student Camp Income		
4116 - SUMMIT NAMB Support	\$12,000.00	\$12,000.00
4117 - SUMMIT Lodging Income	\$86,000.00	\$105,000.00
4118 - SUMMIT Meal Income	\$68,000.00	\$75,000.00
4119 - SUMMIT Recreation Income	\$22,000.00	\$24,000.00
4120 - SUMMIT Program Income	\$37,000.00	\$30,000.00
Summit Winter Camp Income		
4126 - SUMMIT WINTER NAMB Support	\$4,000.00	\$4,000.00
4127 - SUMMIT WINTER Lodging Income	\$15,000.00	\$15,000.00
4128 - SUMMIT WINTER Meal Income	\$11,000.00	\$11,000.00
4129 - SUMMIT WINTER Recreation Income	\$3,000.00	\$3,000.00
4130 - SUMMIT WINTER Program Income	\$8,500.00	\$11,000.00
Total Program Camps Income	\$383,500.00	\$395,000.00
Total Group Income	\$1,837,750.00	\$1,936,250.00
Concessions Income		
4020 - Concessions Income-Food	\$32,000.00	\$33,000.00

Ponderosa Retreat and Conference Center 2026 Budget

Accounts	2025 Budget	2026 Budget
4021 - Concessions Income-Gifts	\$35,000.00	\$40,000.00
4023 - Concessions Income- Vending	\$2,000.00	\$1,000.00
4026 - Concessions Income-Tubing	\$2,000.00	\$2,000.00
4750 - Coffee Cabin Income	\$11,000.00	\$12,000.00
Total Concessions Income	\$82,000.00	\$88,000.00
Support & Donations		
4040 - Support-CHURCHES-CBGC	\$15,000.00	\$2,000.00
4041 - Support-Non-CBGC Church/Ministries	\$15,000.00	\$15,000.00
4045 - Support-INDIVIDUALS	\$20,000.00	\$30,000.00
4090 - State Mission Offering	\$8,400.00	\$8,400.00
Total Support & Donations	\$58,400.00	\$55,400.00
Recreation Income		
4125 - Inflatable Recreation Income	\$2,500.00	\$2,500.00
4140 - Challenge Course Income	\$135,000.00	\$135,000.00
4145 - Outdoor Education Income	\$16,000.00	\$16,000.00
4151 - Archery Income	\$10,000.00	\$7,000.00
4157 - Crate Stacking Income	\$5,000.00	\$5,000.00
4177 - Glow Ball Income	\$9,000.00	\$8,000.00
4178 - Tomahawk Throwing	\$9,000.00	\$9,000.00
4179 - Large Group Games Income	\$10,000.00	\$5,000.00
41-- - Arrow Tag Income	\$14,000.00	\$20,000.00
Total Recreation Income	\$210,500.00	\$207,500.00
Misc. Income		
4065 - Rebate Income	\$4,000.00	\$4,000.00
4080 - Miscellaneous Income	\$4,000.00	\$5,000.00
4075-Laundry Machine Income	\$200.00	\$200.00
4149 - Golf Cart Income	\$5,000.00	\$7,000.00
4160 - Dividends & Interest Income	\$15,000.00	\$18,000.00
4164 - Credit Card Processing Income	\$1,000.00	\$1,000.00
4081 - Cell Tower Income		\$23,000.00
4082 - Grant Income		\$0.00
Total Misc. Income	\$29,200.00	\$58,200.00
Total Anticipated Revenue	\$2,217,850.00	\$2,345,350.00
Total REVENUES	\$2,217,850.00	\$2,345,350.00

Ponderosa Retreat and Conference Center 2026 Budget

Accounts	2025 Budget	2026 Budget
EXPENSES		
Administration/Operations		
Administration		
6001 - Payroll: Director	\$66,836.00	\$69,510.00
6010 - FICA: Director	\$5,079.00	\$5,282.00
6020 - Retirement: Director	\$6,683.00	\$6,951.00
6031 - Payroll: Intern	\$20,000.00	\$20,000.00
6032 - FICA: Intern	\$1,520.00	\$1,520.00
6035 - Intern Program Development	\$2,000.00	\$2,000.00
6060 - Staff Special Conference	\$4,000.00	\$4,000.00
6070 - Staff Appreciation	\$5,000.00	\$5,000.00
6080 - State Convention	\$0.00	\$0.00
Total Administration	\$111,118.00	\$114,263.00
Support Staff		
6090 - Payroll: Multi-Staff Support	\$62,400.00	\$62,400.00
6095 - FICA: Multi-Staff Support	\$4,774.00	\$4,774.00
6096 - Retirement: Multi- Staff Support		\$2,500.00
6250 - Accounting Hub	\$24,000.00	\$28,875.00
6751 - Payroll: Coffee Shop	\$500.00	\$500.00
6752 - FICA: Coffee Shop	\$35.00	\$35.00
Total Support Staff	\$91,709.00	\$99,084.00
Utilities		
6540 - Electricity: Camp	\$47,000.00	\$54,000.00
6570 - Propane: Camp	\$4,000.00	\$4,000.00
6580 - Gas (Black Hills Energy): Camp	\$25,000.00	\$25,000.00
6740 - Trash Service	\$9,000.00	\$7,500.00
Total Utilities	\$85,000.00	\$90,500.00
Employee Benefits		
7501 - Insurance: GuideStone	\$19,000.00	\$19,000.00
7510 - Insurance: Healthcare	\$150,000.00	\$170,000.00
7520 - Insurance: Workers' Compensation	\$21,000.00	\$21,000.00
7525 - FAMLII premium expense	\$3,000.00	\$3,000.00
7560 - Meals: Staff	\$30,000.00	\$30,000.00
7580 - Staff moving expenses	\$3,000.00	\$3,000.00
Total Employee Benefits	\$226,000.00	\$246,000.00

Ponderosa Retreat and Conference Center 2026 Budget

Accounts	2025 Budget	2026 Budget
Employer Insurance/Taxes		
6590 - Property Taxes	\$300.00	\$300.00
6640 - Insurance: Property/Liability	\$110,000.00	\$110,000.00
6650 - Insurance: Auto	\$8,000.00	\$17,000.00
6655 - Sales Tax: Gifts & Food	\$3,000.00	\$3,000.00
Total Employer Insurance/Taxes	\$121,300.00	\$130,300.00
Operations		
5012 - Loan Payment-WatersEdge OK	\$62,880.00	\$64,600.00
5013 - Loan Payment-CO Bapt Found 8/2018	\$21,000.00	\$20,000.00
6040 - Staff: Business Travel/Meals/Tolls	\$2,000.00	\$2,000.00
6280 - Audit	\$6,000.00	\$6,000.00
6290 - Marketing	\$3,000.00	\$3,000.00
6295 - Audio/Visual/Conf. Needs	\$2,000.00	\$2,000.00
6320 - Equipment Mtnc: Office	\$4,000.00	\$0.00
6337 - ACS fees	\$8,000.00	\$0.00
6340 - Acquist: Office Equipment	\$1,000.00	\$1,000.00
6360 - Fees-Bank/Svc/Late Fees	\$1,000.00	\$1,000.00
6370 - Volunteer Expenses	\$4,000.00	\$4,000.00
6375 - Staff: Shirts, Hats, & Uniforms-Exp	\$3,000.00	\$3,000.00
6376 - Staff Training: 1st Aid/CPR/AED	\$1,000.00	\$1,000.00
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	\$10,000.00
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	\$1,000.00	\$1,000.00
6510 - Gift Tool Expenses	\$600.00	\$0.00
6511 - Concessions: Snack Vending	\$500.00	\$500.00
6515 - Concessions: Tubing	\$500.00	\$500.00
6550 - Membership/Dues/Subscript CCCA	\$1,800.00	\$2,000.00
6560 - Flowers & Gifts	\$250.00	\$250.00

Ponderosa Retreat and Conference Center 2026 Budget

Accounts	2025 Budget	2026 Budget
6660 - Legal Fees	\$0.00	\$3,000.00
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	\$500.00	\$500.00
6732 - CampWise Expense	\$3,500.00	\$4,000.00
6736 - Port a Potty Rental fees	\$1,500.00	\$1,500.00
6750 - Coffee Cabin Expense	\$5,000.00	\$5,000.00
Total Operations	\$207,380.00	\$194,200.00
Total Administration/Operations	\$842,507.00	\$874,347.00
Guest Relations		
6201 - Payroll: Guest Rel. Director	\$56,021.00	\$58,273.00
6220 - FICA: Guest Relations Director	\$4,257.00	\$4,427.00
6260 - Payroll: Guest Rel Assistant	\$30,173.00	\$31,279.00
6261 - FICA: Guest Rel Assistant	\$2,293.00	\$2,384.00
6262 - Retirement: Guest Rel Assistant	\$3,017.00	\$3,127.00
6240 - Retirement: Guest Rel. Director	\$5,602.00	\$5,827.00
6276 - Expense: Guest Relations	\$500.00	\$500.00
Total Guest Relations	\$101,863.00	\$105,817.00
Accommodations		
6565 - Furnishings and Décor	\$500.00	\$800.00
6566 - Tables and Chairs	\$500.00	\$500.00
6601 - Accommodations Supplies	\$13,000.00	\$11,000.00
6602 - Accommodations: Equipment Expense	\$2,000.00	\$3,000.00
6680 - Linens	\$1,500.00	\$2,500.00
7260 - Payroll: Accommodations Director	\$42,451.00	\$44,023.00
7280 - FICA: Accommodations Director	\$3,226.00	\$3,355.00
7281 - Retirement: Accommodations Director	\$4,245.00	\$4,402.00
7290 - Payroll: PT Accommodations	\$65,000.00	\$80,000.00
7295 - FICA: PT Accommodations	\$4,940.00	\$4,940.00
Total Accommodations	\$137,362.00	\$154,520.00

Ponderosa Retreat and Conference Center 2026 Budget

Accounts	2025 Budget	2026 Budget
Food Service		
6801 - Payroll: Executive Chef	\$44,500.00	\$46,280.00
6820 - FICA: Executive Chef	\$3,382.00	\$3,517.00
6840 - Retirement: Executive Chef	\$4,450.00	\$4,628.00
6850 - Payroll Lead Cook	\$48,720.00	\$54,000.00
6855 - FICA Lead Cook	\$3,702.00	\$3,850.00
6856 - Retirement: Lead Cook	\$4,872.00	\$5,400.00
6860 - Payroll: PT Food Svc. Help	\$88,000.00	\$98,000.00
6880 - FICA: PT Food Svc. Help	\$6,688.00	\$7,448.00
6905 - Equipment: Lease & Rental-Food Svc.	\$2,500.00	\$0.00
6910 - Equipment: Repair & Maint-Food Svc.	\$2,000.00	\$2,000.00
6920 - Food Costs	\$240,000.00	\$240,000.00
6960 - Food Svc. Supplies	\$37,000.00	\$37,000.00
Total Food Service	\$485,814.00	\$502,123.00
Facilities/Operations		
Fac/Operations Director		
7101 - Payroll: Fac/Operations Director	\$51,500.00	\$53,560.00
7120 - FICA: Fac/Operations Director	\$3,914.00	\$4,070.00
7140 - Retirement: Fac/Operations Director	\$5,150.00	\$5,356.00
Total Fac/Operations Director	\$60,564.00	\$62,986.00
Maintenance		
7201 - Payroll: Facilities Asst	\$28,336.00	\$29,469.00
7252 - FICA: facilities Asst	\$2,155.00	\$2,241.00
7253 - Retirement: Facilities Asst	\$2,833.00	\$2,946.00
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	\$3,000.00	\$3,000.00
7305 - Roads	\$2,000.00	\$2,000.00
7315 - Mtnce:Inspection/Registrat/Licenses	\$1,500.00	\$1,500.00
7320 - Security	\$500.00	\$500.00
7385 - New Equipment: Tools	\$2,500.00	\$2,500.00
7420 - Vehicle: Gas	\$12,000.00	\$12,000.00
7440 - Vehicle & Tractor: Maintenance	\$11,000.00	\$14,000.00

Ponderosa Retreat and Conference Center 2026 Budget

Accounts	2025 Budget	2026 Budget
Total Maintenance	\$105,436.00	\$109,768.00
Water/Wastewater/Irrigation		
Water		
7730 - Water System Expense	\$10,000.00	\$17,000.00
Total Water	\$10,000.00	\$17,000.00
Wastewater		
7797 - Wastewater System Upkeep Expense	\$16,000.00	\$22,000.00
Total Wastewater	\$16,000.00	\$22,000.00
Total Water/Wastewater/Irrigation	\$26,000.00	\$39,000.00
Total Facilities/Operations	\$192,000.00	\$211,754.00
Programs		
Programming		
8620 - Payroll: Program Camps Director	\$21,630.00	\$20,800.00
8621 - FICA: Programing Director	\$1,643.00	\$1,708.00
8701 - PEAK Kids Camp Expenses	\$16,000.00	\$16,000.00
8798 - SUMMIT WINTER Camp Expenses	\$8,000.00	\$8,000.00
8799 - SUMMIT Student Camp Expenses	\$30,000.00	\$30,000.00
Total Programming	\$77,273.00	\$76,508.00
Challenge Course		
8600 - Inspection: Challenge Course	\$1,000.00	\$1,500.00
8601 - Expense: Challenge Course	\$1,500.00	\$1,500.00
8602 - Payroll: Challenge Course	\$24,000.00	\$26,400.00
8603 - FICA: Challenge Course	\$1,824.00	\$2,006.00
8604 - Training: Challenge Course	\$500.00	\$1,000.00
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	\$36,821.00	\$40,403.00
Recreation		
7901 - Payroll: Rec & Outdoor Ed Director	\$44,557.00	\$38,480.00
7902 - FICA: Rec & Outdoor Ed Director	\$3,386.00	\$2,886.00
7903 - Expense: Recreation	\$3,000.00	\$3,000.00
7904 - Retirement: Rec & Outdoor Ed Direct	\$4,455.00	\$3,848.00
7905 - Outdoor Ed: Instructors	\$1,000.00	\$1,000.00
7907 - Payroll:Recreational Support	\$10,000.00	\$11,000.00

Ponderosa Retreat and Conference Center 2026 Budget

Accounts	2025 Budget	2026 Budget
7908 - FICA: Recreational Support	\$760.00	\$836.00
7909 - Outdoor Ed: Expenses	\$7,000.00	\$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	\$28,962.00	\$27,040.00
7902 - FICA: Recreation Asst	\$2,201.00	\$2,028.00
7904 - Retirement: Recreation Asst	\$2,896.00	\$2,704.00
7921 - Payroll: Outdoor Ed Staff	\$20,000.00	\$24,000.00
7922 - FICA: Outdoor Ed Staff	\$1,530.00	\$1,824.00
Total Recreation	\$133,747.00	\$129,646.00
Total Programs	\$247,841.00	\$246,557.00
Total EXPENSES	\$2,037,287.00	\$2,095,118.00
 Net Total	 \$180,563.00	 \$250,232.00



ROCKY MOUNTAIN FOUNDATION

	2025 Budget	2025 Yr Forecast	2026 E
Revenue			
Operational Income			
CONTRIBUTIONS/GENERAL	-		
ACCOUNTING HUB INCOME	428,580	448,420	
MIN HEALTH REVIEW INCOME	5,000	9,000	
LOAN ORIGATION INCOME	2,500	4,500	
STOCK CASH-OUT INCOME/GENERAL	-		
TRUST ADMINISTRATIVE INCOME	-		
LTIP Managed Funds Income	250	250	
		13,780	
Total OPERATIONAL INCOME	436,330	462,170	
WE PARTNERSHIP INCOME			
WE CONSULTING FEE INCOME	65,000	60,000	
WE LOAN REV SHARE-QUARTERLY	32,000	35,600	
WE LOAN DISCOUNTS-MONTHLY	8,698	8,698	
Total BFOK PARTNERSHIP INCOME	105,698	104,298	
Total LONG-TERM INC-INT/DIV ON PORT**	350,000.00	483,000.00	60
LONG-TERM INC-LOAN INTEREST			
GAIN/LOSS SALE STOCK-GENERAL			
UNRLZD GAIN/(LOSS)-GENERAL ***			
Total UNRLZD GAIN/(LOSS)-GENERAL			
Total LONG-TERM INC-LOAN INTEREST	-		

Total Revenue	892,027.93	1,049,468.00	1,19
----------------------	-------------------	---------------------	-------------

EXPENSES

OPERATIONAL EXPENSES

Bad Debt Expense	-			
DEPRECIATION	13,164		13,164	
OPERATIONAL EXP-GENERAL	\$ 6,500	\$ 6,500	\$	
RMF Training and Continuing Education	\$ 1,000	\$ 1,000	\$	
RMF Cyber Insurance	\$ 1,600	\$ 1,600	\$	
PROMOTIONAL FEES-GENERAL	\$ 4,000	\$ 4,000	\$	
PROFESSIONAL FEES	1,500	20,000		
AUDIT EXPENSE	13,200	14,500		
LEGAL EXPENSE	2,000	2,000		
OFFICE SUPPLIES	6,000	6,000		
SOFTWARE COSTS	65,000	36,000		
ACCOUNTING HUB EXPENSES	7,800	7,800		
FOUNDATION BOARD EXPENSES	16,000	16,000		
STAFF TRAVEL & MEETINGS	10,000	10,000		
SCHOLARSHIPS	8000	8000		
BANK CHARGES/GENERAL	180	180		
IT COSTS	-	-		
Total OPERATIONAL EXPENSES	155,944	146,564		

SALARY EXPENSES

SALARY, STAFF	595,865			
INSURANCE (Medical)	80,000			
RETIREMENT, STAFF	46,500			
SOCIAL SECURITY, STAFF	54000			
BONUS POOL				
ACCOUNTING CONTRACTOR COSTS				
Total SALARY EXPENSES	776,365	915,000		

INVESTMENT EXPENSE

INT EXP ON ST MANAGED FUNDS			
Total SHORT-TERM EXPENSE	-		
INT EXP ON FR MANAGED FUNDS			
Long Term Investment Expense			
Long Term Expense			
DIST TO INVESTOR			
Total FIXED-RATE EXPENSE			
Total FOUNDATION EXPENSES	932,309	1,061,564	1
Potential Additional Costs			
Excess Software	21,000	21,000	
Total Additional Costs	21,000	21,000	
Net Total	(61,281)	(33,096)	

Footnotes:

** Change in 2025 to Net Realized Income based on projected Asset Base and Spread

*** No Forecast for Unrealized Gain/Loss for budgetary purposes

Colorado Baptist General Convention 2026 Budget

New Quickbooks Number Assignments

NEW Numbers

Acct #	Account Description	2025 Budget	CBGC Total	Other Sources ¹	2026 Budget	CBGC Total	Other Sources	Change
50000 WORLD MISSIONS								
50001	World Missions, SBC	\$ 634,832	\$ 634,832		\$ 609,603	\$ 609,603		\$ (25,229)
	TOTAL WORLD MISSIONS	\$ 634,832	\$ 634,832		\$ 609,603	\$ 609,603		\$ (25,229)
51000 ADMINISTRATION BUDGET								
	Executive Director							
51001	Travel, Executive Director	\$ 25,000	\$ 25,000		\$ 25,000	\$ 25,000		\$ -
51002	Office, Administration Division	\$ 3,000	\$ 3,000		\$ 3,000	\$ 3,000		\$ -
51003	Stratgies and Consultations	\$ 5,000	\$ 5,000		\$ 9,000	\$ 9,000		\$ 4,000
	Total Executive Director	\$ 33,000	\$ 33,000		\$ 37,000	\$ 37,000	\$ -	\$ 4,000
	Convention Support							
51010	Executive Board	\$ 15,000	\$ 15,000		\$ 15,000	\$ 15,000		\$ -
51011	Annual Meeting	\$ 20,000	\$ 20,000		\$ 20,000	\$ 20,000		\$ -
51012	Annual Pastor's Conference	\$ 5,000	\$ 5,000		\$ 5,000	\$ 5,000		\$ -
51013	Women's Gathering	\$ 5,000	\$ 5,000		\$ 5,000	\$ 5,000		\$ -
51014	President's Expense	\$ 1,000	\$ 1,000		\$ 1,000	\$ 1,000		\$ -
51015	Leadership Evangelism	\$ 10,000		\$ 10,000	\$ 15,000	\$ 5,000	\$ 10,000	\$ 5,000
51016	Gateway/Rocky Mountain Campus	\$ 45,000	\$ 45,000		\$ 45,000	\$ 45,000		\$ -
	Total Convention Support	\$ 101,000	\$ 91,000	\$ 10,000	\$ 106,000	\$ 96,000	\$ 10,000	\$ 5,000
	Collegiate Ministries							
51020	Collegiate Ministries Support	\$ 12,000	\$ 12,000		\$ 12,000	\$ 12,000		\$ -
51021	Collegiate Ministries Insurance	\$ 12,000	\$ 12,000		\$ 12,000	\$ 12,000		\$ -
51022	Collegiate Evangelism Ministries	\$ 30,000		\$ 30,000	\$ 30,000		\$ 30,000	\$ -
	Total Collegiate Ministries	\$ 54,000	\$ 24,000	\$ 30,000	\$ 54,000	\$ 24,000	\$ 30,000	\$ -
	TOTAL ADMINISTRATIVE BUDGET	\$ 188,000	\$ 148,000	\$ 40,000	\$ 197,000	\$ 157,000	\$ 40,000	\$ 9,000
	OPERATIONS BUDGET							
	Office Expenses							
51030	Copiers				\$ 8,000	\$ 8,000		\$ 8,000
51031	IT Support				\$ 12,000	\$ 12,000		\$ 12,000
51032	Shredding	\$ 1,200	\$ 1,200		\$ 1,200	\$ 1,200		\$ -
51033	CRM				\$ 6,000	\$ 6,000		\$ 6,000
51034	Operations	\$ 6,000	\$ 6,000		\$ 2,000	\$ 2,000		\$ (4,000)
51035	Web Fees/Subscriptions	\$ 4,000	\$ 4,000		\$ 4,000	\$ 4,000		\$ -
51036	Accounting Hub Expense	\$ 45,600	\$ 45,600		\$ 45,600	\$ 45,600		\$ -

51037 Bank/Card Fees	\$ 4,000	\$ 4,000		\$ 4,000	\$ 4,000		\$ -
51038 Postage	\$ 7,000	\$ 7,000		\$ 7,000	\$ 7,000		\$ -
51039 Kitchen Supplies	\$ 1,500	\$ 1,500		\$ 1,500	\$ 1,500		\$ -
51040 Computer Maintenance/Upgrades	\$ 15,000	\$ 15,000		\$ 2,500	\$ 2,500		\$ (12,500)
51041 New Equipment	\$ 6,000	\$ 6,000		\$ 6,000	\$ 6,000		\$ -
51042 Background Checks	\$ 2,000	\$ 2,000		\$ 2,000	\$ 2,000		\$ -
51043 Legal	\$ 15,000	\$ 15,000		\$ 15,000	\$ 15,000		\$ -
51044 Audit	\$ 15,000	\$ 15,000		\$ 20,000	\$ 20,000		\$ 5,000
51045 Office Supplies	\$ 4,000	\$ 4,000		\$ 4,000	\$ 4,000		\$ -

Total Office Expenses	\$ 126,300	\$ 126,300		\$ 140,800	\$ 140,800		\$ 14,500
------------------------------	-------------------	-------------------	--	-------------------	-------------------	--	------------------

Properties Held

51050 Properties Held Expense	\$ 10,000	\$ 10,000		\$ 5,000	\$ 5,000		\$ (5,000)
51051 Properties Held Insurance/Liability	\$ 25,500	\$ 25,500		\$ 28,000	\$ 28,000		\$ 2,500

Total Properties Held	\$ 35,500	\$ 35,500		\$ 33,000	\$ 33,000		\$ (2,500)
------------------------------	------------------	------------------	--	------------------	------------------	--	-------------------

Bradford Building

51060 Telephone/Internet Expense	\$ 8,000	\$ -	\$ 8,000	\$ 8,000		\$ 8,000	\$ -
51061 Building Maintenance/Repair	\$ 15,000	\$ -	\$ 15,000	\$ 15,000	\$ -	\$ 15,000	\$ -
51062 Insurance/Liability (Bradford)	\$ 13,500		\$ 13,500	\$ 20,000		\$ 20,000	\$ 6,500
51063 Elevator Maintenance and Expense	\$ 3,750		\$ 3,750	\$ 3,750		\$ 3,750	\$ -
51064 Utilities	\$ 15,000	\$ -	\$ 15,000	\$ 15,000	\$ -	\$ 15,000	\$ -
51065 Custodial Supplies	\$ 11,000		\$ 11,000	\$ 11,000		\$ 11,000	\$ -
51066 Pest Control				\$ 1,500		\$ 1,500	\$ 1,500
51067 Lawn and Snow	\$ 7,000	\$ -	\$ 7,000	\$ 7,000	\$ -	\$ 7,000	\$ -
51068 Real Estate Taxes	\$ 13,000	\$ 2,250	\$ 10,750	\$ 13,000	\$ 10,250	\$ 2,750	\$ -

Total Bradford Building	\$ 86,250	\$ 2,250	\$ 84,000	\$ 94,250	\$ 10,250	\$ 84,000	\$ 8,000
--------------------------------	------------------	-----------------	------------------	------------------	------------------	------------------	-----------------

TOTAL OPERATIONS BUDGET	\$ 248,050	\$ 164,050	\$ 84,000	\$ 268,050	\$ 184,050	\$ 84,000	\$ 20,000
--------------------------------	-------------------	-------------------	------------------	-------------------	-------------------	------------------	------------------

52000 PERSONNEL BUDGET

2025 Budget	CBGC Total	Other Sources ¹	2026 Budget	CBGC Total	Other Sources
-------------	------------	----------------------------	-------------	------------	---------------

Staff Expenses

52001 Housing & Salary, Executive Staff	\$ 234,360	\$ 234,360		\$ 250,460	\$ 250,460		\$ 16,100
52002 Retirement, Executive Staff	\$ 23,436	\$ 23,436		\$ 25,046	\$ 25,046		\$ 1,610
52003 Housing & Salary, Support Staff	\$ 72,400	\$ 72,400		\$ 55,000	\$ 55,000		\$ (17,400)
52004 Disaster Relief Director				\$ 26,000	\$ 26,000		\$ 26,000
52005 Retirement, Support Staff	\$ 7,240	\$ 7,240		\$ 5,500	\$ 5,500		\$ (1,740)
52006 Social Security, Support Staff				\$ 4,300	\$ 4,300		\$ 4,300

Total Staff Expenses	\$ 337,436	\$ 337,436		\$ 366,306	\$ 366,306		\$ 28,870
-----------------------------	-------------------	-------------------	--	-------------------	-------------------	--	------------------

Regional Director Expenses

52100 RD Housing & Salary

52101 AVBA-RGBA	\$ 81,480	\$ 18,600	\$ 62,880	\$ 83,424	\$ 18,600	\$ 64,824	\$ 1,944
52102 CDA	\$ 88,600	\$ 70,000	\$ 18,600	\$ 93,030	\$ 70,000	\$ 23,030	\$ 4,430

52103 GVBA-HCBA	\$	83,700	\$	54,900	\$	28,800	\$	89,040	\$	54,900	\$	34,140	\$	5,340
52104 GCPBA														
52105 LPBA	\$	85,300	\$	40,000	\$	45,300	\$	86,800	\$	40,000	\$	46,800	\$	1,500
52106 MHBA	\$	108,000	\$	63,000	\$	45,000	\$	118,000	\$	63,000	\$	55,000	\$	10,000
52107 MVBA-UBA	\$	83,940	\$	50,000	\$	33,940	\$	86,040	\$	50,000	\$	36,040	\$	2,100
52108 PPBA	\$	52,000	\$	52,000			\$	50,000	\$	50,000			\$	(2,000)
Total RD Housing & Salary	\$	583,020	\$	348,500	\$	234,520	\$	606,334	\$	346,500	\$	259,834	\$	23,314
52201 RD Retirement	\$	56,452	\$	56,452			\$	58,589	\$	58,589			\$	2,137
Total RD Retirement	\$	56,452	\$	56,452			\$	58,783	\$	58,783			\$	2,331
52300 RD Travel & Reimbursement														
52301 AVBA-RGBA	\$	5,500	\$	5,500			\$	5,500	\$	5,500			\$	-
52302 CDA	\$	13,000	\$	13,000			\$	13,000	\$	13,000	\$	-	\$	-
52303 GVBA-HCBA	\$	15,000	\$	15,000			\$	15,000	\$	15,000			\$	-
52304 GCPBA														
52305 LPBA	\$	8,000	\$	8,000			\$	8,000	\$	8,000			\$	-
52306 MHBA	\$	3,000	\$	3,000			\$	3,000	\$	3,000			\$	-
52307 MVBA-UBA	\$	17,000	\$	17,000			\$	17,000	\$	17,000			\$	-
52308 PPBA	\$	2,000	\$	2,000			\$	2,000	\$	2,000	\$	-	\$	-
Total RD Travel & Reimbursement	\$	63,500	\$	63,500	\$	-	\$	63,500	\$	63,500	\$	-	\$	-
TOTAL REGIONAL DIRECTOR EXPENSES	\$	702,972	\$	468,452	\$	234,520	\$	728,617	\$	468,783	\$	259,834	\$	25,645
Benefits														
52401 Life/Dental Insurance Guidestone	\$	45,000	\$	45,000			\$	50,000	\$	50,000			\$	5,000
52402 Major Medical - Staff	\$	160,000	\$	160,000			\$	150,000	\$	150,000			\$	(10,000)
52403 Worker's Comp Insurance	\$	8,000	\$	8,000			\$	8,000	\$	8,000			\$	-
Total Benefits	\$	213,000	\$	213,000			\$	208,000	\$	208,000			\$	(5,000)
TOTAL PERSONNEL BUDGET	\$	1,253,408	\$	1,018,888	\$	234,520	\$	1,302,923	\$	1,043,089	\$	259,834	\$	49,515
53000 CONVENTION STRATEGIES														
Director Convention Strategies														
53001 Travel, Dir. Conv. Strategies	\$	5,000	\$	5,000			\$	5,000	\$	5,000			\$	-
53002 Office, Dir. Conv. Strategies	\$	2,000	\$	2,000			\$	2,000	\$	2,000			\$	-
53003 Strategies and Consultations	\$	2,000	\$	2,000			\$	3,000	\$	3,000			\$	1,000
Total Director Conv. Strategies	\$	9,000	\$	9,000			\$	10,000	\$	10,000			\$	1,000
Convention Ministries														
53011 Literacy Missions Partner Fees	\$	2,000	\$	2,000			\$	2,000	\$	2,000			\$	-
53012 Pastoral Evangelism Funds	\$	10,000			\$	10,000	\$	10,000			\$	10,000	\$	-

Total Convention Ministries		\$	12,000	\$	2,000	\$	10,000	\$	12,000	\$	2,000	\$	10,000	\$	-	
Communication Ministries																
53020	Communication Costs	\$	42,000	\$	42,000			\$	50,000	\$	50,000	\$	-		\$ 8,000	
Total Communication Ministries		\$	42,000	\$	42,000	\$	-	\$	50,000	\$	50,000	\$	-		\$ 8,000	
TOTAL CONVENTIONSTRATEGIES		\$	63,000	\$	53,000	\$	10,000	\$	72,000	\$	62,000	\$	10,000		\$ 9,000	
54000 CHURCH PLANTING FUNDS																
54001	Church Planting/Replanting	\$	8,000	\$	8,000			\$	8,000	\$	8,000				\$ -	
TOTAL CHUCH PLANTING FUNDS		\$	8,000	\$	8,000			\$	8,000	\$	8,000				\$ -	
TOTAL BUDGET WITHOUT WORLD MISSIONS		\$	1,760,458	\$	1,391,938	\$	368,520	\$	1,847,973	\$	1,454,139	\$	393,834		\$ 87,515	
TOTAL BUDGET WITH WORLD MISSIONS		\$	2,395,290	\$	2,026,770	\$	368,520	\$	2,457,576	\$	2,063,742	\$	393,834		\$ 62,286	
ANTICIPATED COOPERATIVE PROGRAM INCOME				\$	2,116,107					\$	2,032,001					\$ (84,106)
SOURCES OF INCOME 2026																
Cooperative Program		\$	2,032,001.00													
North American Mission Board		\$	50,000.00													
Colorado Associations		\$	259,834.00													
Lease Income		\$	84,000.00	Including 30%		\$2,491,790*	Including 30%		\$	2,457,576						
Total Income		\$	2,425,835.00	(*=\$96,500 in line items removed for 2026 Budget)												
Total Budget		\$	2,457,576.00													
				\$	2,116,107					\$	2,032,001					
Difference		\$	(31,741.00)	\$	89,337					\$	(31,741)					



Strategies and Operations

Rick Ackerman – Director of Strategies & Operations

This year marks 100 years of Cooperative Program giving for Southern Baptists and 69 years of partnership as Colorado Baptists! Together we have made more disciples, supported more churches, sent more missionaries, and trained more ministry leaders than any one church could do alone. As Colorado Baptists, we are part of a Global Gospel Movement that is comprehensively supported from pastoral development to equipped disciples. We partner with the conviction that together, we can reach more of the 4.9 million lost people in Colorado, millions more nationally, and billions more globally, than we could independently. Now more than ever, our world needs a unified gospel-centered disciple-making movement. I love that our network partners work so well together in the Great Commission.

**We are asking God for 50% of our Colorado churches
to internationally partner together in a disciple-making movement,
so that 200 new leaders will emerge
as lay leaders, pastors, and church planters in our state.**

In 2024, our Regional Directors identified the common need for more leaders in every region of our state. We began praying and asking God how we could help support churches in identifying and developing more leaders in their churches. The above prayer emerged as our focus, and we got to work! So far, we have identified 101 churches from every region of our state that are willing partner together in either sharing their disciple-making pathway or in helping other churches define their disciple-making pathway. We are already seeing the fruit of this effort, with new ministries being started and leaders being sent out to pastor churches that have been without a pastor for years! Be sure to read our Regional Director reports and watch the Norwood Baptist Church Video on our Annual Meeting site to learn more.

While we are more than halfway to our goal of 183 churches, there are still more people to reach, churches to be revitalized, and churches to be planted. If you would like to learn more about this effort or get started, please contact your Regional Director.

**We are Colorado Baptists!
We are churches advancing
the Gospel together!**

Rick Ackerman





Rocky Mountain Foundation

Matt Trombley – President of the RMF

Hello fellow Colorado Baptists! 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 has made significant improvement to our services and methods for serving ministries across Colorado and the broader Rocky Mountain region. We are honored to now be serving over 150 unique ministries every month, and even more ministries with some of our one time services. What we love the most is fulfilling our role in helping Advance the Gospel everywhere and to everyone, and so we want to express our sincere thanks and gratitude to all of our ministry partners.

We're also very excited about the following highlights from this year.

- **Continued Affirmation of RMF's High Quality:** This year we received another positive independent Audit result, and were again accredited by the Evangelical Council for Financial Accountability (ECFA).
- **Ministry Investments:** RMF is helping to deliver multiple Kingdom wins for our investment partners. We are on track to deliver over \$800,000 in interest to ministries this year which will be a new RMF record; We also are helping to ensure the majority of those funds are used to help other churches advance the Gospel.
- **Ministry Loans:** We are investing at record levels for RMF, with over \$13 million currently invested in churches to help them with building projects.
- **Ministry Accounting:** We have the privilege of working with more than 55 ministries, returning hundreds of hours to ministry leaders per month! We will also help over 9 ministries this year strengthen their financial processes through our Ministry Financial Health Reviews.
- **Scholarships:** Through our scholarship program we have supported multiple SBC seminary students, as well as helped to send multiple students to Ponderosa camps.
- **And Beyond:** We continue to work across the Rocky Mountain Region, expanding what we do to help our brothers and sisters advance the Gospel in the harvest fields of Wyoming and South Dakota.

Thank you for allowing us to serve you with our expertise. We love our place in the body of Christ and the family of churches across the Rocky Mountain region. May the grace and peace of Christ be with you all.

Matt Trombley
President & CEO
Rocky Mountain Foundation





Colorado Baptist Disaster Relief

Dennis Belz, State Director



As the new year began, disasters were far and few between! This gave us time to work on our big project of arranging the CBDR Arena. We were able to get our supplies more organized and set up our new office and conference/training room with furniture donated by a business. I would like to invite our pastors, staff, and churches to come by and visit us at our new location at 15211 Washington St. in Thornton. We are presently leasing this facility and seeking the Lord's will on the possibility of purchasing the 9 acres, which includes several outbuildings that could be used for storage and a future Disaster Relief Training Site that would be available to our churches and community disaster personnel to receive hands-on training in disaster work.

Would you like to be a DISASTER READY church and have a team that would be able to deploy to help your community at a time of need? As we train volunteers, we need to be looking outside the box as events are changing in our world. COVID was an example as CBDR partnered with Grace Community Church in mass feeding. Yes, we will continue to have tornados, hurricanes, and floods, but as the world continues to change, we need to be prepared as churches and CBDR for possible new types of disasters. We are seeking additional churches and volunteers to partner in this mission. Disaster Relief Ministry gives us great opportunities to share about Christ when we are on the job site or traveling.

This year CBDR volunteers have deployed locally for tornado clean-up and have helped many individual families in need. Our teams also deployed to New Mexico for flood recovery/clean-up and to California to assist with personal property recovery/clean-up. Often our teams assist local church pastors and staff by helping their members who are in need after a disaster. Sometimes we are asked to help the church due to damage from storms. If your church ever has a need, please reach out to us so we can assist you and your congregation.

As we partner together, I want to encourage you to share with your congregation about CBDR as it is a great opportunity for members to be trained and be involved with this great local mission's opportunity not only in Colorado, but around the country as they serve in Bringing: Help, Hope and Healing to those in need. This is "MISSIONS IN ACTION"! People hear about disaster relief, but until they go on the field, most have not experienced it. Their outlook on missions will change on their first deployment!

Some additional ways you could partner with CBDR: prayer, financial giving, opportunity to speak at your church or mission event or set up a CBDR display at your church. I am looking forward to great partnerships as we encourage missions and serve together!

Serving Together,

Dennis Belz – CBDR State Dir.

Bringing: Help, Hope and Healing

www.ColoradoDR.org





Colorado Volunteer Church Builders

Brad Cowger, Team Leader

Our mission is simple. We use our skills to help churches provide the best space possible to reach people with the gospel of Jesus. By providing volunteer labor, we mobilize believers who want to serve the local church. We help provide construction and maintenance needs, so that the church can use more of its resources to make disciples.

We serve three different audiences:

- Churches who have needs.
- Churches who want to do a building mission trip in Colorado (includes churches outside of Colorado)
- Volunteers from churches who want to join us on a mission trip.

You can go to our website to sign up or call us and talk to us.

Website: <https://coloradobaptists.org/colorado-volunteer-church-builders/>

Director Brad Cowger (970) 765-1220

Assistant Director Mike McClellan (316) 641-7453

Upcoming projects in 2025:

1. May 5-9, Hesperus Camp: 22265 Hwy 140, Hesperus, CO 81326

Contact person Mike McClellan (316) 641-7453

Projects: roof and porch of conference center, bathroom remodel, other misc. projects.

If your church would like to help Hesperus Camp another week, contact: Brian Maxey at (505) 947-1583

2. May 5-9, Wheatland Conference Center: 14 East 2nd Street Flagler, CO 80815

Contact person: Brad Cowger (970) 765-1220

Several building projects, repairs and landscaping

3. Early September, Crossroads Church Poncha Springs: 10915 County Road 128, Poncha Springs, CO

Contact persons: Brad Cowger or Mike McClellan

Interior and exterior finishes on new building

4. Possible project Mountain Crest Baptist Church Leadville CO

How can you help us?

If you hear of a need let them know to contact us.

If you know of someone who may want to volunteer, let us know.

If you know of a group looking for a building mission project, have them call me.

In Christ, Brad Cowger

Bcowger@Coloradobaptist.org





Ponderosa Retreat & Conference Center

Andrew Clark, Executive Director, Ponderosa

2025 has been a year marked with God's blessing on Ponderosa. The following is an overview of all the great things He has done.

Improvement Projects: We have been blessed to be able to continually improve the property for improved ministry operations. Through church missions trips and the skills and hard work of our staff, we have been able to remodel the downstairs bathrooms at the office building, re-model Aspen cabins 1 and 2 to be year-round staff homes, build new rustic lighted building signs, install split rail fencing where needed, paint the exterior of 2 camp buildings and this fall we will be installing electric power to the challenge course and softball field areas. To His glory, almost all of this was done through church and individual donations.

New Team Members: This year we have been excited to welcome new team members to the Ponderosa Staff. Tammy Bachman joined our team as our new Program Camps Director. Brett Woolcock is our new Assistant Director of Recreation and Outdoor Education having just graduated from the Colorado State University at Pueblo. Courtney Crosland is the wife of our Facilities Director, Robert, and has become one of our Assistant Food Service Directors. And lastly, Gus Rios has newly been hired from another camp ministry in New Mexico to be our other Assistant Food Service Director. Our full-time staff at Ponderosa are the faithful servants who keep this ministry operating every day.

Our summer season was action-packed and full of God moments. Our Peak and Summit camps were highly attended with students growing their faith and there were many decisions for Christ. Due to increasing popularity, we were excited to add a third week of Summit Camp in 2025. Additionally in 2025, we hosted 350 students from First Baptist Church Houston, TX for a week of camp combined with missions work with local churches in the Pikes Peak Baptist Association.

At the time of writing this, 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.

As many of you know, we have a bell in the middle of camp that we only ring in celebration of someone who accepts Christ as their savior while at camp. It is a privilege to report to you that so far in 2025, that bell has rung 112 times and we celebrate with the angels what the Lord has done!

We are currently praying for financial partners to help us continue to improve the ministry of Ponderosa. Please pray about partnering with Ponderosa on improvement projects and other needs. 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 2025

Tammy Bachman, Camp Programming Director

Ponderosa's Program Camps exist to reach our family of churches through the Colorado Baptists and ultimately the Southern Baptist Convention as a whole.

Why does partnering with Ponderosa matter? Because youth camp is more than an event—it's a powerful way to reach and shape the next generation.

Here are the top 10 ways our Program Camps makes a lasting impact.

✝️ **Deepens Faith Foundations** – Camp creates space for students to encounter God in a personal way, away from daily distractions.

👉 **Strengthens Church Community** – Shared experiences at camp help our youth build stronger connections with each other and with their leaders.

🌟 **Raises Up Future Leaders** – Camp encourages students to step into roles of responsibility, giving them confidence to serve in the church and beyond.

📖 **Provides Focused Time in God's Word** – Extended teaching, worship, and small groups give students the opportunity to dive deeper than a Sunday service allows.

❤️ **Encourages Spiritual Decisions** – Many young people make significant commitments to Christ at camp because of the unique, Spirit-filled environment.

🌱 **Cultivates Lifelong Discipleship** – Spiritual seeds planted at camp often grow into lasting commitments to follow Jesus.

🔥 **Fuels Passion for Evangelism** – Experiencing God's presence stirs students to bring that fire back home and share the Gospel with their peers.

🛖 **Breaks Down Barriers** – Time away from normal routines helps students open up about struggles and find healing in Christ-centered community.

🔧 **Equips the Next Generation** – Camp equips students with tools, confidence, and a stronger foundation to live out their faith boldly in today's world.

🕒 **Creates Lasting Impact** – The memories and spiritual moments from camp often mark students' lives for years, shaping how they see themselves and their calling.

Our 2025 Program Camps welcomed 52 churches from seven states, including Colorado, Kansas, Texas, Missouri, New Mexico, Texas and Utah. Here are our key statistics at a glance.

Summit Winter	Youth Camp	8 Churches	196 Campers
PEAK 1	Kids Camp	10 Churches	192 Campers
PEAK 2	Kids Camp	2 Churches	147 Campers
SUMMIT 1	Youth Camp	10 Churches	246 Campers
SUMMIT 2	Youth Camp	12 Churches	235 Campers
SUMMIT 3	Youth Camp	10 Churches	258 Campers

Total 2025 Campers = 1,274

Total 2025 Salvations = 91

Camp is more than a trip — it's an investment in the next generation of the church. Thank you for partnering with us.





Colorado WMU/Missions Discipleship

Claudean Boatman, CO WMU Executive Director

This has been the Year of the Missionary! I have spent the year discovering where Colorado-connected missionaries are serving and how we can pray for their work and families. It's been an interesting journey.

So far, I have connected with 20 families and individual IMB workers who have ties to Colorado. Some grew up here. Others have parents who live here or have lived here. We can use real names for about 5 of those. The remainder must be referred to with their assigned pseudonyms. Two of those will only give me their first names. The places these workers live and the people with whom they work make revealing their real identities a dangerous thing—for the people they work even more than for the missionaries. Such security concerns constrain the information I can give out about our workers. However, I can send the workers email addresses of people who are interested in hearing from them and praying for them. They want to hear from the local church!

In March our state missions conference, *Beautiful Feet*, featured missionaries and retired missionaries serving in South Asia, along with Send Relief's Denver Ministry Center Director Kayla Horne, and pastors/church planters who have a heart for missions. The weekend started with an evening of prayer for Colorado-connected missionaries.

Our next missions conference will be March 20-21, 2026, at Windsor Cornerstone Baptist Church. Our theme is *Abide and* will focus on developing missional leaders who are intentional in spending time with Jesus, even during busy ministry seasons.

Along with the missions conference, Colorado has hosted several missionaries who have spent some or all their stateside assignment in Colorado. Cornerstone Baptist, Windsor, has hosted three short-notice "Ask the Missionary" sessions since June. Missionaries serving in South Asia, Central Asia, and Europe shared. Workers featured in the VBS curriculum attended VBS.

Another highlight has been writing scholarship endorsements for two MKs and two daughters of a Colorado church planter. We paid the airfare for one MK to attend the MK Reentry Retreat.

In 2027, Colorado WMU will co-host the MK Reentry Retreat with Tennessee WMU. We are accepting donations to help fund that worthwhile endeavor.

In September, Tennessee WMU made their annual prayer walking trip to Colorado. I was able to join them to pray over church planters along the Front Range.

Finally, Ann Perry, Colorado WMU's outgoing President, has been awarded a Jefferson Cup. The engraved silver cup is an expression of appreciation for her service on the National WMU Executive Board, 2019-2025.

Claudean Boatman, Colorado WMU Executive Director (volunteer)





Colorado Literacy Missions Ministries

Claudean Boatman, Literacy Missions Coordinator

Reading is critical in discipleship and spiritual growth. When a person can read the Bible for himself, the veil is lifted, so to speak.

In his conclusion to *Literacy, Bible Reading, and Church Growth through the Ages* (1978), Morris Watkins wrote

Throughout history the Written Word of God has proven itself powerful in evangelism and in building the Christian Church. This should come as no surprise to us, for God Himself has given us His promise regarding the potency of His Word. He says:

So shall my word be that goes forth from my mouth; it shall not return unto me empty, but it shall accomplish that which I purpose, and prosper in the thing for which I sent it (Isaiah 55:11, RSV).

Colorado Baptists have three ministries the local church can use. English as a Second Language gives non-English speakers a safe place to learn to speak English and learn of God's love. Adult Reading and Writing ministries focus on native speakers of English who cannot read or write at a functional level—about 1/3 of our nation's adults cannot read a medicine label, bus schedule, or letters sent home from school. Tutoring Children and Youth ministries help students who are struggling in school, be they English speakers or second language students. Current budget restraints will open doors for tutoring ministries.

Literacy ministries have been used to reach people who don't know Jesus since 1959 in Southern Baptist life. They have been used to disciple and equip believers who are learning to read better or to speak English. When a person can read the Bible, false teaching can be countered with what the Bible says. Literate believers can be trained to hold leadership and teaching roles in the local church. Illiterate people avoid places, including churches, where being able to read is an assumption.

Literacy ministries are intentional in sharing the Gospel and building authentic relationships with students. Volunteers are trained for a specific ministry through a basic workshop designed by NAMB and Send Relief and administered by the National Literacy Missions Partnership, a coalition of Southern Baptist State Conventions. Colorado is one of the founding members of the Partnership.

As one of those Partners, Colorado was instrumental in helping an IMB worker who serves in South Asia develop a family literacy course that will be used in rural villages. We continue to pray for God's hand on this project and will continue to support the training of local volunteers who will teach.

Pray for Colorado Baptist churches to be burdened for people who cannot read well, for students struggling in school, and people who can't speak English. Then ask God to lead them to begin ministries to meet the needs in front of them.

Claudean Boatman, Literacy Ministries





Gateway Seminary Rocky Mountain Campus

Dr. Steve Veteto, Director

Your campus in Colorado continues to pursue the mission of **shaping leaders who expand God's Kingdom around the world.**

Seminary Operations

The total number of RMC students (those in our zip code areas) enrolled at Gateway this fall (2025) is 45. Credit hours taken by those students in the fall 2025 semester is 280. Scholarship funds given through the Nicy Murphy CO State Mission offering to help students totaled \$4,650 this fall and \$3,500 for spring '25. Praise the Lord for providing these scholarship funds and thank you Colorado Baptists! Tuition and gift revenue was \$2K above actual expenses for the campus this last academic year ('24-25). The RMC endowment fund, which began in 2015 by Conley and Carolyn Smith with \$247K, now contains \$915K as of July 31, 2025. The interest from this fund goes to offset operational expenses at the RMC. Continue to pray that God would send more students and financial partners to enable the campus to shape leaders who expand God's Kingdom in Colorado and around the world.

The RMC now has four teaching sites off-campus: Cross Fellowship Church in Black Forest, CO, the WY Southern Baptist Mission Network (WY SBC) in Casper, WY, the site started four years ago in Salt Lake City, and the newest site, Northern CO, in Ft. Collins hosted by Overland Church. The SLC site has 18 students taking Church History I this semester. The Northern CO site has 10 students taking Christian Theology I this semester. These off-campus sites are enabling the RMC to provide contextualized theological training, which meets the needs in these different regions. The RMC is still looking to start a teaching site in Pueblo and possibly one on the eastern plains.

On September 4, RMC held our annual donor dinner hosted by Dr. Adam Groza, President of Gateway Seminary. We had approximately 90 celebrate God's faithfulness in providing the resources and financial partners needed to shape leaders who are expanding God's Kingdom in the Rocky Mountain region.

Thank you, CO Baptists, for hosting the campus in the convention building. Without your support (campus space offered free of charge), the RMC would most likely not be operational today.





Colorado Christian Challenge

Kent Slack, Director - Collegiate Ministries

Across ten campuses last year, Christian Challenge engaged college students with the gospel, developed disciples of Jesus Christ, mobilized servant leaders, and sent missionaries to the world. Last year, 105 students were trained and involved in evangelism, leading 21 students from their campuses to accept Jesus as Savior. In addition, our ministry efforts in other contexts led to 11 other individuals accepting Christ, as well. We had 190 students participate in discipleship through small groups or one-on-one settings, 65 students received leadership training, 15 are pursuing vocational ministry, and 94 participated in mission opportunities both in the U.S. and overseas. In all, there were 292 students actively involved in Christian Challenge last year, and we pray that our reach would continue to expand.

Stories of transformation illustrate this impact: Payton, initially skeptical and angry at God, accepted Christ during our Fall Retreat and publicly demonstrated her faith through baptism on Easter Sunday. Vin, with no prior religious background, was moved by the care and authenticity of our ministry community and chose to follow Jesus, culminating in baptism in the Rio Grande River. Owen, wrestling with the idea that salvation depends on his own works, came to understand and trust the gospel, surrendering his life to Christ and growing in discipleship.

Looking ahead, we are especially excited about the 2025-2026 school year. With the help of a local church, we re-launched on a campus where we previously had a presence and had been prayerfully seeking to return—a significant answer to prayer. We also kicked off our Campus Missionary program, an internship designed to better train, utilize, and recruit young staff. Additionally, across our state we welcomed five new staff members this fall, expanding our capacity to reach students for Christ. Altogether, Christian Challenge is now present on 12 campuses, and we are praying with anticipation for how God will continue to move.

We could not do this without you. Churches across our state play a vital role in supporting the work of Christian Challenge. Our churches provide meals, various supplies, access to facilities for retreats and events, prayer, and financial support for staff and ministry efforts. Christian Challenge desires to serve as an extension of the local church, helping students mature in their faith, develop as leaders, and engage in missions. Our ministry equips students to become future pastors, missionaries, and lay leaders, while helping them maintain a vital connection to the local church during college. Through personal discipleship, leadership training, and mission opportunities, we prepare students to return to the church strengthened and ready to serve.

We envision a thriving, reciprocal partnership: from the church to the campus, from the campus to the church. When churches send students to us and support our work, students are more likely to engage with local congregations, inherit a vibrant faith, and become lifelong contributors to the church. By pointing your students to Christian Challenge, churches help ensure the next generation is grounded in Scripture, prepared for service, and committed to Southern Baptist beliefs and practice.

Thank you for your ongoing partnership. We are encouraged by all God has already done, and we are hopeful for what He will continue to do as churches and campus ministries labor side by side for the sake of the gospel. If you would like to begin receiving prayer requests for our college ministry efforts, talk through ways your church could partner with Christian Challenge, or explore how we might encourage and equip you in ministering to college students and high school seniors, I would love to connect with you.

Kent Slack, Colorado Director of Collegiate Ministries
940-372-7212 | ChallengeColorado@protonmail.com





Church Planting Report

Frank Cornelius, Church Planting Leader

Church planting continues to be an effective tool for engaging pockets of lostness in Colorado. To date (late August), 9 new plants have been counted for 2025. We anticipate another 5-6 to be counted by year's end.

We continue to work toward a goal of 1% of the lost residents of our state becoming followers of Christ over the next decade. While the percentage doesn't seem big, that would be almost 50,000 new believers. To achieve this goal, we need to plant scores of new churches across our state.

Over the past year, we have heard incredible stories of lives being transformed. Seldom does a week go by when we fail to receive reports from our planters of new believers being baptized. Most of our plants that are pre-launched have already baptized new believers as they engage their communities with the Gospel. What is truly exciting is to hear the depth of brokenness that people are being saved from. We serve an amazing God who is able to save even from the direst of circumstances.

Over the past decade, we have seen churches planted in myriads of languages. Over this time, 30 language groups have been engaged with the Gospel. In the last year alone, plants have been started in 7 languages: Kurdish, Arabic, Tigrinya, Dari, Filipino, Amharic and Spanish. We can certainly celebrate 30 groups of our international neighbors having access to the Gospel, but that number represent less than 25% of the languages spoken in Colorado. The biggest need in reaching the nations in Colorado is meeting space. If your church would be willing to share space with an international plant, please let us know.

We are finally making measurable progress in reaching out to the Spanish-speaking population of our state. With the launch of the Spanish Leadership Center and Planting Residency, we are seeing men being trained with the skills needed to lead and plant Spanish-speaking churches. A big thanks to Michael Romero who has led this effort.

Churches Plant Churches is more than a slogan; it is a biblical truth. We greatly appreciate the Colorado churches who are training and sending planters to every corner of our state. The more Colorado churches we have training and sending the quicker we can get the Gospel to the communities that still need to hear. Our team is available to your church to talk about ways you can get involved in planting new churches.

November 12 is the Send Network One Day Gathering in Denver. This will be a time of celebration as well as challenge to up our game in church planting. More information will be coming soon. Please make plans to join us in Denver on November 12.





Arkansas Valley Baptist Association Royal Gorge Baptist Association Nate Templin, Regional Director

Honestly it is really hard to measure and report on what is happening in the Associations because it would take a book. Numbers and growth can sometimes tell a story, but so can loss. The truth is God has grown the faith of our pastors and leaders as they have stayed faithful to the call of Christ no matter the circumstances. Here are a few of the highlights of what God has done in and through the Churches.

- Lake Avenue Community Church has continued to grow and reach a younger generation in their community. RGBA hopes to be able to fully give the property to them as they celebrate 2 full years of being launched.
- Living Faith(Formerly New Faith) is also taking over ownership of a property from RGBA as they replant. They have a great vision for what God is going to do.
- High Plains Fellowship of Lamar in the AVBA, has had to expand and renovate their space, as they are being used by God to reach and love their community.
- First Southern La Junta has continued to grow and have had conversations about how to fit in their current space so they can continue to impact their community.
- Solid Rock in Fowler was able to finally celebrate opening their new church building where they can fit and continue to grow. It has already had impact in the community.
- Westcliffe has seen exponential growth in the last year as God brought them the right leader to point them to Christ and reach the community.
- Steel City Fellowship has now partnered with replanting, planting or developing leaders for 5 different communities/churches.
- Lonnie Hartke from Lynn Gardens in Pueblo continues to adapt and grow the annual Beast Feast to bring together churches from the region and share Christ with the lost.

We want to celebrate a few other things:

- We only have 3 total pastorless churches in the associations
- Various churches are working to create a discipleship process for their church or are developing vision
- We have a church rejoining the association
- We have developed 20 new disciple making leaders through A13 cohorts
- We have 10 churches being pastored by or have main team members who have been developed by A13
- We have been able to support various leaders or their families through funding counseling.
- We have partnered with 4 replants/plants financially

We also had churches in many places hold the line through loss of team members, loss of pastors, financial woes, loss of leaders and more. They have run to Christ and remained faithful through many trials and troubles. Many have partnered deeper with other churches and the Association through these times.

It's hard to measure sometimes what God has done through association, but I would say the impact becomes much greater when we lay down our pride and collaborate together to build the kingdom in our communities and beyond.





Continental Divide Association

Michael McVey, Regional Director

Partnership. Relationship. Cooperation. These words may most accurately describe what has been developing in the CDA this year.

The journey through developing relationships has brought a greater sense of partnership and cooperation among the pastors, ministry leaders and churches of the CDA. This networking of minds and hearts has helped develop a sense of unity where leaders and churches are beginning to reach beyond their own world engaging with others in conversation and prayer on behalf of the Kingdom.

The community, encouragement, and fellowship have grown at what can be identified as exponential. In a region that encompasses 16,500 miles square those qualities often lag behind and are not engaged in in a consistent manner. The CDA has sought to engage members by having four to five meetings throughout the year where fellowship, encouragement, and the sharing of information to assist in enhancing the ministry of the churches.

This year the CDA networked together at a Pastor/Wives Marriage Retreat at a Mountain Retreat Center where our marriages were refreshed and relationships renewed. A second meeting connected the association with the Colorado Baptist President for a presentation on Sexual Abuse Prevention and the responsibility of the Pastor and church in preventing and responding to an incident if it occurs in the church.

A third networking chapter was a "His Way Still Works" Seminar hosted by the CDA and Trinity Church in Gunnison. It was a joint networking effort to assist pastors and churches in considering and developing a pathway to establish a disciple making DNA in creating leaders and disciple makers in the church to advance the Kingdom using the model of Jesus. We partnered with Disciplefirst ministries to receive this vital information.

The CDA is also visioneering a strategy to develop a regional hub church plant for the purpose of establishing a center for sending and planting more churches in rural Colorado. We are working with another association as well as another Pastor out of state who will serve as a network resource as we continue to develop this ministry for Kingdom advancement.





Grand Valley Baptist Association

Jeff Bachman, Regional Director

Exciting things are happening across the Grand Valley Baptist Association. We have seen pastors connecting on a weekly and monthly basis at our local gatherings. In September, we will be hosting a Next Gen Training conference with Lifeway at Heart of Junction in Grand Junction for all our churches.

The Pastors in the GVBA have been able to connect and partner with one another in many ways. One way this has happened is how Heart of Junction continues to open its building for baptism services for our newest Grand Junction plant, Resonate Church. We are seeing partnerships emerge across Western Colorado within the Association and across associational lines.

In October, we will continue to develop leaders through the “Leadership Development Institute of the Rocky Mountains” in Rifle, Colorado. One of the students is now the campus Pastor of New Life Fellowship, Glenwood Springs. This partnership is only possible because of the Colorado Baptists and the many pastors who have given of their time to equip believers within our state to serve their local churches, church plants, and replants.

When the Regional Director position was established in the GVBA three years ago, we had three pastor-less churches. Today we have only one, Dinosaur Baptist. They are looking to partner with other churches and the state convention to become a replant. They’ll be going through the Next Steps process to discover what God has in store for them.

The GVBA has made significant use of the Block Party Trailer this year to reach those in need across the area. Resonate Church, located on the Colorado Mesa University campus, was able to utilize the trailer for an entire week to welcome back students and engage them in conversations. We have had several churches use it in conjunction with their VBS and for community outreach events in the park and in church members’ neighborhoods. Many churches have also been able to take advantage of the CMO and Evangelism Grants to reach their community with the Gospel. Without these grants and access to the Block Party Trailer, many of the outreach events in the GVBA would not happen. Thank You, Colorado Baptist, for your faithful giving to advance the Gospel in Western Colorado and the GVBA. May God continue to bless this partnership as we push forward into the lostness of Western Colorado. It is excellent to know and say, “We are Colorado Baptists!”





Great Commission Partnership

Moderator - Great Commission Partnership

We have been working for a new season, with fresh collaboration among churches, new doors opening for ministry, and a renewed sense of unity in our shared mission.

We're excited to announce that our **grant system is being revitalized** to better fund local ministry projects. Whether it's outreach events, discipleship programs, or facility needs, we want to equip churches with the resources to be bold and to act faithfully. These grants are not just financial, but they are covered in prayer and they are our mission. They represent our commitment to see the gospel advance in every corner of our communities.

God is also raising up **new pastors and leaders** within our association. We celebrate those who are stepping into the call to shepherd, preach, and serve. Their presence is a sign that the harvest is ready, and the laborers are being sent.

And in a beautiful expression of God's heart for all people, we are thrilled to support the growth of a **Spanish-speaking church** within our association. This congregation is already reaching families with the love of Christ, and we believe it will be a vital part of our gospel witness moving forward.

We believe that God is moving in the GCPBA. We are one church family, unified in purpose, empowered by the Holy Spirit, and committed to proclaiming Jesus.

Blessings,
Jeff Paschall

Moderator of the GCPBA





High Country Baptist Association

Jeff Bachman, Regional Director

The HCBA is a large territory in western Colorado that extends from the I-70 corridor up to the Wyoming border. We have several churches located in resort areas, including Steamboat Springs, Fraser, Edwards, and Breckenridge. This is a challenging place to minister due to the presence of many seasonal out-of-towners and locals who primarily want to enjoy the great outdoors. Despite the struggles, we have seen great ministry opportunities. We offer mountain-top worship services at several of these locations every Sunday during ski season. We are working to gather our resort leaders together to share ideas and plan how we can continue to reach the lost in resort areas.

When the Regional Director position was established in the HCBA three years ago, we had six churches that did not have a pastor. Today, two of our churches are pastorless, and both are partnering with neighboring churches. Mid Valley Church has become a satellite campus of New Life Fellowship in Rifle, which is part of the Grand Valley Association. FBC Yampa is partnering with Anchor Way in Steamboat Springs, and Granby Baptist is partnering with Valley Life Fraser to replant. The church in Kremmling closed its doors a couple of years ago, but it now has a new planter who has launched and is doing well because of their partnership with Valley Life Fraser.

We have seen great growth through our Pastors' Prayer/Discipleship Cohorts. We have two cohort groups due to the vast geographic area of the HCBA. Each group averages about five pastors. The times we spend together involve fellowship, prayer, and discussions about how discipleship can impact our churches and communities.

The Block Party trailer has been used in various areas this year to engage communities throughout the High Country. The HCBA has even planned to build a second trailer to be used primarily in the High Country, so that more churches can utilize Block Parties to reach the lost in this vast territory. Many churches have been able to take advantage of the Block Party Trailer, as well as CMO and Evangelism Grants, which are offered through partnerships with the local association and the CBGC. Without these grants and access to the Block Party Trailer, many of the outreach events organized by the HCBA churches would not have occurred. Thank you, Colorado Baptist, for your faithful giving and support to reach the lost across the HCBA. It is a joy to serve alongside a network of like-minded believers and a pleasure to say, 'We are Colorado Baptists!'





Longs Peak Baptist Association

John Howeth, Regional Director

My God-given vision of ministry that keeps me focused on as I have served the LPBA churches and pastors/leaders is: *seeing God be great in/through His leaders, churches, and ministries.*

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 the LPBA's Regional Director, I have sought to lead in such a way that benefits both our local association of churches and our state convention. I believe in doing so as a team because we are better together. This what our teams have been doing:

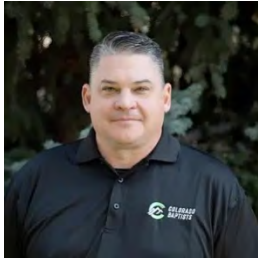
- Hosted National Serve Tour Director Sammy Simmons after agreeing for Ft. Collins/Loveland to be a Host city for Send Relief Serve Tour, September 26-27. I recommended, Andy Duke to be the Project Director for this and he has done an outstanding job.
- Guiding two churches in Ft Collins and Wellington in pastor transition.
- Guiding/consulting with the Pastor Search Committee at Zoar Baptist Church, Prospect Valley, while working with Pastor Chad Minne, Fourway, Ft Lupton as they fill the pulpit and finding the church a reliable Interim/Transition Pastor, Rich Lugo.
- Facilitating or guiding individuals through the Leading From Your Strengths process by helping them do the individual assessment to help them see if they are good fit for church or how to lead better. Our Next Step Team lead, Duane Arledge and I plan to circle back around to two of our church as they have added new staff to redo it in the Fall and offer it to other teams.
- Working with our trustees and associational leadership to help resource new churches who requested a specific grant to help them in purchasing a land, building, or major remodel.
- Working with our trustees to repurpose assets of a church that closed to utilize some of those funds to update/renovate our CSU Collegiate ministry house. Project is 98% complete.
- Facilitating and recruiting two pastors to do a Disciple-making roundtable 2.0 to focus pastors and church leaders to explore how to call out the called.
- Helped Andy Duke, LPBA's Missions Coordinator to ready our fleet of three outreach trailers to be used by our churches and provide equipment to churches renting them.
- Facilitating our Church Planter/Replant HUB gathering that the LPBA funds and organizes to help encourage, support, and pray for planters and replanters.
- Requested and hosted 2 GoNOW college students from Texas in June and July and connected them to 4 churches to help them do outreach projects.
- Participating and praying alongside Tree Cooper, Leader Care Development team lead, in praying with and for the pastors of our association as well as checking-in personally with them.



→ Hosted two groups of pastors from Arkansas & Oklahoma through connections to two Associational Mission Strategists to explore mission partnership between churches.

→ I led a mid-year fellowship lunch for pastors, staff, and ministry leaders, handing out 30 Panera gift cards to those in attendance to take another pastor/staff member out to get to know each other better. God stories were shared about other churches and prayed in small groups.





Mesa Verde Baptist Association Uncompahgre Baptist Association David Smith, Regional Director

What have I done over the last year? Some days it feels like nothing. Other days it feels like I never stopped from sunup to sundown. And some days it is a mix of both. Here are some highlights.

- Worked with Harvest Olathe on Next Steps.
- I have been working with Hesperus Baptist Camp on restructuring the way the camp operates.
- I worked with a pastor in Nebraska to help their association more effectively serve the churches.
- I led 2 discipleship pathway workshops to help churches discover a process for effective discipleship.
- I taught multiple times at the Pastoral Institute.
- I spoke at the Calvary Delta Men's retreat.
- I spoke at the 75th Anniversary of Nucla FBC.
- I had multiple prayer times with pastors.
- I only preached 14 times in the last year.
- I spent 9 24-hour days just driving over the last year.
- Norwood SBC had its first baptism this last year in at least 5 years.

We love to celebrate the good things or get a download of what has been happening. Not everything was good. We had a church close its doors in the last year. I was working with a church and had then break out in a yelling argument during a next step meeting. We tried to host three different training events that we had to cancel because of limited interest.

In October I had a distinct season of burn out where I began to question if this was the right position for me to be in, if I should just return to pastoring because I could make a bigger difference in people's lives and a greater Gospel impact than I am in this position. I questioned if the association was even worth keeping going because our churches are doing their own things and don't seem to have need of the association.

Through that season God showed me how much I love the local church and want nothing more than each of our churches to have a powerful witness in their communities. God showed me that I can have a much greater impact in this position right now than I can as a pastor. And, the association is indeed a necessity and will become more important as time goes on.

I believe the local association will be the lynch pin for churches to be healthy and effectively reach their communities with the gospel.

I don't want the association to be what it once was. I want the association to be what God wants it to be for the future, for His purpose and for His glory.

In doing that, we cannot overlook the reason associations were first formed in America, and concede, these are still valid today. There were three main reasons the associations were first formed in America in 1707 in Philadelphia.

1. **Mutual Support:** Associations, specifically in America, were formed to give mutual support to the churches. Churches were spread out and isolated and the association gave them a place to come together and provide support for each other. How can we provide support to each other today?

Fellowship: In those early colonial days in the Philadelphia Baptist Association, the local Baptist churches struggled with their own individuality. These churches were weak financially and weak in terms of resources. They were isolated from each other by distance. This led to a solitary existence. Churches were few, small, and in need of mutual support. The Baptist association gave these churches the opportunity to come together, work together, and be encouraged by one another. We find the same thing today. Churches are isolated from each other by geography and distance, they are weak financially and in resources. We can find encouragement and support when we gather as pastors and as churches. Dr. Jimmy Draper said this, "*It is the essence of our faith that the stronger help the*



weaker, that the greater help the lesser, that the larger help the smaller. In that sense we need to heed the Lord Who served with a towel in His hand.”

2. **Missions/Evangelism:** Many of us are sick of the statement “Better Together”. It is a true statement. We can do more together than one of us can do alone. As an association of churches with the same focus on the Gospel we can come together to take the Gospel to our communities and to the world. As churches we need to stop asking the question, what can the association do for me and start asking, how could our church help other churches in our association.
3. **Doctrinal Integrity & Accountability:** We have a statement of faith as an association, it is the Baptist Faith and Message. We stand Biblically on important doctrinal issues. This does not mean we all have to be the same or even agree on secondary or tertiary issues. We do need to be able to hold each other accountable for our statement of faith and more importantly to the Scriptures. Our churches should come together to hold each other accountable.

I would add two more to this list.

4. **Fostering Healthy Churches:** We need our current churches to be healthy. Which means pastors must be willing to be vulnerable and transparent when they need help. When a church is on a decline, they need to admit it and ask for help. Not wait until it is beyond repair. And our churches, the association, the state convention need to be ready to come alongside our churches and help them how we can.
5. **Church Planting:** There are churches and pastors who do not see a need for planting churches. They would like to see resources go into making existing churches healthy. I believe we need to have both. We want our churches to be healthy; we also need new churches to be started. Just in the UBA there are approximately 50,000 people. Current statistics put out by NAMB show the state of Colorado is 93% lost. Meaning 93% of the state does not believe in Jesus. That means approximately 46,000 people in our association don't know Jesus! We need more churches preaching the Gospel. We need each of our churches healthy. We need to plant more churches strategically in our association.

I love the local church. I love each of these communities in the UBA and each of as pastors and leaders. My heart breaks for the lostness in the UBA. Together we can increase our gospel impact in each community.

We have a lot of work to do. Let's do it together.





Mile High Baptist Association

Matt Olson, Regional Director

On November 17, 2024, we held our Annual Meeting at The Vietnamese Central Baptist Church in Edgewater, CO. Liem Lee and the members of his church were wonderful hosts and provided an incredible meal for our 130 guests. It was a beautiful scene – pastors, wives, and church leaders from around our city representing the diversity of cultures in our association as well as the common bond that we share as “Churches Advancing the Gospel Together”. We will hold our annual meeting there again this November 9, 2025.

The goal of the Mile High Baptist Association is to come alongside Southern Baptist pastors and churches in the Denver Metro area and assist them in fulfilling their God given calling. Here are some of the ways we have been able to do this:

Cohorts: It is our desire that every pastor be a part of a group of pastors - giving and receiving encouragement, support, and prayer. This past year we have set four new cohorts in motion and will continue making this a priority. If you are interested in starting a cohort or participating in one, please let us know.

Connection to Resources: Most pastors and churches are unaware of the many resources available to them as Southern Baptists. It is our desire to make these known and easily accessible. This past year we were able to direct a number of our churches toward Evangelism Grants, CMO Grants, the use of Block Party trailers (we have two), Educational resources, pastors and wives' retreats, financial services, etc.

Coaching and Next Steps: You have probably heard... “Every leader needs a coach”, and most churches, at some point, will need help getting “Unstuck”. We have coaches and Next Step guides who are skilled and available to help. This past year we were able to introduce several ministries to these resources.

Counseling: Whether a pastor, his wife, or someone in the congregation needs help... there are times we need a skilled outside voice. We can help connect you with that. The more we cooperate the more opportunities and resources show up. In several cases we were able to see relationships restored, spirits refreshed, and ministries preserved.

Conferences: First, we look to promote what is already going on in our city. We have been able to promote and support a number of conferences hosted by our churches. We try not to overschedule and compete but get behind what is already happening. These opportunities come every month for us. We have also been able to cooperate with the IMB, Diaspora, NAMB, Guidestone, the Rocky Mountain Foundation, Nextwave missions, Send Network Espanol, the 6:4 Fellowship, Calvary Family of Churches, Open Door Ministries, Auxano, Lifeway, etc.

Cooperation: Learning from each other and laboring together in God's kingdom work. We want to avoid doing ministry in silos but becoming increasingly aware of and active in the bigger picture of our city. Coming to our annual meeting will help each of us gain that perspective.

Church Planting: Of course, we continue to be closely aligned with the Send Network when it comes to Church Planting. But that is not the only option. We will try to work with candidates and their churches to find the right fit. We have consistently been involved in the assessment process here in Denver and stayed with and supported those called to the metro area. Fewer couples come from the large SBC churches in the south and so it has been increasingly needful to raise future church planters from our churches here in the Mile High City. This we intend to do.

Church Replanting: This may be one of the greatest opportunities we have. Rather than selling off buildings – something better happens. Denver is the place where this is happening! We are in constant conversation with



congregations about such opportunities. What a joy it is to see a discouraged congregation have their hope renewed!

We are also thankful for the Colorado Baptist General Convention and their work to connect the associations in our state in a way that we can collaborate, work together, and pray together. This has been of immense benefit! The Mile High Baptist Association does not receive funding from the Cooperative Program, so we are dependent on our churches to give. We are thankful for those that do and ask that others consider it for this next year. We look forward to sharing the burden of our city and the opportunities that come with that!

Your friend and fellow servant,

MO

Matthew R. Olson, D.Min.

Regional Director

Mile High Baptist Association





Pikes Peak Baptist Association

Chris Nason, Regional Director

Since taking over as Regional Director of the Pikes Peak Baptist Association, I have had the opportunity to network with numerous member churches and their pastors. I officially began on July 1st. I knew right away, having served as the administrative assistant for Dr. Bill Lighty, my predecessor, that I needed to immediately get to work on our annual meeting, coming up on September 16th. I decided to go with a theme of “Cultivating Partnerships.” My reasoning was simple; the pastors I had talked to weren’t actually aware of many of the potential partnership opportunities available to them from organizations in our area and even within the Colorado Baptists umbrella. I look forward to the meeting to see how our pastors and partners come together. For me, it is all about networking and resources, specifically because this is the mission of the PPBA. As our Administration team begins the process of rewriting the job description, we will use these two primary actions of our mission statement as our guide.

One of my first tasks was follow-up work regarding our partnership with Houston’s First Baptist Church. Houston sent over three hundred teenagers and adult leaders from their various campuses to serve eight different churches in our association. Overall, the work that the groups did was very successful and helped our churches reach into their various communities. They did painting and repair work at two schools (serving Cross Fellowship, Palmer Park and Souls Church of Manito Springs), built a new playground (serving Anchor Way Baptist Church), did various repair work around a neighborhood, and hosted a community block party (serving Endeavor Church North of Colorado Springs and Anchor Point Church in North Central Colorado Springs), turned a vacant field into a soccer field (serving Calvary Gracia Verdad), internal repair work to a church building (serving Garden Ranch Baptist Church), and hosted a VBS in one of the most challenging areas of our city (serving Pikes Peak Park Baptist Church). Follow-up is done to continue to cultivate the professional relationship and work out any kinks that could hinder future work. The main problems we encountered seemed to have to do with poor communication, which both organizations (1st Houston and the PPBA) can work on over the next several months, leading up to their next trip here next summer. We hope to be able to establish a five to ten-year partnership with Houston’s first. They bring resources and people, and we provide the mission opportunities. Additionally, we hope more of our churches will see the value of this partnership and participate.

As I continue to discover the various aspects of this new position, I am looking forward to working closely with our other regional directors in various ways. I have already seen the value of a team approach. One of our churches, Viste Grande Baptist, is hosting a lab put on by the International Mission Board. This lab will better equip attendees as sending churches for international missionaries. Being a part of the regional director team has allowed me to get the word out about this lab across the state, not just our association. Since this is a lab that could benefit all of our churches as well as the IMB, the effectiveness of the team is seen in the communication.

I will have more to mention in my next report as technically I have only been an RD for seven weeks. I look forward to seeing how God continues to cultivate partnerships within our region and our state. Mostly, I look forward to helping all of our churches achieve their goals and achieve their unique, God-given missions.





2025 OFFICERS AND BOARDS

CBGC Officers

Mike Proud	Executive Director	Calvary Baptist Church, Englewood – (MHBA)
Greg Teel	President	Calvary Baptist Church, Delta – (UBA)
Jack Jarrett	1 st Vice President	Garden Ranch Baptist Church, Colorado Springs – (PPBA)
Zack Thurman	2 nd Vice President	Overland Church, Durango – (LPBA)
Kelly Gandy	Secretary	Cross Fellowship Church, Colorado Springs – (PPBA)

CBGC Executive Board

Alan Carr	Living Cornerstone Fellowship, Hugo – (GCP)	2024
Joel Shults	New Hope Community Church, Walsenburg – (RGBA)	2024
Rolland Kenneson	Rosemont Baptist Church, Montrose – (UBA)	2024
Matthew Perry	Arapahoe Road Baptist Church, Centennial – (MHBA)	2024
Danny Wolfe	Cross Family Church, Parker – (MHBA)	2024
Darrin Crow	Heart of Junction, Grand Junction – (GVBA)	2025
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
Matt Morton	Cross Fellowship Church, Colorado Springs – (PPBA)	2025
Adam Young	Valley Life Church, Fraser – (HCBA)	2026
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*

Rocky Mountain Foundation Board

Stephen Hinson	Revive Church, Arvada – (MHBA)	2026*
April Elliot	The Avenue Church, Aurora – (MHBA)	2027
Tom Crow	Fellowship of the Rockies, Colorado Springs – (PPBA)	2027
Wade Pacheco	City Park Church, Fort Collins – (LPBA)	2027
Brad Koleman	Calvary Baptist Church, Delta – (UBA)	2027*
Scott Bacon	Grandview Baptist Church, Beulah – (RGBA)	2028
Divena Mortimeyer	First Southern Baptist Church, La Junta – (RGBA)	2028
Titus Tipea	Celebration Church, Montrose – (UBA)	2028
Douglas McKinnon	Heart of the Springs Church, Colorado Springs – (PPBA)	2028
John Waite	Grand Mesa Baptist Church – (GVBA)	2028*
Mike Proud	Calvary Baptist Church, Englewood – (MHBA)	

*2nd term. Must rotate off the board.





2025 COMMITTEES

Committee on Committees (5)

Greg Teel	Calvary Baptist Church, Delta – (UBA)	2025
Scott Bailey	Majestic Baptist Church, Pueblo – (RGBA)	2025
Mike Armagost	Christ in Focus Church, Norwood – (UBA)	2025
Al Barrera	Redemption Hill Church, Colorado Springs – (PPBA)	2025
Tree Cooper	Cornerstone Baptist Church, Windsor – (LPBA)	2025

Nominating Committee (9)

Chris Darden	Calvary, Highlands Ranch – (MHBA)	2025
Bill Gandy	Cross Fellowship Church, Palmer Park – (PPBA)	2025
Kent Slack	Vista Grande Baptist Church, Colorado Springs – (PPBA)	2025
Brad Cowger	Monument Hill Church, Monument – (PPBA)	2026
George Garner	Colorado Plains Roundup, Flagler – (GCP)	2026
Jeff Gibson	Ken Caryl Church, Littleton – (MHBA)	2026
Salvador Herrera	Agape Outpost en Espanol, Breckenridge – (HCBA)	2027
Rick Hale	Celebration Church, Montrose – (UBA)	2027
Lonnie Hartke	Lynn Gardens Baptist Church – (RGBA)	2027

Credentialing Committee (6)

Bill Holbrooke	Vista Grande Baptist Church, Colorado Springs – (PPBA)	2025
Dave King	Heart of Junction, Grand Junction – (GVBA)	2025
James Medina	Breathe Reformed Baptist Church – (PPBA)	2026
Andy Duke	Christ Church, Windsor – (LPBA)	2026
Jon Duncan	Centerpointe Church, Pagosa Springs – (MVBA)	2027
Ronnie Arrington	Harvest Community Church, Olathe – (UBA)	2027

Constitution Committee (6)

Devin Knuckles	Vista Grande Baptist Church, Colorado Springs – (PPBA)	2025
Janet Spence	The Avenue Church, Aurora – (MHBA)	2025
Jeff Peed	Grace Community Church, Crawford – (UBA)	2026
Joshua Nguyen	Vietnamese Community Baptist Church, Englewood – (MHBA)	2026
Bryce Ulrich	Cross Family Church, Parker – (MHBA)	2027
Austin Dovin	Redemption Hills Church, Colorado Springs – (PPBA)	2027

Resolution Committee (6)

Duane Arledge	Trailhead Church, Wellington – (LPBA)	2025
Buddy Sampson	Overland Church, Fort Collins – (LPBA)	2025
Sean Cole	Emmanuel Baptist Church, Sterling – (GCP)	2026
Dennis Scroggins	Grand Mesa Baptist Church, Cedaredge – (UBA)	2026
Bruce Devoe	The Church at Mountain Crest, Leadville – (CDA)	2027
Woody Freeze	First Baptist Church, Burlington – (GCP)	2027



Executive Board Meeting Agenda Tuesday, February 4, 2025

Meeting Location: Ken Caryl Church
8395 W Ken Caryl Ave, Littleton, CO 80128

Board Members Absent: Greg Teel, Jack Jarrett

Board Members Attendance: Zack Thurman, Mike Proud, Darrin Crow, Alan Carr, Matt Morton, James Vaughn, Pao Thao, Danny Wolfe, Michelle Nigro, Adam Young, Bob Drexel, Matthew Perry, Rolland Kenneson, Joel Shults, Kelly Gandy

Staff Absent: Bill Lighty (at a trustee meeting), John Howeth (gifted a cruise)

Staff: Matt Trombley, Rick Ackerman, Chim Lee, Matt Olson, Mike McVey, Jeff Bachman, Nate Templin, David Smith, Gary Shackleton, Frank Cornelius, Brad Cowger, Dennis Belz

Guests: Kevin Godin, Kevin Minnett (zoom) Bill Gandy (zoom), Andrew Clark (zoom), Lance Somerville (zoom)

Morning Session: Ministry Reports

<https://us06web.zoom.us/j/86373714453?pwd=j7UaNrvQrbbZfEtB6Tj6WLX7v3T5au.1>

9:00am Zack Thurman called the meeting to order. Zack shared a devotion and time of prayer with executive board members.

9:14 am **Agenda and Minutes**

Matt Morton motioned to accept meeting agenda for today's meeting February 4th, 2025. Bob Drexel 2nd. The vote was unanimous.

Motion Approved

Matt Morton motioned to accept the Executive Board Meeting September 9th -10th, 2024. James Vaughn 2nd. The vote was unanimous.

Motion Approved

Matt Morton motioned to accept the annual meeting minutes. Adam Young 2nd. The vote was unanimous.

Motion Approved

9:20am **Church Planting Report**

Frank Cornelius, CPC - reported a total of 12 church plants in 2024. Frank shared about the slowing in population growth in Colorado because of economic reasons. Frank presents church planters to share about their ministry and season of church planting.

9:24am **Kevin Godin, Redeemer Church Colorado** - shared about his story of coming to plant in Broomfield. Kevin shared about connecting with people through park parties. Kevin presented the challenges in reaching an



established community. Kevin asked for prayer for his ministry and family.

Matt Whitt, Calvary Church Monte Vista – shared about replanting this church with 15 people and now it has been going for two years. Matt shared about the challenges of uniting the church with a diverse group of people. Though the church has grown numerically, the finances have stayed the same. Matt asked for prayer for this replant, finances, and his family.

Kevin Minnett, Christ Church of the Sangres – shared about coming to Howard summer of 2024. Kevin shared about baptizing his kids this past Sunday. Kevin talked about the challenges of growing the church and the opportunities ahead of making more connections through relationship with his family.

Gary Shackleton, CPC - shared about 5 guys that are in the training pipeline to plant churches. Gary shared about how God has been opening up ministry opportunities up North.

Zack Thurman led Executive Board to prayer for the church planter, their family, their team/leadership, and for God's Spirit to move.

10:11am **RD Reports**

Matt Olson, MHBA - shared about the annual meeting this past year. Matt shared that only 30 registered but 120 showed up. Matt shared about 3 new churches being planted in the association. Matt shared about his passion to coach and connect pastors. Matt shared about creating cohorts that are geographically related with the same affinity.

Jeff Bachman, GV and HCBA- shared about how both associations are doing well. Jeff shared about a pastoral cohort in GVBA and how they are helping with preaching. Jeff shared about two pastoral cohorts in HCBA growing in relationship and in their pastoral gifts. Jeff shared about how God has been good on his health and family.

Nate Templin, RG and AVBA - shared about being with Royal Gorge for 10 years this year. Nate briefly shared about a Filipino church replant that received property. Nate shared about the work that needs to be done in both associations.

Mike McVey, CDBA - shared about a Hispanic pastoral training cohort starting in the association. Mike briefly shared about a challenging thing among churches in the association is that they are old but not adjusting and dreaming.

David Smith, MV and UBA - briefly shared about churches going through a transition of being pastorless. He shared about the association being able to help churches with grants for pastors' salary. David shared about wins for the churches growing and being known in the community.



Mike Proud, GCP - briefly shared about connecting to churches and leaders and bringing them together to develop value for association. Mike asks for the EB to pray for funding and the RD for this association.

Zack Thurman called Executive Board to pray for each association and each men and families who serve these associations.

11:31am **Kelly Gand, VBS State Team** – shared that only 10 churches reported doing VBS in the state when she knows there are more churches that put on VBS. Kelly shared about two upcoming VBS training that is coming up for churches.

Brad Cowger, CVCB – shared about the mission of Colorado Volunteer Church Builders and helping churches do mission trips, building maintenance, and help people use their gifts to serve God and others. Brad briefly shared about previous projects they worked on with churches.

Dennis Belz, CBDR – shared about completing many projects in the state with regards to flooding and storms. Dennis shared about future deployment to respond to the California fires and asked for prayer for his family and DR ministry.

11:52am Break for lunch

Afternoon Session: Business Meeting

https://us06web.zoom.us/j/89091919770?pwd=5fHlx3OzxsfblfcQa2Bfexp94dG5yL_

12:15pm **RMF Board Nominations**

Bill Gandy, board member on Nominations Committee – presented RMF board nominations:

- Titus Tiplea, Celebration Church
- Divena Mortimeyer, Calvary La Junta

No motion necessary as the presentation is coming from a committee. Executive Board voted and vote was unanimous.

Motion Approved

12:18pm **Financial Reports**

Matt Trombley, Rocky Mountain Foundation – briefly shared the financial health of the foundation and the transition of legacy staff and adding new staff. Matt shared the opportunities ahead for the foundation and looking forward to help churches with their mission.



Andrew Clark, Ponderosa – briefly shared the financial state of Ponderosa. Andrew shared 120 professions of faith at camps and conferences last year 2024.

Mike Proud, Colorado General Baptist Convention – briefly shared the financial state of the convention. Mike shared 2024 financials and reported 5% growth in cooperative program giving.

1:55pm **Break**

2:05pm **CBGC Properties**

Ponderosa- Lance Somerville is CBGC real estate agent and shared with the EB about a person who is interested in a portion of the Ponderosa property for raising cattle. Lance shared about the process and the inquiry.

Bradford building- Lance updated the EB that there has been some interest in the building but no real offers since putting the building on the market last year, 2024. Lance shared about filling a space with a new tenant.

2:31pm **Mike Proud** shared about five properties in their towns: Howard, Saguache, Kremmling, Paonia, and Woodrow. Out of these 5 properties, CBGC is financially making utility payments for the 2 properties: Howard and Kremmling. Mike briefly shared about a potential property that the convention would be inheriting which is Parkside Baptist Church's property in Durango, Colorado.

Joel Schults motioned to relinquish any ownership interest to Parkside Baptist Church property as it will be inherited by Overland Durango. Michelle Nigro 2nd. The vote was unanimous.

Zack Thurman recused himself from voting.

Motion Approved

Mike shared 100 years of CP giving. May 13th, 1925 birth of Cooperative Program.

2:54pm **CMO & Evangelism Grants**

Rick Ackerman shared about the Colorado missions offering and evangelism grants. He talked about their purposes and their differences and how decisions are made by the leadership team. Rick shared last year's amount that was distributed for both grants.

There was some discussion about Christian Challenge and accountability for its funds that it receives from NAMB.

Action Item: CBGC will follow up with Christian Challenge director and establish and or clarify accountability.



Strategies and Operations

Rick Ackerman shared about strategies and operations at CBGC. Rick shared about facilitating and helping the leadership team plan for succession, discipleship, new CRM, and policies and procedures at the office.

Code of Conduct

Rick Ackerman shared about the code of conduct for boards and committees. Rick presented a draft. There was discussion on harassment and the word “all” mandated reporting. Rick took the feedback from the EB and will continue working on the code of conduct to be presented and voted on in the future.

3:33pm

President’s Report

Zack Thurman shared about seeing a movement in Colorado about reaching the next generation. There is a hunger for theology among the young people. Zack talked about the importance of scripture fidelity and missional faithfulness.

3:40pm

New Business

Mike Proud shared no new business but asked for the EB to reflect on a whole day meeting compared to a two-half-day meeting.

3:44pm

Meeting Adjourn

Alan Carr motioned to adjourn. Roland Kenneson 2nd.



Executive Board Meeting Agenda Tuesday, May 20th, 2025

Meeting Location: Ken Caryl Church
8395 W Ken Caryl Ave, Littleton, CO 80128

Board Members Absent: Jack Jarrett, James Vaughn

Board Members Attendance: Greg Teel, Zack Thurman, Mike Proud, Darrin Crow, Matt Morton, Pao Thao, Danny Wolfe, Michelle Nigro, Adam Young, Bob Drexel, Matthew Perry, Rolland Kenneson, Joel Shults, Kelly Gandy, Paul Floyd, Alan Carr (zoom)

Staff Absent: David Smith, Mike McVey

Staff: Matt Trombley, Rick Ackerman, Chim Lee, Matt Olson, Jeff Bachman, Nate Templin, Jerico DeVerya, Gary Shackleton, Frank Cornelius, Dennis Belz, James Medina (zoom)

Guests: Keith Brauneis, Sunny Kapor, Mukta Kapor, Arod Javier

Zoom link

<https://us06web.zoom.us/j/86184078158?pwd=PmQ28aV1SJ4wpeOLrQj87XhgEwp5B6.1>

9:07am Greg opens the meeting with prayer and devotion about faithfulness, encouraging the executive board and those attending to keep on.

9:20 am **Agenda and Minutes**

Rolland Kenneson motioned to accept meeting minutes and proposed agenda. Matthew Perry seconds. The vote was unanimous.

Motion Approved

9:20am **Church Planting Report**

Frank Cornelius, Lead CPC - reported that there have been changes to SEND network in the mountain west in terms of leadership and structure. Frank shared that they are looking forward to seeing 14-15 plants this year in the state of Colorado.

9:24am **Keith Brauneis, Salt Church (Greeley)** - shared about his story about being called to Colorado and how God put on his heart to plant churches and multiply disciples. Keith shared about his family growing, church growing, and transitions in leadership currently. Keith asked the executive board to Pray for their church and his family.

Sunny Kapor, Jesus Central (Centennial)– shared about his testimony on how Jesus saved him at 18 and called him into the ministry at 23. He started ministry in New Dehli and shared about coming to the US in 2023. Sunny started their church in January 2025. Sunny asked for the Executive Board to pray for his church and his family.



Arod Javier, Living Faith (Pueblo) – Arod shared about doing ministry in Pueblo and the challenges that he’s already faced so far. Arod shared about his call into ministry and his call to replant this church. Arod shared about baptizing 2 people so far with this replant. Arod shared about the encouragement from the partnership in helping renovate a mobile home. Arod asked the Executive Board to pray for this replant and ministry in Pueblo.

Jerico, CPC – affirmed the changes that are and were happening in Send Network Mountain west. Jerico briefly shared about his family and accomplishments this year. Jerico shared about the ethnic churches and how there is partnership and help with all that is happening as it relates to migration. Jerico asked the Executive Board to pray for the four new ethnic church plants and his family.

Rolland prayed for church planters and the church planting team.

10:25am Break

10:30am **Ministry Reports**

Dennis Belz, CBDR – shared about the trainings that he did all over the U.S., in all settings (school, county, other ministries). He also shared about deployments to the Eaton fire and the work that CBDR has done. Dennis invited the board to their open house for their new arena/admin building. Dennis asked the Executive Board to pray for victims of recent tornadoes in the Midwest recently.

Matthew Morton prayed for CBDR and the victims affected by recent disaster

10:53 am **RD Reports**

Matt Olson, MHBA – shared about the complexity of doing ministry in Denver metro with inner-city churches and suburban churches. Matt shared a desire to have cohorts of leaders and also being excited that some have already begun. Matt shared about the kinds of conferences that are happening in the metro area and how he has been sharing and encouraging church leaders to attend.

Jeff Bachman, GV and HCBA- shared about the partnership that he is seeing in both associations. He talked about partnership financially, spiritually, and materially. Jeff shared about the leadership development and how they have developed 7 leaders from the pastoral institute. Jeff shared about the health challenges for his daughter and asked for prayer for his daughter who was on her way to the ER.

Nate Templin, RG and AVBA – shared about churches growing in both associations and a desire to raise leaders from within. Nate highlighted leaders that has been faithful in their towns and their churches, moving from



unstable to sustainable churches.

John Howeth, LPBA – shared about the encouragement from the partnership with CBGC and the partnership in the association. John shared about a desire to share more celebrations of what God is doing in their association through a newsletter. John shared about the Serve tour happening in Fort Collins this year and is excited to see God mobilize churches to serve.

Mike McVey, CDBA – shared a video that he recorded because he was not present at the Executive Board Meeting. Mike shared about an exciting spring of the new year with a great marriage retreat. 11 Hispanic pastors and church members completed their first cohort section on church planting. Mike is excited to see what God does in his association in the future.

Bill Lighty, PPBA – shared about BIG Wed and how God saved young people and how students were trained to disciple their friends. Bill shared about churches that are growing and running into space issues. Bill reminded the Executive Board about the role of the association, how they come alongside the local church and help them fulfil their calling. Bill asked the Executive Board to pray for his association and leadership transition as he retires at the end of this month.

Mike Proud, GCP - briefly shared about the challenges of connecting with pastors in the association due to schedule and capacity, but is encouraged that there is a relationship. Mike asks for the EB to pray for the association.

Michelle prayed for each association and each man and family who serve these associations.

12:03pm Break for lunch

Afternoon Session: Business Meeting

<https://us06web.zoom.us/j/86184078158?pwd=PmQ28aV1SJ4wpeOLrQj87XhgEwp5B6.1>

1:13pm Greg calls meeting back into order from lunch.

Credentials Committee

James Medina recommended Connection Church in Longmont and Ignite Fellowship in Conifer – Buffalo Creek – to be credentialed as SBC churches.

Adam Young made motion to move this recommendation. Matthew Morton seconds. Rolland Kenneson asked clarifying questions on the credentialing process.

Motion Approved



Financial Reports

Andrew Clark, Ponderosa – shared about summer camp positions being filled. Andrew shared about the student camps in the summer being filled. Andrew shared about grants that Ponderosa are currently still working on and grants that they have received already. Andrew briefly shared about the financial status of Ponderosa and grants they received to aid in security updates and other projects. There was discussion about new laws with childcare licensing. Andrew confirmed religious exemption.

Zack made a motion to approve financial report and activity. Bob Drexel second. The vote was unanimous.

Motion Approved

Matt Trombley, Rocky Mountain Foundation – briefly shared the financial health of the foundation and the overall organizational structure and health. Matt shared about future staff changes and how they are preparing for it. Matt also shared about the status of loans and their performance.

Matt Morton motioned to accept the financial report for Rocky Mountain Foundation. Danny second. The vote was unanimous.

Motion Approved

Mike Proud, Colorado General Baptist Convention – briefly shared the financial state of the convention. Mike shared 2025 first quarter financials and reported about the encouragements about finances and some areas of challenge and growth. Mike shared about the goal of spending less at the state so more money can be back in the field.

Matthew Perry motioned to approve accepting the financial report. Adam Young second. The vote was unanimous.

Motion Approved

2:00 pm

Annual Meeting Update

Mike Proud shared the reason for changing the location of the annual meeting from Rifle to Pagosa Springs. Mike also talked about the planning for the 2026 annual meeting, which is the celebration and anniversary of 70 years of the convention. Mike shared about the IMB partnership to help pastors with missions and getting connected with the church and missionaries. Mike shared about helping associations form job descriptions and accountabilities for Regional Directors from their association.

2:54 pm

Break



3:15pm

Strategies and Operations

Rick Ackerman shared with the executive board that they are an architectural land-home owners association for the Ponderosa Property. Rick explained how this was the result of acquiring the land and property of Ponderosa.

Rick shared an update on the Bradford building and the status of the marketing and potential sale. No traffic for selling. Rick also updated on tenants.

Rick updated the Executive Board on the CMO offering and tailoring the mentality of its efforts to sharing the churches' wins and stewardship.

Rick Ackerman shared about strategies and operations at CBGC. Rick shared about the 3-5 year vision of helping churches multiply disciples and how all the Regional Directors are working hard to see that happen all around the state of Colorado.

Code of Conduct

Rick Ackerman shared about the code of conduct for boards and committees. Rick presented a draft of the code of personal conduct CBGC Committee and Board Members. Rick shared how there has been HR, legal, and parachurch organization help with the rough draft. There was discussion about the word "should" and "shall" and the interpretations of that as it relates to the role and the law of the state.

Bob motioned for the document to move ahead. Joel seconds. The vote was unanimous.

Motion Approved

3:33pm

President's Report

Greg forgoes the President report.

3:40pm

New Business

No new business

3:44pm

Meeting Adjourn

Zack motioned to adjourn. Danny Wolfe seconds. The vote was unanimous.

Motion Approve



Executive Board Meeting Agenda Tuesday, September 9th, 2025

Meeting Location: Ken Caryl Church
8395 W Ken Caryl Ave, Littleton, CO 80128

Board Members Absent: Joel Shults, Michelle Nigro, Steve Allen

Board Members Attendance: Mike Proud, Greg Teel, Bob Drexel, Matthew Perry, Matthew Morton, Jack Jarrett, Pao Thao, James Vaughn, Danny Wolfe, Darrin Crow, Adam Young, Zack Thurman, Alan Carr, Paul Floyd, Kelly Gandy

Staff Absent: n/a

Staff: Matt Trombley, Rick Ackerman, Chim Lee

Guests: Nathan Salsbery

Zoom link

<https://us06web.zoom.us/j/81107271874?pwd=G3smLxqplG9E5TKzpo0cCa3V8tGGIB.1>

9:04am Greg calls meeting to order.

9:06am **Agenda**
Matthew Morton motioned to accept the agenda. Zack Thurman seconds.
The vote was unanimous.

Motion Approved

9:07am **Meeting Minutes from May 2025**
Matthew Perry motioned to accept the meeting minutes. Bob Drexel seconds. The vote was unanimous.

Motion Approved

9:11am Greg shares a devotion about partnership, cooperation, and how we are better together, not just making an impact but having a greater return (Ecc 4:9).

9:20am **CBGC Reports and Budget**
Mike Proud, Executive Director – pointed the executive board to the financial report presentation. Mike talked about the goal of underspending the budget and went over indicators, reserve funds, and designated spending and totals.

There was some discussion on how saving as much money as possible on expenditures to send more resources to the field may have affected the ministry, mission, and the administration of CBGC. There was also a discussion on how to engage churches that are not giving.



- 9:43am **SWOT analysis**
Mike Proud, Executive Director – shared SWOT analysis with the Executive Board. Mike talked about the strengths, weaknesses, opportunities, and threats to the convention.
- 10:08am **Budget**
Mike Proud, Executive Director- shared and proposed the 2026 budget.
- There was some discussion about the property tax and how it is a business income-related expense with CBGC owning and leasing parts of the building to tenants.
- Matthew Morton motioned to accept the proposed 2026 budget. Danny Wolfe seconds. The vote was unanimous.
- Motion Approved**
- 10:14am **Break**
- 10:24am **Ponderosa Reports and Budget –**
Andrew Clark, Executive Director Ponderosa shared about projects done on-site at Ponderosa. Andrew shared about the new staff coming on. Andrew shared about adding a 3rd summit camp that was sold out. Andrew reported on making progress on paying loans with Waters Edge and RMF. Andrew presented the budget for 2026.
- Adam Young motioned to approve the 2026 budget for Ponderosa. Pao Thao seconds. The vote was unanimous.
- Motion Approved**
- 10:46am **RMF Reports and Budget**
Matt Trombley, RMF – shared financial report of the Rocky Mountain Foundation as it relates to assets, liquidity, and key indicators. Matt reported that overall finances are going in the right direction. Matt reviewed the three-year goal and updated where RMF is in meeting those objectives. Matt presented the 2026 budget to the Executive Board.
- Matt Morton motioned to accept the budget for RMF. Jack Jarrett seconds. The vote was unanimous.
- Motion Approved**
- Matt updated the executive board about the job description for the RMF President (see attached). Matt also shared about the succession plan for the role of the president.
- James Vaughn motioned to affirm the job description of President. Darrin Crow second. The vote was unanimous.
- Motion Approved**



Zack Thurman motioned to affirm the succession plan. Adam Young second.
The vote was unanimous.

Motion Approved

11:44am **Break for lunch**

Afternoon Session: Business Meeting

zoom: <https://us06web.zoom.us/j/81308772904?pwd=XuVLVwWdubkKkhZPE3OPGhpnG0B9OK.1>

12:30pm Greg calls meeting back into order from lunch.

DR Report

Dennis Belz, CBDR Director – shared about being excited and preparing for Serve Tour and being a part of feeding the volunteers for Serve Tour. Dennis shared briefly about all the deployments and projects that they have done so far this year. Dennis called the executive board to pray for Disaster Relief about the CBDR arena in Thornton.

Gateway Report

Steve Veteto, Gateway RMC Director – shared about the 23 new students this semester at the Rocky Mountain Campus. Steve shared about how God is using Gateway to shape leaders around the world for kingdom impact. Steve calls the executive board to pray and seek out students for Gateway Seminary Rocky Mountain Campus.

Missions Discipleship/Literacy Ministries

Claudean Boatman, Executive Director - shared about connecting with missionaries that had Colorado roots. Claudean shared about the impact that those missionaries are having all over the world and how mission discipleship and literacy ministries is coming alongside the local church to encourage and teach them to pray, give, and go.

Christian Challenge

Kent Slack, State Director – briefly shared about 190 students engaging in discipleship, 65 students receiving leadership training, 15 students in vocational ministry, and 190 students participating in missions. Kent shared about new ministries starting on new campuses and creating a leadership pipeline for leadership in college ministry. Kent called the executive board to pray for more leaders and staff.

1:16pm Greg Teel prayed for CBGC Ministries

1:18pm **Nominating Committee**



Kent Slack recommends the following to be on the executive committee:

- Scott Hartle - Cornerstone
- Paul Trimble- Bent Tree

Matthew Morton, Darrin Crow and Bob Drexel are nominated to serve a second term. (Matt, Darrin, and Bob recused their votes because of conflict of interest)

Alan Carr motioned to accept the nominations. Matthew Perry seconds. The vote is unanimous

Motion Approved

1:21pm

Audit Report

Nathan Salsbery, CapinCrouse briefly shared that the audit was clean this year for CBGC. There were some best practice recommendations, which were executive leadership credit card reconciliation oversight and documentation for executive leadership over verification of checks.

1:32 pm

Operations Report

Rick Ackerman, Director of Strategies and Operations briefly shared about learning more about health insurance for staff and overall insurance for CBGC and its assets. Rick also shared about the strategy of CBGC and how there is a desire to have 183 churches engaged in a disciple-making movement. Rick shared about succession planning for Regional Directors.

1:52pm

Housing Allowance

Rick Ackerman, Director of Strategies and Operations points the executive board to the housing allowances for the board to review.

Matt Morton motioned to accept the housing allowance. Alan Carr seconds. The vote is unanimous.

Motion Approved

1:59pm

Break

2:15pm

Announcements

Rick Ackerman shared with the executive board about being called to pastor in Oklahoma.

Matt Morton prayed for Rick, his family, the calling, and the transition.

2:36pm

Board Appreciation

Mike expressed appreciation for Bob Drexel and James Vaughn for serving on the executive board. Mike also highlighted Greg Teel and thanked him for



serving as the president.

2:49pm

Cross Mountain Estates Covenant

Rick Ackerman shared about the estates covenant with the executive board, with questions about releasing covenant restrictions on land development near Ponderosa.

Matt Morton motioned to investigate the estates covenant. Matthew Perry second. The vote is unanimous.

Motion Approve

3:08pm

James Vaughn motion to adjourn. Bob Drexel seconds. The vote is unanimous.

Motion Approve



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) Affirms 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 affirm 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.

II. 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.

III. 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.

IV. 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.

V. 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.

VI. 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. Proposed amendment shall lie over until the next annual meeting of the Convention.
4. The proposed amendment must receive a two-thirds majority of those votes cast.

VII. RULES OF ORDER

The New Testament and the current edition of the *“American Institute of Parliamentarians 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.



2025 Annual Meeting Book of Reports