

OPPORTUNITY PROFILE:

REGIONAL PRESIDENT





CONVERGE ROCKY MOUNTAIN PRESIDENT OPPORTUNITY PROFILE

Hello Leaders,

Are you ready for a God-sized opportunity?

Converge Rocky Mountain is a network of churches across the Rocky Mountain West with more than 70 years of ministry impact—and we're prayerfully seeking our next regional president.

We're looking for a **dynamic Christ-centered leader** who reflects the strength, vision, grit, and faithfulness of believers in the West. If you are passionate about helping churches of all sizes flourish, equipping pastors, and advancing the gospel in one of the most unchurched regions of the country, we invite you to prayerfully consider this calling—to flood every “nook and cranny” of our region with the Good News of Jesus.

Picture leading a movement of churches, pastors, and leaders united in **multiplying disciples, planting churches, and transforming lives through the gospel**. Imagine stepping into a role where you are not only an executive leader but also a **shepherd, mobilizer, and visionary**—equipping churches to thrive and make an eternal impact as we move together into an ever-evolving mission frontier.

This is far more than a job.

It is a **calling**—requiring a bold, creative, faithful, and attentive leader with a big heart for empowering and mobilizing whole and holy churches, equipping pastors, and leading with unwavering trust in God.

We are praying for the right person for such a time as this. If you're ready to step into a high-impact, kingdom-focused leadership role, we would love to connect with you.

Forward...together,

Keith Carson

Converge Rocky Mountain Board Chair

Ministry Environments Executive Pastor – Mission Hills Church

OUR MISSION

We exist to **win the West by starting and strengthening churches**. Over the years, this calling has grown to include **global missions, leadership development, and wise financial planning**—all in service of multiplying disciples and advancing the gospel.

Converge Rocky Mountain (CRM) is a regional movement of **70 churches across Colorado, Wyoming, and Utah**, with **western Nebraska and northern New Mexico** also within our sphere of redemptive responsibility.

HOW WE WORK

We believe **we are better together**. That's why we partner with churches of every size and setting to build **healthy leaders and thriving congregations** that share the gospel more effectively.

Whether it's **launching a new church, navigating transition, facing a crisis, or preparing for the next season of ministry**, CRM provides a wealth of resources and a trusted network to help pastors and churches move forward.

By bringing **collective wisdom and expertise** to the table, we can help churches **go farther and impact more lives**.

VALUES

The Rocky Mountain region is made up of a variety of cultures, each with its unique characteristics. There is, however, a Christ-centered, Bible-based spiritual culture shared by God's people which we express through these common values:

Spiritually dynamic - seeking to glorify God in all we do, trusting fully in the authority of His Word, the sufficiency of His Son, the power of the Holy Spirit, and the promise of prevailing prayer. Rooted in a pietistic heritage, we desire an ever-deepening relationship with Jesus, cultivating hearts that are continually renewed by His presence. We also embrace an irenic spirit, choosing unity and peace even when we differ on secondary theological issues—demonstrating to the world the reconciling love of Christ.

Transformational - believing that the power of God's Spirit will bring Christ-like change to our lives, our churches, and our communities. *"And we, who with unveiled faces all reflect the Lord's glory, are being transformed into his likeness with ever-increasing glory, which comes from the Lord, who is the Spirit."* 2 Corinthians 3:18

Healthy - prioritizing "being" over "doing" in the lives of our pastors and congregations. *"I have come that they may have life, and have it to the full."* John 10:10

Relationally devoted - displaying Christ's love in our relationships and ministry partnerships, expressing His compassion, generosity, and His irenic spirit.

Culturally diverse - advancing Christ's destiny for His church to those who live on earth—to every nation a church that reflects the beauty and synergy of worshipers from all peoples and cultures. *"Then I saw another angel flying in midair, and he had the eternal gospel to proclaim to those who live on the earth—to every nation, tribe, language, and people."* Revelation 14:6

Missionally driven - multiplying transformational leaders and churches, reproducing the life of Christ in disciples, leaders, and congregations worldwide. *"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

Generous - freely sharing God's goodness with others. *"You will be made rich in every way so that you can be generous on every occasion, and through us, your generosity will result in thanksgiving to God."* 2 Corinthians 9:11

HERITAGE

Our autonomous, but interdependent regional movement was organized in 1958. Courageous churches with a pioneering spirit, drawn together around the missional glue of transforming the Rocky Mountain West for Christ. Today partner churches remain committed to strengthening believers and churches, starting new congregations, and sending believers across the street and around the world to proclaim the Gospel of Jesus Christ.

WHAT CRM ACTUALLY DOES

Yes, we start and strengthen churches. But what does that look like?

REGIONAL TEAM NETWORKS

We connect like-minded, geographically centered pastors for encouragement and mutual support.

FIRST RESPONDERS

We are the first call for churches with unexpected emergencies, including sticky staff situations, budget emergencies, thorny theological issues, and more.

LOCAL CHURCH, GLOBAL IMPACT

CRM has several international ministries birthed, managed, and sustained by teams of local congregations. Churches recently birthed a church in Melbourne, Australia. By involving lay people in international mission experiences, we see both their faith and fellowship with others grow at an exponential rate.

CHURCH PLANTING

More than funding, we offer coaching and assessment for church planting with a growing pipeline of planters.

FINANCIAL STEWARDSHIP

We help churches with financial health and pastors with secure retirement programs. Whether it's the paperwork for a church's 501c3 tax exempt status or helping a board with a leadership transition, we are there for local churches in the daily struggles.



KEY PARTNERSHIPS

Bethel
University

Youth
Ministry
Consultants

Converge
National

Alliance
Defending
Freedom

Guidestone

Wesleyan
Investment
Fund

Harvest
Foundation

BY THE NUMBERS

\$3.5 Million

Annual budget

13

Ethnic
congregations
within our
movement

70+

Total churches
across Colorado,
Wyoming, Utah,
western Nebraska,
and northern New
Mexico

1950s

Decades of
ministry heritage
(over 70 years)

90 %

Church-planting
success rate

**Under
50 – 10K+**

Range of
congregation sizes
we serve

WHO SHOULD APPLY

We're seeking a **Nehemiah-style leader**—one who embodies **strength, vision, and faithfulness** and is ready to guide a growing, gospel-centered, Kingdom restoring movement across the Rocky Mountain West.

Key Attributes of a Nehemiah-Style Leader

- **Creates a Culture of Trust & Integrity**
 - *Establishes strong moral and ethical foundations*
 - *Fosters honesty, accountability, and a safe environment for leadership growth*
- **Builds and Sustains Strong, Collaborative Teams**
 - *Empowers rather than micromanages, resulting in high morale and deep engagement*
 - *Keeps teams united around a shared, Christ-centered mission*
- **Inspires and Mobilizes Others Toward a Clear Vision**
 - *Effectively casts vision and moves people to action*
 - *Uses relational influence to rally diverse groups toward common gospel goals*
- **Ensures Mission-Driven Growth Without Compromising Values**
 - *Prioritizes faithfulness over quick wins*
 - *Exercises wisdom and discernment in every decision*
- **Leads with a Servant's Heart**
 - *Models humility and sacrificial service*
 - *Strengthens spiritual formation within the team, ensuring a solid biblical foundation*



ABOUT THE JOB:

Regional President

ABOUT THE POSITION

The Regional President provides **spiritual, strategic, and executive leadership** to a growing network of **70 churches across the Rocky Mountain West**—guiding pastors and congregations to start new works, strengthen existing churches, and advance the gospel together.

WHAT YOU'LL DO

Build a **Jesus-centered movement culture** marked by a passionate pursuit of Christ, a deep value for **every church--regardless of size or setting**—and a commitment to **disciples who make disciples**.

As Regional President, you will:

- **Advance the mission** of church planting, strengthening existing congregations, and sending believers **across the street and around the world** to share the gospel.
- **Prioritize relationship building**, excelling at recruitment and networking to unite and mobilize churches.
- **Develop high-functioning teams** that multiply ministry effectiveness.
- **Secure financial resources** to ensure long-term, sustainable impact.



WHO WE'RE LOOKING FOR

We're seeking a spiritually mature, missionally aligned, servant-hearted leader with the ability to combine visionary leadership and executive acumen.

This individual will demonstrate strong fundraising capacity, proven organizational skills, and a deep commitment to Converge's mission and theological distinctives.

QUALIFICATIONS

- **Personal** – Models biblical integrity, servant leadership, and a vibrant spiritual life.
- **Leadership** – Brings strong strategic and operational skills, able to cast vision and execute strategy, while building and leading high-performing teams.
- **Communication** – Communicates clearly and compellingly in preaching, public speaking, and donor engagement.
- **Fundraising** – Proven experience cultivating donor relationships, securing major gifts, and successfully leading capital campaigns.
- **Theological** – At least 10 years of senior pastoral or executive ministry leadership (preferably within a Converge church) and a deep understanding of Converge's mission and theological heritage.

KEY GIFTS

- **Visionary Leader** – Sees the future and inspires others to pursue it.
- **Creative & Proactive** – Innovates and initiates rather than simply reacting.
- **Relational & Shepherd** – Builds trust, cares for people, and develops leaders.
- **Administration & Perseverance** – Organizes effectively and stays the course through challenge.
- **Evangelism & Faith** – Keeps the gospel central and believes God for great things.



ROLES & RESPONSIBILITIES



VISIONARY & EXECUTIVE LEADERSHIP (25%)

- **Champion and refine CRM's mission**, equipping churches and pastors to thrive.
- **Lead with spiritual vitality**, ensuring prayer, biblical wisdom, and gospel alignment drive all decisions.
- **Represent CRM** within Converge National and the wider evangelical community.
- **Develop strategies** to engage and welcome non-affiliated churches into the CRM family.
- **Partner with the board** to shape the region's future and strategic priorities.

FUNDRAISING, FINANCIAL OVERSIGHT & DONOR DEVELOPMENT (25%)

- **Inspire generosity** by cultivating donor relationships, leading capital campaigns, and securing financial resources for CRM's mission.
- **Cast a compelling vision** to major donors, churches, and foundations.
- **Ensure faithful stewardship** of financial resources and long-term sustainability.
- **Develop additional revenue streams**, such as strategic partnerships, revolving loan funds, and financial management services.



CHURCH STARTING & MULTIPLICATION (20%)

- **Strengthen and expand church planting** efforts across the Rocky Mountain West.
- Build relationships with key leaders to **advance new church starts**.
- Equip and fund cross-cultural and multi-ethnic church planting initiatives.
- Oversee the development of **church planting teams and movement strategies**.



CHURCH STRENGTHENING & LEADERSHIP DEVELOPMENT (15%)

- Provide **coaching, resources, and renewal strategies** for established churches and pastors.
- Create **pastoral training and mentoring networks** for spiritual and leadership growth.
- Equip churches with **effective discipleship systems and transformational leadership processes**.
- Organize **regional gatherings for pastors** to encourage, refresh, and connect.

CHURCH SENDING & MISSIONS STRATEGY (10%)

- Implement an **Acts 1:8 global impact strategy**, equipping CRM churches to reach both local communities and the nations.
- Strengthen **partnerships with Converge International Missions**.
- Guide churches in **raising up missionaries and engaging unreached people groups**.

BOARD ENGAGEMENT & GOVERNANCE (5%)

- Serve as the **primary liaison to the CRM Board**, ensuring strategic alignment.
- Provide **regular updates and transparent reports** on progress, challenges, and opportunities.
- Collaborate with the board to **define policies and strategic priorities**.
- Ensure **best practices in governance**, fostering accountability and integrity.
- Equip board members to act as **ambassadors for CRM's mission**.



**“Bethel University and
Converge Rocky Mountain
have a unique partnership within
the evangelical community. This is an
incredible opportunity for a strategic
leader to strengthen our connection and
leverage this opportunity for the benefit
the local churches in this region.”**

**ROSS ALLEN,
PRESIDENT OF BETHEL UNIVERSITY**



READY TO APPLY?

We are seeking a **people-first, mission-driven leader** who values **trust, relational influence, and team development** more than technical expertise or high-level business strategy.

This leader's ministry will be defined by **character, inspiration, and the ability to mobilize and empower others** to advance the mission of **Converge Rocky Mountain**.

If you sense the Spirit's nudge, we encourage you to **pray, seek God's guidance**, and—if prompted—take the next step by applying.

“Leadership at the regional president level is an amazing opportunity to influence hundreds of Christ-following pastors to be even more strategic in starting and strengthening churches. It is a kingdom-advancing role that lies at the very heartbeat of Converge.”

Darryn Scheske, Converge National Board Chair

NEXT STEPS

1. **Review** this Opportunity Profile carefully.
2. **Submit** your cover letter and résumé to search@ConvergeRockyMountain.org by February 28, 2026.
3. **Receive confirmation** with information about potential next steps in the process.



CRM CHURCHES

COLORADO

Arise Church Denver

Aspen Ridge Church

Athmar Park Church

Authentic Life Church

Bethany Baptist Church

Bethel Baptist Church (Greeley)

Catalyst Church

CrossWind Community Church

Crow Hill Bible Church

Embassy Christian Bible Church

Encompass Church

FBC Idaho Springs

The Filipino Church

Forefront Church at Harvey Park

Grace Fellowship of Lakewood

Grace Hills Community Church

Grace Mountain Church

Harbor Church

Harvest Church

Highland Baptist Church

Iglesia Bautista Roca de Refugio

Iglesia Embajada del Reino

Iglesia Biblica Esperanza Viva

Iglesia Orchard

Iglesia Vida Abundante

Iglesia Vida Nueva

Journey at FBC

Legacy Church

Living Hope Bible Church

Living Water Bible Fellowship

Love Collective

Mission Hills - North Littleton

Mission Hills- Castle Rock

Mission Hills Church

Mission Hills en Espanol

Mosaic - A Jesus Centered Community

Mountain View Bible Fellowship

Mountain View Church of Glenwood

Newland Church

Orchard Church - Green Valley Ranch

Orchard Church in Brighton

Templo Evangelico Bautista

Valley Fellowship Church

Vietnamese New Life Fellowship

Village Calvary Church

WYOMING

Albin Baptist Church
Battle Mountain Community Church
Bethel Baptist Church (Torrington)
Cheyenne Hills Church
Crossroads Community Church
Emmaus Road Community Church
Faith Fellowship Church
First Baptist Church Shoshoni
Meadowbrooke Church
North Hills Baptist Church
Oasis Church - Wyoming
Prairie Hills Community Church
Thunder Basin Community Church

UTAH

The Bridge Community
The Front Church
The Mission Church
Neighborhood Church
New Hope Calvary Chapel
Oasis St. George
The Point Church
Refuge Church
Sonrise Baptist Church
Summit 419 Church

MELBOURNE

The Filipino Church

CONVERGE AFFIRMATION OF FAITH

Baptists have held that the Old and New Testaments are the inspired record of God's revelation and thus are the final authority for faith and life. Therefore, we believe that manmade creeds and confessions should not be held as final expressions of faith. In light of this, we set forth the following, "Affirmation of Faith," as a contemporary expression of beliefs held by the churches of Converge Rocky Mountain.

1. THE WORD OF GOD

We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct.

2. THE TRINITY

We believe that there is one living and true God, eternally existing in three persons, that they are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence, and redemption.

3. GOD THE FATHER

We believe in God the Father, an infinite, personal spirit, perfect in holiness, wisdom, power, and love. We believe that He concerns Himself mercifully in the affairs of men, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.

4. JESUS CHRIST

We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth.

5. THE HOLY SPIRIT

We believe in the Holy Spirit, who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ and that He is an abiding helper, teacher, and guide.

6. REGENERATION

We believe that all men are sinners by nature and by choice are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.

7. THE CHURCH

We believe in the universal church; a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work, and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to the lost world.

8. CHRISTIAN CONDUCT

We believe that a Christian should live for the glory of God and the well-being of his fellowmen; that his conduct should be blameless before the world; that he should be a faithful steward of his possessions; and that he should seek to realize for himself and others the full stature of maturity in Christ.

9. THE ORDINANCES

We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for the commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

10. RELIGIOUS LIBERTY

We believe that every human being has direct relations with God and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by any ecclesiastical or political authority; that therefore the Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.

11. CHURCH COOPERATION

We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in a denominational organization. Such an organization, whether a regional or district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with inter-denominational fellowships on a voluntary independent basis.

12. THE LAST THINGS

We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal joy of the righteous, and the endless suffering of the wicked.

DOCTRINAL DISTINCTIVES

HUMANITY

We believe that human beings are the crowning work of creation, and that each person is immutably and biologically created as male or female, together reflecting the image of God. In the beginning, Adam and Eve were innocent of sin and were endowed by their Creator with freedom of choice. By their free choice they sinned against God and brought sin into the human race. The sacredness of humanity is evident in God's creative work, and that Christ died for fallen humanity. (Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11)

MARRIAGE

We believe that marriage is a sacred institution ordained by God for the happiness and well-being of mankind and the propagation of the human race. It is the spiritual and physical union of one man and one woman according to scripture. (Genesis 1:27; 2:24; Exodus 20:14, 17; Leviticus 18:22-23; Hosea 2:16; Matthew 5:27-28, 19:4-9; John 2:1-12; Romans 1:18-32; 1 Corinthians 6:9-10; Ephesians 5:21-6:4; 1 Thessalonians 4:3-8; 1 Timothy 1:8-11; Hebrews 13:4; 1 Peter 3:1-7; Jude 7; Revelation 21:1-9)

