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***Building Koinonia Through the Lord's Supper: Equipping Church of God Ministry Leaders in Northwestern Missouri and the Kansas City Area***

Project Adviser: Dr. Randy Walls  
Biblical Adviser: Dr. Paul Lewis

Significant numbers of churches in the twenty-first century have either plateaued or are in decline, as many individuals move between congregations without finding a lasting home. The fragmentation within the body of Christ is evident: Solidarity, unity, and koinonia—hallmarks of the Early Church—seem to have diminished, leading to relationships being undervalued and people leaving the church. Unfortunately, many church leaders either fail to recognize the cause or use outdated leadership or management techniques to address the problem, which often proves ineffective.

This project draws lessons from the Early Church through its observance of the Lord's Supper to combat the lack of community and relationships, fragmentation, individualism, partiality, and disunity within the church. The project educates pastors and leaders on the implications of communion, helping them cultivate authentic community or koinonia by teaching their congregants about communion's significance. Additionally, the project equips leaders with practical strategies to foster relationships centered around the Lord's Table.

The results of this project indicate that pastors were positively impacted by the teaching of the significance of the Lord's Supper as it pertains to fostering koinonia and building the Church. It provided them with useful insights and renewed enthusiasm for ministry as they look forward to the work of the Holy Spirit in bringing to light the implications of the Lord's Supper among their congregations.



## **CARLOS DAVID ACOSTA**

Lead Pastor, Ark of Salvation Worship Center; Oceanside, NY  
Principal, Spanish Eastern District Bible Institute; Oceanside, NY

### ***It Is Well/Estoy Bien Cohort: A Curriculum-Based Pastor's Circle for Physical, Spiritual, Mental, Emotional, and Relational Health of Hispanic Ministers***

Project Adviser: Dr. Charlie Self

Biblical Adviser: Dr. Bob Eby

Hispanic pastors and ministers often do not openly discuss physical, mental, or emotional concerns. This reluctance often finds its roots in cultural factors that make them uncomfortable with expressing vulnerability and sharing challenges related to their physical, emotional, mental, relational, or spiritual health. Additionally, apprehension about peers perceiving them as having weak faith may deter pastors from disclosing their struggles.

This project creates a structured, safe, and nurturing platform for Hispanic pastors and ministers in the Spanish Eastern District of the Assemblies of God (SEDAG) to discuss and openly address ministry challenges. It also explores strategies for preventing burnout, balancing family and ministry, while providing encouragement and support from experienced peers. This project emphasizes fostering participants' mental, emotional, physical, relational, and spiritual well-being from a biblical perspective, while taking into account language, culture, and faith. The cohort emerged as a valuable resource for ministerial wellness and support. By fostering community, mutual support, and shared purpose, this comprehensive wellness initiative enabled participants to pursue holistic health and strengthen their capacity to lead with sustained resilience and effectiveness.



## **CHARLES JOSEPH ALLO IV**

Next Gen Director and Leader Care Coordinator; Louisiana Network Ministry of the Assemblies of God; Woodworth, LA

### ***Moving Legacy Forward: Assessing Organizational Change Readiness for Pastoral Succession with Emphasis on Churches Under 250 Adherents***

Project Adviser: Dr. Jim Rion

Biblical Adviser: Dr. Bob Eby

With the changes contained in pastoral succession, the threat of what may be lost can often loom over one's belief in what can be transferred. When this self-doubt occurs, fear overrides faith, and the lead pastor will either micromanage or withdraw from the succession process. However, this trend need not be the norm. The biblical model for succession is one of call and response, where God, who calls the lead pastor into ministry, also guides that person through the entire process. Over the next decade, many lead pastors will be nearing retirement age. The vast majority are in churches with fewer than 250 members. While change readiness awareness and pastoral succession consulting exist, much of it is centered around larger churches. Therefore, a change readiness evaluation framework that can assist this underserved segment of churches is essential for ensuring that all lead pastors and churches effectively steward these transitions.

This project aims to build faith by assessing the current state of a lead pastor's readiness for change, using language and tone that respect the pastor's faithfulness to ministry. It incorporates principles of organizational health and change readiness markers, drawn from substantial research, to develop an accurate framework for change readiness. This framework includes language, assessment tools, and personalized profiles that any lead pastor can use to navigate pastoral succession. Special effort was made to resource lead pastors in churches with fewer than 250 members, considering the unique challenges of the small church context, which is often under-resourced.



## **STEVE ALEXANDER ANOA'I**

Chaplain (Captain), U.S. Army; Washington, DC  
Military Assistant to the Chief of Captains, U.S. Army; The Pentagon

### ***Unity in Service: Cultivating Shared Wisdom for Effective Chaplaincy in the United States Army***

Project Adviser: Dr. Scott McChrystal  
Biblical Adviser: Dr. Wave Nunnally

Effective Army chaplaincy is forged not only through doctrine and training, but also through shared wisdom refined by experience, hardship, and service. This project sought to capture the collective insight from senior and seasoned chaplains and religious affairs specialists across the United States Army Chaplain Corps to create a field-ready guide designed to develop and sustain effective chaplaincy for future Army operations.

Using the Delphi method, two iterative rounds of structured and anonymous feedback were conducted with thirty chaplains and religious affairs specialists, representing 719 combined years of service. The process yielded a six-domain model of effective chaplaincy leadership, encompassing spiritual authenticity, relational credibility, institutional competence, operational resilience, proactive ministry and advocacy, and personal and professional development.

Together, these domains describe how chaplains sustain moral readiness, spiritual presence, and trusted advisement across all echelons of the force. This project presents a theologically grounded and practically applied model of chaplaincy leadership rooted in unity and shared wisdom. It demonstrates that effective chaplains are shaped by the convergence of faith, experience, and purpose that strengthens both individual leaders and the collective soul of the United States Army Chaplain Corps.



## **CYNTHIA DOBBS**

Regional Director, South Central Chi Alpha Campus Ministries; OK, AR, LA.  
Leadership Development Specialist, Network of Women Ministers; Springfield, MO  
Director Women of Valor (Oklahoma Network of Women Ministers); Tulsa, OK

### ***Cultivating Spiritual Intelligence by Increasing Discernment to Enable Effective Deployment of God- Given Vision Among Ministers in Oklahoma***

Project Adviser: Dr. Randy Walls

Biblical Adviser: Dr. Bob Eby

Within Pentecostal ministry, it is not unusual for leaders to receive instructions from God, whether through a prophetic word, Scripture, counsel of others, or divine impression. Hearing from God is only half the battle; translating it into strategic insight with practical, sustainable steps will make or break the fulfillment of the word.

This project developed a biblically grounded and theologically integrated framework of spiritual intelligence that equips ministers to convert prophetic foresight into strategic insight. Drawing from biblical theology, contemporary literature, the engagement of spiritual disciplines, and Pentecostal praxis, the project explored how spiritual discernment and wisdom interact with strategic execution to prevent mission drift and sustain long-term fruitfulness in ministry. It describes a way of retooling to hear and obey God successfully.

A teaching intervention was designed and tested among ministers within the Oklahoma Network, focusing on discernment, growing in strategy, and the development of spiritual intelligence as a leadership competency. Findings demonstrate that a teaching intervention lasting six hours followed by a retreat and access to spiritual direction fosters renewed confidence, clarity, and endurance among leaders navigating the tension between divine calling and human responsibility. This project offers a model for cultivating spiritually intelligent leaders who build God's Kingdom with faithfulness, wisdom, and strategic vision.



## **MICHAEL DALE FLOWERS**

Lead Pastor, Calvary Tabernacle; San Fernando, CA  
District Secretary, SoCal District UPCI; Murrieta, CA  
District Presbyter, Section IV, SoCal District UPCI; Murrieta, CA  
Academic Dean, Christian Service Training Institute; San Diego, CA  
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### ***Spirit-Led Personal Evangelism***

Project Adviser: Dr. Randy Walls  
Biblical Adviser: Dr. Wave Nunnally

Many Pentecostal believers carry a genuine burden to share their faith, yet they consistently hesitate and are paralyzed by fear, uncertainty, and deeply ingrained misconceptions about what evangelism is supposed to look like. At Calvary Tabernacle, San Fernando, California, many congregants have expressed a strong willingness to participate in outreach but lacked confidence, biblical clarity, and practical experience.

This project trained and equipped believers at Calvary Tabernacle for Spirit-led personal evangelism through a five-week campaign that included four Wednesday night teaching sessions and culminated with a Sunday sending service. The training addressed Jesus's mission, Spirit empowerment, Spirit-led encounters, practical evangelism skills, and the authority of ministering in Jesus's name.

The results of this project demonstrated significant growth across all evaluated categories, including evangelism aptitude, understanding of God's mission, Spirit-led partnership, and confidence. Fear and internal barriers to evangelism decreased notably. The participating congregants reported increased willingness to engage in spiritual conversations, deeper dependence on the Holy Spirit, and a renewed awareness of opportunities to witness. The project provided a repeatable model for training contemporary Pentecostal believers in Spirit-led evangelism.



## **STEPHEN ANDREW GORMAN**

Lead Pastor, Redemption Church; Carson City, NV

### ***Mercied Resilience: Understanding Mercy as God's Plan for Ministry Resilience***

Project Adviser: Dr. Byron Klaus

Biblical Adviser: Dr. Jim Hernando

Resilience is possible because God is merciful, but many ministers struggle from the traumas and hardships related to ministry leadership. These hardships take a toll on the body and leave the minister feeling hopeless and confused. As a result, they often question their call to ministry and their desire to continue serving faithfully in the church.

The redemptive lens of mercy allows resilience to be found in the varied mercies of God, both theologically and in the field of behavioral health sciences. This project demonstrates through its biblical-theological and general literature reviews that God's presence and help make resilience possible through the Bible's didactic and narrative sections, as well as the varied therapies offered in the field of behavioral health science. The field project then builds upon this research to develop a training seminar that presents God's mercy as the driving force of ministry resilience to equip both the pastors of the Sierra Nevada section of the AGNCN and the lay leaders of Redemption Church to increase resiliency and faithfulness in ministry.

The results of the project show that ministers benefit from viewing resilience through the lens of mercy in both theological and therapeutic solutions. It equipped them to learn how to spot God's mercy enabling resilience not only in Scripture but also in their own lives and in safe community. As participants deeply embrace God's mercy, it will reflect in both their relationships with others and their preaching and teaching, enabling them to live faithfully for Christ Jesus in a broken world.



## **LEASA HOGAN**

Co-pastor, Oracle Assembly of God; Oracle, AZ  
South Metro Presbyterian, Arizona Ministry Network; Phoenix, AZ  
Founder/President, Restoration Grace Retreat and Conference; Oracle, AZ

### ***The Art Of Restoration: A New Approach to Spiritual Growth for the Recovery Community***

Biblical Adviser: Dr. Vince Medina

As believers are set free from substance abuse, the church often lacks the resources needed to support the renewal and spiritual formation of those in recovery. These individuals frequently struggle with unresolved trauma, life-controlling issues, entrenched mindsets, guilt, shame, and broken relationships, all of which can impede their spiritual formation and Kingdom impact. To address this need, this book, *The Art of Restoration: A New Approach to Spiritual Growth for the Recovery Community*, moves beyond traditional Bible studies, devotionals, and workbooks to integrate creative and kinesthetic learning methods for spiritual formation and healing. Designed for both individuals in recovery and the servant-leaders who support them, this resource bridges the gaps between discipleship programs, rehabilitation, and deep-seated spiritual needs.

Because restoration occurs through scriptural application, healthy community, and direct spiritual encounters, the book emphasizes the diverse ways individuals absorb information. Each chapter features a biblical character or spiritual theme for study and personal application and then provides a creative encounter to help readers express what God is revealing to them. The artwork produced serves as tangible reminders of their experience with the Holy Spirit. By facilitating hands-on engagement with Scripture, the book empowers readers to dismantle old mindsets and embrace lasting lifestyle changes to achieve holistic restoration and spiritual growth within the local church.



## **OGBONNA JOHN IWUAMADI**

Lead Pastor, Rescue Sanctuary Assembly of God; Garland, TX

### ***Cultivating Discipleship in African Immigrant Churches Through Cultural Structures and Practices***

Project Adviser: Dr. Eleanore Kue

Biblical Adviser: Dr. Bruce Rosdahl

African immigrant churches face challenges to the discipleship process, including: (1) the cultural concept of “African Time,” which affects meeting dynamics, interpersonal relationships, and morale within congregations; (2) the need for contextualized discipleship processes, which must integrate elders’ mentorship and storytelling; and (3) generational tensions that exist between older and younger African immigrants, which complicate church involvement and decision-making.

To address these challenges, this project developed and implemented two seminars, one for Rescue Sanctuary in Garland, Texas, and another for leaders of African immigrant churches in the Dallas-Fort Worth area. The seminars emphasized the importance of culturally responsive practices in nurturing a healthy church community conducive for transmitting faith to successive generations of African immigrants and provided strategies to improve communication, collaboration, and effective discipleship within the church community. The seminars addressed four key themes: the impact of “African time” on discipleship education among African immigrant churches, the influence of elders in discipleship, generational conflict and communication, and African storytelling for discipleship.

The results of the pretest/posttest demonstrated measurable improvements across all domains, with several statistically significant results, indicating that the intervention had practical relevance and success with the participants of both seminars.



## **MARC JOHNSON**

Lead Pastor, Crossroads Church; Oklahoma City, OK.

Adjunct Faculty, Mid America Christian University; Oklahoma City, OK.

### ***Reviving The Revitalizer: Equipping and Encouraging Leaders of Organizational and Church Revitalization Through Relational Cohorts***

Project Adviser: Dr. James Austin

Biblical Adviser: Dr. Bob Eby

The need for revitalization is an organizational reality for churches and non-profits alike. However, there has been little done to build a leadership framework to address the unique calling, obstacles, and opportunities of revitalization. Revitalization has also been partnered with failure and shame, causing many revitalizing leaders not to recognize the unique journey they are leading. This has left many revitalizing leaders without the training and resources needed to succeed. Furthermore, there has been a lack of leadership networking to help normalize the struggles of organizational revitalization, bolster leader health, and cultivate collaboration among revitalizers. With so many revitalizers alone and unprepared, struggling churches often endure a carousel of leadership transitions as fatigued leaders seek new opportunities, accelerating organizational decline.

This project sought to create relational cohorts of revitalizing leaders, build a network of revitalizing leaders, and equip them with strategies specific to revitalization. Research on a variety of topics related to organizational revitalization was presented, blending didactic teaching and discussion and drawing on the experiences and expertise of cohort participants. The results addressed a need for resourcing, training, and encouragement by creating a tribe of revitalizing leaders who worked together to normalize and codify the unique calling and journey of church revitalization.



## **HAROLD D. MAXEY**

Pastor, Evangel Temple of Greater St. Louis; St. Louis, MO

### ***Solitude With God as Spiritual Formation: Preventing, Remediating, and Conquering Pastoral Burnout***

Project Adviser: Dr. Randy Walls

Biblical Adviser: Dr. Charlie Self

Pastors are quietly suffering amid the tensions of church leadership. Subjected to obligatory duties, unreasonable demands, abandonment, unbending congregants, work-family imbalances, emotional attachment, and similar pressures, they can become numb to their calling and purpose, as well as to the needs of those they serve. Failing to proactively address these ministry-depleting dynamics within a strict, Spirit-empowered regimen of solitude with God, as a powerful remedial tool, can lead to burnout, resignation, and finally, vacating the pulpit altogether.

This field project was an eight-week online mixed-methods study that examined the correlation between solitude and burnout through instructional videos and dialogue, and equipped pastors with knowledge about solitude with God, sourcing spiritual formation tools, and creating a framework to measure, manage, and mitigate ministry-depleting triggers. These efforts aimed at promoting holistic well-being for pastors helped foster a healthy perspective on calling, purpose, ministry roles, and overcoming burnout.

Notably, the results showed that ministry and family significantly impact a pastor's time alone with God, and those whose lives were most affected had much higher burnout scores than those who were not. The study's efficacy was measured through analyses of objective experiences with solitude, a sense of ministry depletion, and pre- and post-assessments of burnout.



## **JOY ANNA ROSENDALE**

Connections Pastor, Passion Assembly of God; Springfield, MO  
Founder, Churches Aflame Revival Ministries; Springfield, MO

### ***Soul Healing: How God's Grace Transforms Human Dysfunctions Into Secure Attachment In Christ***

Project Adviser: Dr. Jeff Jibben  
Biblical Adviser: Dr. Brian Koning

The God of grace reaches out to draw His people into the security of thriving attachment to himself. But believers can succumb instead to a superficial relationship with the Lord. Why? Because they do not adequately understand the soul healing power of God's grace. They remain trapped in their soul dysfunctions—their shame, wounds, and besetting sins—and never truly flourish in the well-being and peace Jesus provided at great cost. The spiritual superficiality that results from not being well-nurtured in a lifestyle of grace breeds feeling distant from God. It can eventually degenerate into lukewarm complacency or even the narcissistic aberrancies that plague churches.

This project leads believers toward a soul healing encounter with God's grace by helping them take the first step: internalizing a fresh understanding of grace's power to heal and transform. At Passion Church, Eben Ezer Romanian Assembly, and with my neighbors, all in Springfield, Missouri, three seminars were taught using discussion-based teaching methods designed to stimulate affective as well as cognitive responses.

As the participants were propelled through the dialoging and teaching into grappling with deeper spiritual understandings, many testified that they attained an expanded revelation of grace. Some experienced a new hunger for intimate attachment to God. When grace is released to penetrate and renovate human souls, the spiritual health that results can renew not only individual believers but potentially also their churches.



## **PAUL A. SCHEPERLE**

Lead Pastor, Life Stream Church; Washington, Union, and Pacific, MO  
North East Executive Presbyter, Southern Missouri Ministry Network; Springfield, MO

### ***Let's Be Clear: Increasing the Clarity of Preaching Through Sermon Format Training for Ministers of the St. Louis, Missouri Region***

Project Adviser: Dr. James Bradford

Biblical Adviser: Dr. Bob Eby

As the global Church becomes less denominational and the need for pastors outpaces the ability to give formal training, a lack of homiletical training is emerging. Material on what to preach and how to execute a strong delivery is popular among ministers. However, ministers lack training on how to most effectively format the material of their sermon for clarity and greatest impact. This project focuses on the growing need for homiletical training that is present in the northeast region of the Southern Missouri Ministry Network of the Assemblies of God (SMMN).

The project provides a biblical theology of formatting material as observed in Scripture and a historical review of how sermon formats have been influenced by culture, traditions, and language through the centuries of the Church. From this, a seminar was created to introduce ministers to the concept of sermon formatting. The first two sessions of the seminar laid the biblical theological foundation and reviewed historical influences. Sessions three and four trained ministers in the use of four powerful formats and how to employ them in various types of sermon series for clarity, impact, life transformation, and making sermons memorable. The seminar consisted of a theoretical, historical, and practical presentation for ministers seeking to improve their sermon clarity and delivery. As the results of the seminar assessments and qualitative feedback indicate, the project effectively met felt needs in the northeast region of the SMMN and improved the confidence, creativity, and use of homiletical training by seminar participants.



## **WILLIAM SLOOS**

Lead Pastor, Bethel Pentecostal Church; Ottawa, ON  
Adjunct Faculty, Master's College & Seminary; Toronto, ON  
Adjunct Faculty, Horizon College & Seminary; Saskatoon, SK  
Adjunct Faculty, Vanguard College; Edmonton, AB

### ***Cultivating a Discipleship Culture: How a Mid-Sized Church in Canada Prioritized the Discipleship of Emerging Generations***

Project Adviser: Dr. Charlie Self

Biblical Adviser: Dr. Bob Eby

According to a study sponsored by the Evangelical Fellowship of Canada, one in three Canadian evangelical young adults leaves the church after graduating from high school. To address this problem, this project aimed to change the culture of our mid-sized Canadian church by prioritizing the discipleship of emerging generations, thereby cultivating and sustaining the faith of our young people beyond their high school graduation. As a guiding template for changing the church's culture, this study employed a nine-step cultural change matrix. A mixed-methods research approach was employed, combining quantitative and qualitative research, to understand and measure the church's perception of the value and importance of discipling emerging generations.

According to the research findings, our church is prioritizing a direct role in the discipleship of children and youth but is significantly falling short in its role to support parents in their children's discipleship. Moreover, there appears to be a direct correlation between parents' educational, social, and spiritual well-being and the discipleship of their children. Given this sobering reality, this study recommends launching a parents' ministry as a critical element in cultivating a discipleship culture in our church. Indeed, the thought of starting a dedicated parents' ministry or hiring a parents' pastor would be groundbreaking for most churches. However, if equipping and empowering parents to disciple their children stems the tide of young people leaving the faith, launching a dedicated parents' ministry could play a significant role in reversing this trend.



## **GERARDO VARGAS JR**

Marketplace Minister; Del Rio, TX

### ***Christian Spiritual Formation of Families Through the Shema: Guiding Families to Experience a Rhythm of Grace***

Project Adviser: Dr. Charlie Self

Biblical Adviser: Dr. James Shelton

Christian parents see their children being impacted by an excessive number of media streams and other contrary, adverse, and perverse influences. Often, these messages strongly divert children from Christ, and parents feel deeply concerned that their children will be lost. Though they attend church as a family, and their children participate in age-appropriate ministries, parents sense the need for a more holistic discipleship. However, many parents often feel at a loss for how to daily train their children in the way of Jesus because they were hardly trained as disciples themselves.

This project delves into the Christian spiritual formation of the family by utilizing the Shema, as amended by Jesus (to love God and others) and teamed up with Moses's prescription to live by a daily rhythm of grace, to guide parents in their families' discipleship to Christ. The project provides parents with an understanding of spiritual formation, and it equips them with spiritual disciplines, relational skills, and realistic plans to daily train together and integrate their Sunday faith into the rest of their week.

As parents from the two local churches who participated in the training called "Homeland" developed their own unique rhythms of grace to live missionally Monday through Saturday, they grew in their confidence to lead their children in discipleship to Jesus. Parents reported an overall increase in their families' faith practices and values, and consequently, they experienced greater awareness of God's presence and a greater quality of love with God and their families.