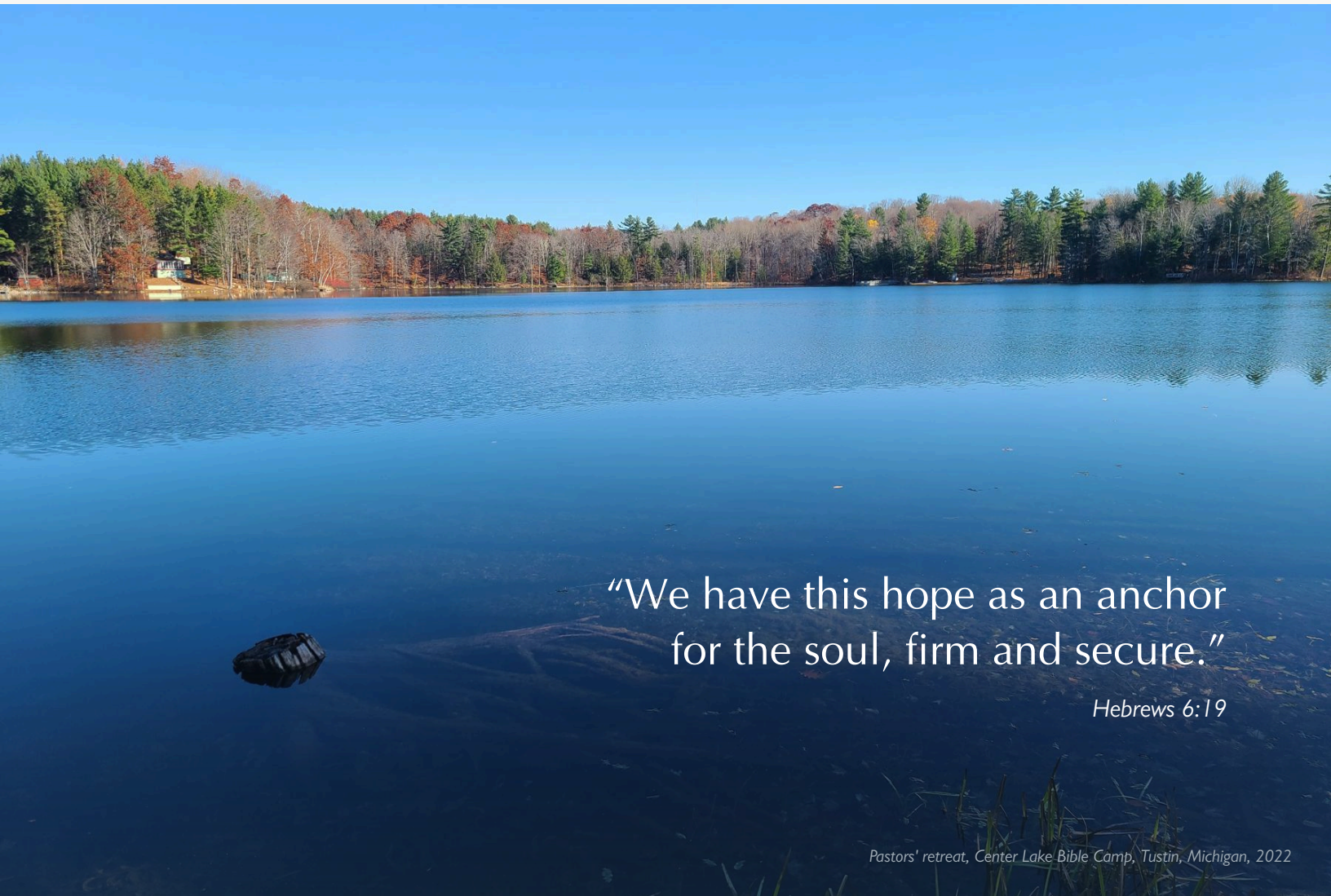
Anchor Ministries
International

Impact Report · 1996–2026

30 Years of Hope for Pastors

Helping Christian Leaders Find Hope • Clarity • Renewal



Pastors' retreat, Center Lake Bible Camp, Tustin, Michigan, 2022

Our mission

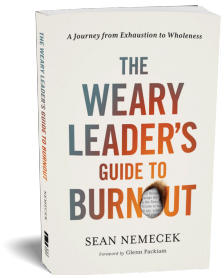
We partner with God and the Church in the work of pastoral renewal and restoration — cultivating new hope for healthy ministry lives.

Anchor Ministries International is the new name of Pastor-in-Residence Ministries, Inc. For 30 years we have walked with pastors and their families through burnout, conflict, forced exits, and renewal. Today we serve pastors, missionaries, chaplains, and church leadership teams across the United States and in Zimbabwe.

Platinum Transparency 2026 Candid.

Anchor Ministries International (Pastor-in-Residence Ministries, Inc.) is a 501(c)(3) nonprofit organization. All gifts are tax-deductible as allowed by law. ECFA accredited.





Sean Nemecek's The Weary Leader's Guide to Burnout was Outreach magazine's 2024 Leadership Resource of the Year.

A letter from Sean

Dear friends,

Thirty years ago, a few people believed that when a pastor was forced out of a church their ministry wasn't over. Dr. Charles "Chuck" Wickman had watched it happen to too many good shepherds. In 1996, he and a handful of friends formed a ministry so that local churches could open their doors to wounded pastors and help them heal.

I know that need from the inside. Years of ministry had left me exhausted and empty. I needed people who would listen, tell me the truth, and remind me that God was not done with me. After my recovery from burnout, I began helping other pastors with what I had learned. I came to this ministry in 2020, and God has used some of my deepest wounds to bring healing to others. That journey led me to write *The Weary Leader's Guide to Burnout*, and it is why I believe so deeply in this work.

Through seasons of growth and seasons of strain, leaders like Chuck Wickman, Cal Frett, Ed Lochmoeller and Roy Yanke kept the vision alive. By Roy's estimate, this ministry has walked with thousands of pastors over three decades. Every year we help hundreds of pastors navigate the most difficult times in their lives. Each year we serve roughly 500 pastors through friendship, mentoring, and other conversations completely free of charge. Since 2020, 249 pastors and ministry leaders have gone through our formal programs in the United States, and our work in Zimbabwe has reached more than 750 pastors.

The need has not gone away. Pastors still carry heavy loads, often alone. In the pages that follow, you will meet leaders God has renewed and restored. You will see what this care costs. And you will see how your donations have made a difference. I will also share where we believe God is leading next.

Thank you for standing with pastors. Your prayers and gifts are the reason a weary leader can still hear these words: *God is not done with you, there is hope, and you don't have to walk alone.*

With deepest gratitude,

Sean Nemecek
Executive Director

30 Years at a Glance

Thirty years of faithfulness

Since 1996, God has used this ministry to bring hope to pastors who were weary, wounded, or ready to quit. Here is some of what that looks like.

30

years of ministry to pastors, 1996–2026

249

pastors and leaders served one-on-one in our US programs since 2020*

600+

PRO-D leadership assessments completed

40

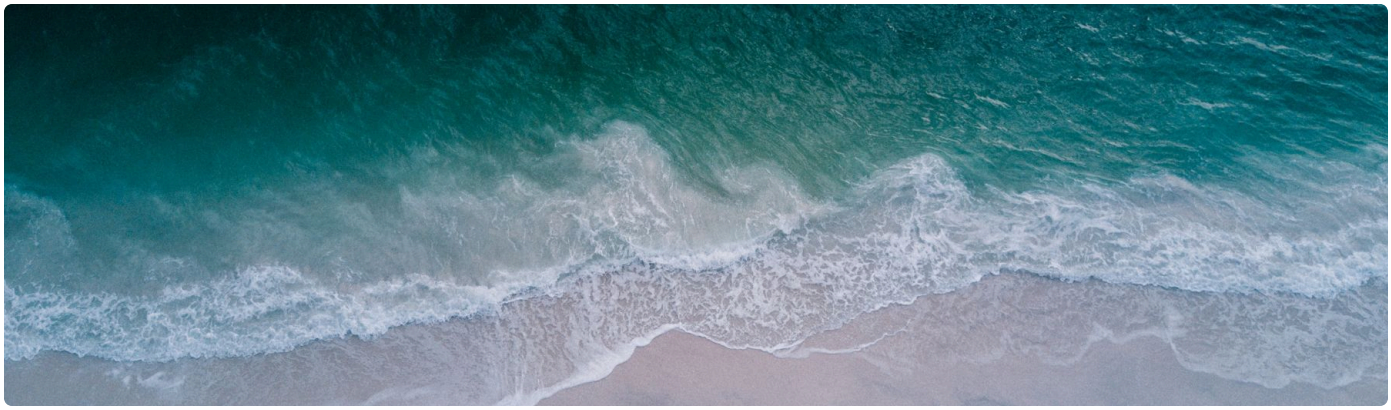
active Refuge Churches (2024)

750+

pastors connected through our work in Zimbabwe (2026)

$2.2M

invested in care for pastors over the last 10 years



> Former Executive Director Roy Yanke estimates that over 30 years the ministry has reached **thousands of pastors**, through programs, coaching, and countless conversations no one ever counted.

* 249 counts each person once (2020–2026) and covers formal US programs only; it does not include free conversations, Zimbabwe, Sacred Journey, or workshop audiences.

Partnering with God: 30 years of hope for pastors

What leads anyone to offer grace to pastors branded as "damaged goods" when it would be easier to look away? For Anchor Ministries International (originally Pastor-in-Residence Ministries), the answer began in the heart of one pastor. It grew through 30 years of churches, staff and partners saying yes to God.

Roots

1984–1996

Chuck Wickman pastored for 44 years, with his wife, Faith, beside him for 61. Along the way he watched many colleagues wander through the wilderness of forced exits, and then he walked that road himself. That journey became the spark for a new ministry.

Chuck's 1984 doctoral project at Trinity Evangelical Divinity School studied career changes among pastors. It produced the first drafts of the guides that became the Pastor-in-Residence program. Later, in Southern California, conversations with his friend Harry Evans, a former Trinity president, gave the idea a clearer shape.

Then the idea met a real need. Jim Amandus had been exited from his church over differences of vision. Chuck's elders invited him to join their congregation as its first Pastor-in-Residence. For nine months Jim eased back into ministry by serving the children, while the elders helped him and his wife work through their loss. Soon afterward, Highlands Community Church in Renton, Washington, called him as pastor. He served there for 25 years.

Other exited pastors heard about it and asked for help. Each one who made the journey helped refine the process. In 1992 Chuck became senior pastor of Kempsville Presbyterian Church in Virginia Beach and brought the program with him. A *Christianity Today* article about Jim's return to ministry gave it momentum. Over the next four years Kempsville hosted at least six exited pastors and their families. It became the first recognized Refuge Church, and its own vision for its community grew in the process.

1984 Wickman's doctoral study of pastors in career transition
1980s The first Pastor-in-Residence is restored and returns to ministry for 25 years
1992–1996 Kempsville Presbyterian, the first Refuge Church, hosts 6+ exited pastors

Founding and national reach

1996–2008

One of the pastors who found refuge at Kempsville was Cal Frett. After he completed the program, Chuck invited Cal and his wife, Dot, to help take it to churches nationwide. With Joseph Umidi of Regent University, they refined the program and gave it a formal structure.

On July 9, 1996, Pastor-in-Residence Ministries was incorporated in Virginia. Chuck Wickman, Joseph Umidi, Cal Frett and Jim Larsen formed its first board. Cal became Vice President of Operations, and Dot built the prayer ministry that has undergirded the work ever since. Eleven churches in Virginia's Tidewater region formed the Refuge Net to support the pastors who came for renewal.

In 1997 Chuck retired from pastoral ministry to give PIR his full attention, and he later settled in Scottsdale, Arizona. Mike and Diane Parker of Georgia joined the team, with Mike as the first Regional Director. George Carey of Colorado followed, and in 2005 Kip and Judy Slawter began their work with PIR. The ministry now reached across the United States, from Arizona and Colorado to the Southeast, New England and New York.



Christianity Today, June 16, 1997

In Scottsdale, Chuck researched and wrote *Pastors at Risk*, which names the top ten risk factors behind pastoral exits and offers paths to restoration. As Parkinson's disease slowed him, he turned his attention to the ministry's future. In 2008 the board appointed Jim Krames as provisional National Director.

July 9, 1996 PIR Ministries incorporated
1996 11 churches form the Refuge Net
1997 PIR becomes a national ministry

Read the full story.

Download *Partnering with God*, our complete 30-year history, at anchorministries.org/about/#history

Growth and new tools

2009–2015

Chuck's declining health brought uncertainty, but a long friendship opened a way forward. Board member Ridge Burns was president of American Missionary Fellowship (soon renamed InFaith). In 2009 the PIR board approved a cooperative agreement: PIR would operate under AMF's administrative umbrella while keeping its own vision and work. Ed Lochmoeller, a longtime AMF missionary, became National Director, and the office moved to Fort Washington, Pennsylvania.

Ed led a small team of five regional coordinators, updated the core materials and gave the team a clear sense of vision again. He also widened what PIR could offer pastors. He introduced the PRO-D Assessment, a 600-response self-awareness inventory that helps pastors, exited or not, understand the shape of their calling. An affiliation with Ken Sande's Peacemaker Ministries brought *Relational Wisdom 360* into PIR's work with pastors in conflict. A new clergy coaching ministry put trained coaches alongside pastors.

Research sharpened the focus. Board member Bruce Winston of Regent University launched the At Risk Project in 2009. Its survey of 268 pastors found vision conflict and compassion fatigue to be the main reasons pastors left their positions. In 2011 Chuck's *Pastors at Risk* was published.

In 2012 and 2013, Ed added five former pastors to the team: Cecil Jenkins, Roy Yanke, Mark Holler, Jason Eddy and Tom Jameson. On April 1, 2015, Chuck Wickman went home to the Lord. That summer Ed announced his retirement, the InFaith relationship ended and administration returned to Virginia Beach. His heart for pastors in turmoil lives on in the countless pastors renewed and restored through the ministry he founded.

2009 At Risk Project surveys 268 pastors
2009–2015 PRO-D Assessment and clergy coaching added
2011 *Pastors at Risk* published

Renewal and a new name

2016–2026

Roy Yanke became Executive Director on January 1, 2016. That fall PIR celebrated its 20th anniversary, and a decade of expansion began.

Doors opened. The Evangelical Presbyterian Church came to rely on PIR as a trusted resource for pastoral health. Relationships grew with Converge, ECO, the Alliance of Reformed Churches and the Christian and Missionary Alliance. In 2019 the staff discerned a special calling to pastors of smaller, under-resourced congregations.

The work went global. In 2016 Leonard Mukoma, a Zimbabwean pastor and church planter, reached out for prayer. That contact led to a first workshop for rural pastors in Gokwe in 2021 and to recognition under the Evangelical Fellowship of Zimbabwe. The Zimbabwe team has now connected with more than 750 pastors.

The tools multiplied. By 2018 PIR staff carried most of the coaching. The Pastoral Health Assessment went online in 2021, and pastors have now completed more than 600 PRO-D assessments. The Clergy Sabbatical Planning Toolkit (2024) has been adopted by churches and denominations. Active Refuge Churches grew from 24 in 2017 to 40 in 2024, including the first Anglican Refuge Church. Since the first Pastor-in-Residence, at least 21 pastoral families have completed the program. Sean Nemecek's *The Weary Leader's Guide to Burnout* won *Outreach* magazine's 2024 Leadership Resource of the Year.

The foundations grew stronger. PIR moved its headquarters to Michigan in 2019 and became a member of the Evangelical Council for Financial Accountability (ECFA) in 2020.

In July 2025 Sean Nemecek succeeded Roy as Executive Director, and Roy continues as Director of International Ministries. Under Roy's leadership PIR grew from a “mom and pop” ministry into a healthy small nonprofit. In 2026 the team numbers 20. Sacred Journey Ministries became a subsidiary ministry, offering free retreats for ministry couples in Colorado, and PIR began its transition to a new name: Anchor Ministries International.

The story continues. For 30 years this ministry has partnered with God and his church to offer hope to pastors in crisis and transition. Former Executive Director Roy Yanke estimates that thousands of pastors have been encouraged along the way, through formal programs, informal coaching and countless conversations. Over the next five years we aim to add 300 monthly partners, offer more retreats for pastors and ministry couples, and build an online training platform. That platform will host the Sabbatical Toolkit, Refuge Church training and courses that help churches build healthier teams. Pastors remain our first focus as we prepare to serve the missionaries, chaplains and other ministers who increasingly reach out to us.

2020 ECFA membership
2021 First Zimbabwe workshop; the team has now reached 750+ pastors
2017–2024 Refuge Churches grow from 24 to 40
2025–2026 Sean Nemecek becomes Executive Director; Anchor Ministries International

Pillar 1

Pastors Renewed



The need

About one in four US senior pastors seriously considered leaving full-time ministry in the past year.

Barna Group, January 2026

What we do

Most pastors who come to us are not in crisis yet. They are tired, stretched thin, and unsure how long they can keep going. We meet them early, through coaching, the PRO-D leadership assessment, spiritual direction, and sabbatical planning, so they can find rest and clarity before burnout becomes an exit.

Latest year (Aug 2025–Aug 2026): 22 coaching clients and 31 PRO-D assessments.

Sacred Journey

In 2026, our subsidiary ministry Sacred Journey welcomed 25 retreatants (April: 11; September: 14) to free retreats for ministry couples at the foot of Mt. Princeton, Colorado. Sacred Journey has its own designated fund (see page 14).

By the numbers

219
pastors and leaders in renewal programs since 2020 (each counted once)

150
coaching enrollments, 2020–2026

600+
PRO-D assessments completed since 2010

20+
pastors receiving free coaching from our team at any given time (2026)

1,250+
churches have purchased access to the Sabbatical Toolkit, including the churches of three denominations

> *"For most of my adult life I carried a great deal of anxiety and shame. I didn't understand the heavy way I lived my life and ministry until I hit a wall of intense burnout in 2022. ... I began regular coaching sessions with my coach. ... He has helped me name and recognize many patterns of anxiety, over-functioning and emotional enmeshment. ... My coach has always met me with kindness, compassion and empathy, so I feel safe sharing my ministry pain and confusion with him, but he is also willing to point out hard truths that I need to hear. ... With his help I have found a much freer and more peaceful way to approach my life and ministry."*
>
> Joshua Nash, Michigan

Pillar 2

Pastors Restored



The need

When a pastor is forced out, the family often loses its income, its home, and its church community in the same week. Many never return to ministry.

What we do

This is where our ministry began. Through the Refuge Church Program, a trained local church welcomes an exited pastor and family for six to twelve months. A Support Team from the congregation walks with them while they heal and discern what comes next. For leaders in or after crisis, we also build tailored restoration plans: typically about ten coaching sessions, a PRO-D assessment, and focused work on what needs to be rebuilt.

By the numbers

40
active Refuge Churches (2024)

At least 21
pastoral families have completed a Refuge Church restoration

25
pastors and leaders in restoration programs since 2020

5
families in restoration at once in 2024, a record for the ministry

> *"The Refuge Church program gave Connie and me a safe and caring place to process the hurt of being exited from our ministry. It both warmed our hearts and blew us away that a support group would form just to care for us, and the members of our group have become close friends. ... I feel ready for God's next ministry assignment, whatever that is, thanks to the healing and love found through this program. We also have found a church that, no matter where God leads in ministry, we will always call home."*
>
> Pastor Dan, a former pastor-in-residence

For another story of restoration, see page 10.

Pillar 3

Healthier Churches and Teams



The need

Healthy pastors lead healthy churches, but no pastor stays healthy alone. Elders, councils, and staff teams shape whether a pastor thrives or burns out.

What we do

We equip the people around the pastor. Our workshops teach church leaders how to build a culture of ministry health and how to care for their pastor. Team Alignment uses PRO-D results to help staff teams work from their strengths. Through the Refuge Church Program, we train whole congregations to receive a wounded pastor.

Coming in 2027

Team Retreats and the online Team Health Assessment give whole leadership teams a weekend to grow in unity, clarity, purpose, and hope.

By the numbers

15

churches and leadership teams served directly since 2020

8

presbyteries trained in "Cultivating a Culture of Ministry Health"

18

church leaders in a Team Alignment process (2026)

> After Sean Nemecek led a conference session on preventing pastoral burnout, an elder came up to talk with him. "I never thought about who is encouraging our pastor with the gospel," he said. "We need to make that a priority!" That is the shift we hope for in every church we serve: from expecting the pastor to carry everyone, to caring for the one who cares for them.
>
> From a church leaders' conference

Pillar 4

Global Leaders Equipped





Pastors' retreat, Kariba, Zimbabwe, 2026

The need

Many pastors in rural Zimbabwe serve with no regular salary and no theological training. When burnout or conflict comes, they often have no one to talk to.

What we do

Since the first workshop in Gokwe in 2021, our Zimbabwe Initiative, led by Regional Director Rev. Leonard Mukoma, has taken pastoral care across the country. District coordinators host workshops and retreats on burnout, conflict, family, and calling, then follow up with pastors one-on-one. Pastors from many denominations sit side by side, and in several districts they now gather and support each other between events.

Latest year: 2026 events in Mutoko, Shamva, Kariba, and Chakari, with a workshop in Kwekwe planned for late 2026.

By the numbers

750+
pastors connected through our Zimbabwe work (2026)

~850
workshop and retreat attendances across 15 districts, 2023 to mid-2026

400
pastors and church leaders in ongoing relationships with our Zimbabwe team today (staff estimate)

12
district coordinators (2025)

> A pastor attended one of our workshops in Harare. Not long afterward, his denomination stopped supporting him. He sold most of what he owned to survive, and he grew bitter. He came close to giving up. Our team stayed with him, coaching and counseling him through the hardest season of his ministry. Today he is rebuilding his ministry within the same denomination.
>
> From our Zimbabwe team

The Zimbabwe Initiative has its own designated fund. To give to it, choose the Zimbabwe fund at anchorministries.org/donate or write "Zimbabwe" on your check.

In Their Words

"It was great to have a 'thinking partner' as I wrestled with various issues of ministry, church board leadership, and personal struggles."

Pastor Ken, Michigan

"When I lost my church staff position, I lost more than a job. ... To know I wasn't alone was pretty special."

A pastor in the Western United States

"The feedback from every presentation was the same: 'I wish we had even more time.'"

Rev. Zachary, presbytery leader (EPC), on our church-leader workshops

"I wish I had known about you 10 years ago!"

Something pastors tell us often

"I did not want to carry any anger or hurt forward. ... I'm a healthier pastor today because of it."

Pastor Shawn Gerbers, Michigan

"We are witnessing renewed hope and emotional healing in many pastors. We are now exchanging pulpits."

A district coordinator, Kariba, Zimbabwe (2025)

"A good pastor is a terrible thing to waste."

Dr. Charles Wickman, founder



Featured story

"One of the most important people in my life"

A pastor had been forced out of the church he served. Regional Director Bryan Gregory began meeting with him.

For two years, they kept meeting. Bryan listened and walked with him through one of the hardest seasons a pastor can face. There was no quick fix, only steady, patient care.

Then one day the pastor called Bryan again, this time with something to say. "You were one of the most important people in my life," he told him.

A phone call was not enough for him. He got in his car and drove hours to see Bryan in person and thank him face to face.

That is what restoration looks like. A pastor who was pushed out does not have to stay alone. Someone walks with him long enough for hope to return. Your partnership makes that kind of care possible.

Partners in Care

We don't do this work alone. Denominations, seminaries, and ministries trust us with their pastors and help make this care possible.

Denominations and networks we serve with

- Evangelical Presbyterian Church (EPC)
- ECO: A Covenant Order of Evangelical Presbyterians
- Alliance of Reformed Churches (ARC)
- Converge
- The Missionary Church
- Many non-denominational churches

Ministry partners

- Evangelical Fellowship of Zimbabwe
- Our Daily Bread Ministries

Want your denomination or network on this page next year? Contact Sean at sean@anchorministries.org.

Looking Ahead

Our priorities for 2027

Thirty years in, God is opening new doors. These are the priorities we are working toward in 2027.

1. **Serve more kinds of leaders.** Extend our care to missionaries and chaplains, alongside pastors.
2. **Build an online learning platform.** Put the Sabbatical Toolkit, Refuge Church training, and other courses online so more churches can use them.
3. **Grow coaching.** Coaching is the heart of our work. We want every pastor who calls us to find a coach, whether or not they can pay the full fee.
4. **Care for whole leadership teams.** Launch Team Retreats and the online Team Health Assessment for elder boards, councils, and staff teams.
5. **Measure what matters.** Begin a short check-in with every pastor at the start and end of a program and 12 months later, so next year's report can show how lives change.
6. **Strengthen the team.** Add leadership roles over time, beginning with an Associate Director, so the ministry can grow without burning out the people who lead it.
7. **Increase our funding.** Add 300 new monthly partners, so we can say yes to more pastors who ask for help.



A Word on Stewardship

For ten years, AMI has run a steady ministry on a lean budget. From 2016 to 2025, we received $2.15 million and invested $2.22 million in caring for pastors, about $215,000 a year. From 2020 to 2025, an average of 76 cents of every dollar went to program services.

Spending outpaced giving in five of those ten years. In 2025, a year of leadership transition, we spent $14,700 more than we received and ended the year with almost no reserves.

Here is what changes now. In 2026 we earned Candid's Platinum Seal of Transparency, and we remain accredited by ECFA. Beginning in January 2027, we will track our impact throughout the year, so you can see what your gifts accomplish as it happens. And we are praying for 300 new monthly partners over the next five years: a steady foundation that lets us say yes to more pastors who ask for help.

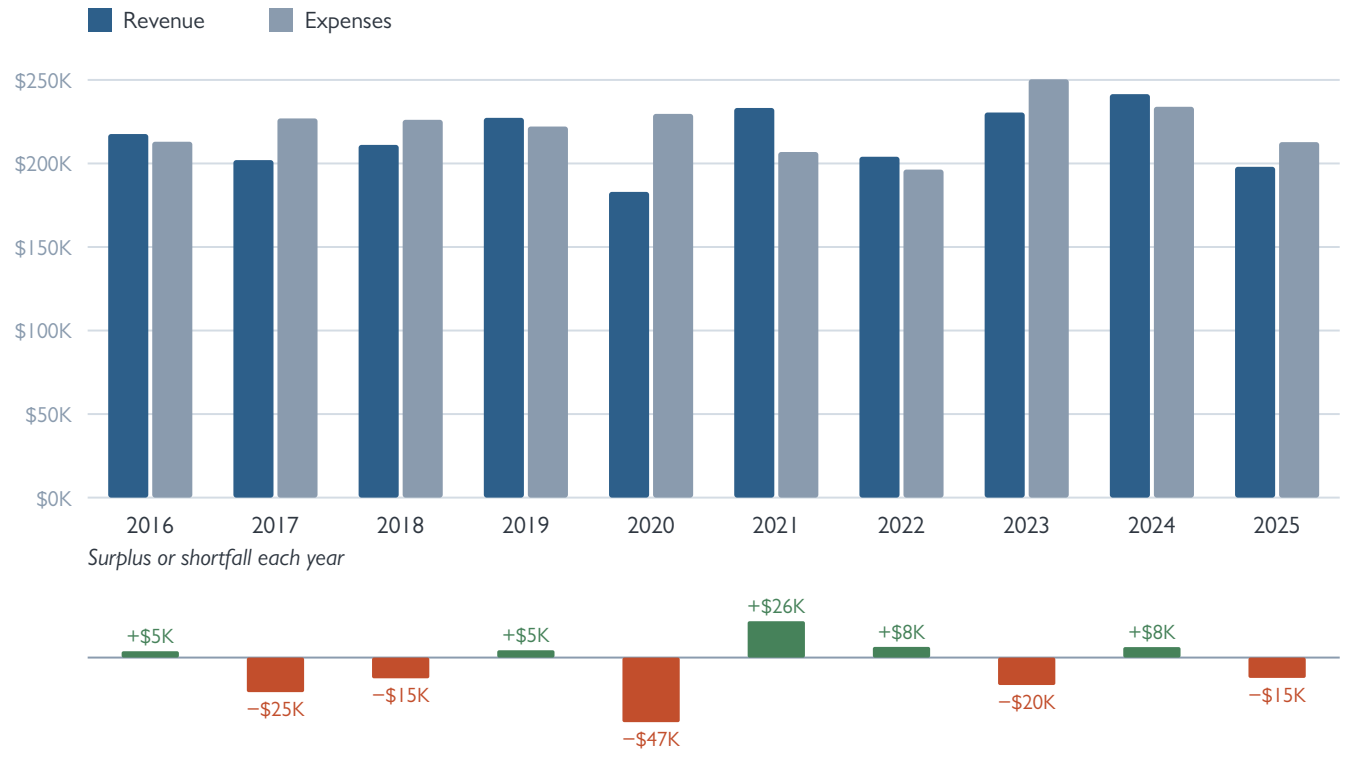
Every gift is an act of trust. We intend to keep earning yours.

Sean Nemecek, Executive Director

10 Years at a Glance

A lean ministry, faithfully run

For ten years, this ministry has cared for pastors on about $215,000 a year. Spending ran ahead of revenue in five of those years.



10 years (2016–2025)
$2.15 million received · $2.22 million invested

5 years (2021–2025)
$1.11 million received · $1.10 million invested

Where Your Gifts Go

Where it comes from (2025)



Contributions $173,240 (87%) · Program fees $24,366 (12%) · Other under 1%

Where it goes

76%

of expenses went to program services (average, 2020–2025)

Gifts from partners like you provide nearly nine of every ten dollars we receive.

Before 2020, our accountants used a different method to divide program and administrative costs, so earlier years are not comparable.

The True Cost of Care

What care really costs

We keep our fees low so pastors and small churches can get help. Fees cover only part of the cost. Gifts to our general fund close the gap and make free care possible.

Service	Pastor or church pays	Our cost to provide (est.)	Gap covered by the general fund
Coaching session	$100	~$170	~$70
PRO-D assessment	$250	~$390	~$140
PRO-D + six coaching sessions	$850	~$1,400	~$550
Sabbatical Toolkit (per church)	$100	~$270	~$170
Restoration program	from $650 + travel	~$2,700–$3,200	~$2,000–$2,500
Free conversations and coaching	$0	~$33,000 a year	~$33,000 a year

Estimates. Costs include direct expenses and a share of staff time. Restoration costs exclude travel, which the church pays.



About 40%

of our staff's time goes to free coaching and conversations with pastors — care no one is ever billed for.

Each year our team estimates about 850 conversations and 250 free coaching sessions. (Staff estimates, 2026.)



Join the Next 30 Years

Become a Sustaining Partner

Over the next five years, we are praying for 300 new monthly partners. Monthly gifts are the rocket fuel of this ministry. They let us respond quickly when a pastor calls in crisis, sustain long-term care, and keep our services within reach of small churches.

Bronze	Silver	Gold	Platinum
$50	**$100**	**$250**	**$500**
a month	a month	a month	a month
210 partners needed	60 partners needed	20 partners needed	10 partners needed
Our most common level			

Already a monthly partner? Thank you. Would you consider moving up one level for the next 30 years? An increase of $50 a month or more makes a lasting difference. Log in to your giving account to change your gift, or contact Karol and she will help.

Ways to Give

- **Give monthly:** become a Sustaining Partner at anchorministries.org/donate
- **Give once:** anchorministries.org/donate
- **Mail a check:** payable to Anchor Ministries International or Pastor-in-Residence Ministries, Inc., 3144 Michael Ave SW, Wyoming, MI 49509
- **Questions or help with your gift:** Karol Gee, karol@anchorministries.org · (844) 585-1234

Scan to give

All gifts go to our general fund unless you designate them.

Designated funds: Sacred Journey, the Zimbabwe Initiative, the Pastoral Support Fund, and Staff Support each have their own fund and are not part of general-fund giving. To support one of them, choose that fund on the donation page or note it on your check.

For Foundations and Denominations

Partner with us to care for pastors

Foundations and denominations can extend this care further than individual gifts alone.

Support pastors directly

Fund coaching, assessments, and restoration care for pastors who could not otherwise afford them.

Care for your denomination's pastors

We can build a care partnership for your pastors, from coaching and PRO-D assessments to Refuge Church training and workshops for church leaders.

Strengthen the ministry

Help fund the leadership roles and tools that let us serve more pastors well.

What you can count on: ECFA accredited · Candid Platinum Seal of Transparency · a new outcome check-in for every program beginning in 2027 · 501(c)(3), EIN 54-1818230

Contact: **Sean Nemecek**, Executive Director · sean@anchorministries.org · (231) 429-2533

Our Team



Sean Nemecek
Executive Director



Roy Yanke
Director of International Ministries



Jason Eddy
Regional Director



Leonard Mukoma
Regional Director
Zimbabwe Team



Mike Powell
Regional Director



Tim Young
Regional Director



Bryan Gregory
Regional Director



Karol Gee
Administrative Assistant



Tom Jameson
Regional Representative



Anne Horton
Regional Representative



Taurai Matokwe
Regional Representative
Zimbabwe Team



Brian Magwenzi
Regional Representative
Zimbabwe Team



Rosemary Lukens
Regional Representative



Beth Laury
Regional Representative



Jannine Bell
Regional Representative



Joe Chambers
Director, Sacred Journey

Anchor Ministries
International

Helping Christian Leaders Find
Hope · Clarity · Renewal

anchorministries.org

Thank you for 30 years of partnership.

Give today
anchorministries.org/donate

Read this report online
anchorministries.org/impact

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All gifts are tax-deductible as allowed by law. ECFA accredited.