

# CROSS TRAINING

Global Partner Preparation Ministry

GOING INTO GOD'S WORLD

*Pursuing Life in Christ*  
**CALVARY**  
CHURCH



# Cross Training Candidate Manual

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# *Welcome to Cross Training!*

As a church, we continue to learn together what it means to be “Pursuing Life in Christ.” This pursuit naturally drives us to exercise our love for God by going into His world and extend the gospel to those around us whether that be across the street or around the globe. Our call as followers of Jesus is to make disciples of *all* nations, and we will continue to partner with others so that *all* peoples may have the opportunity to respond to the gospel.

Dear Cross Training Candidate:

For centuries God has been calling, equipping and sending global partners from local churches all around the world. You are starting a journey that has been previously traveled by many others! While you may not feel especially well prepared, please be assured that most who have preceded you felt the same. That’s why Calvary Church is committed to a global partner development process that we call Cross Training.

We believe that your journey to the nations is not one that God intended for you to take alone. As your home church, we will go with you through the various steps. While we can’t assume responsibility for those things that can only be done by you or by God, it’s our desire to offer all we can. We want to see you in the place of His choice, both for you and for Calvary Church.

As we together start this journey, here are a few things to keep in mind:

1. ***Cross Training is designed to be self-paced, competency driven, and interactive with the Cross Training Team (CTT).*** That means that you in large part will set the pace for your progress, that we are looking for the development of skills needed for effective ministry, and that regular communication is needed between you and the Cross Training Team.
2. ***Since we want you to make progress, we would like to know about it.*** At the beginning of each level in this manual you will find a requirement sheet. Please keep track of your progress on these pages. You should quarterly communicate with your assigned CTT liaison to report such progress.
3. ***Cross Training is an imperfect tool that is flexible.*** Should you encounter difficulties, please openly share such challenges with the CTT by contacting your assigned CTT liaison.

We are very much looking forward to all that God will do in and through you in the future as you walk down this pathway. Please know that you will be prayed for and supported all along the way! **Remember that we are committed to you and not the program.**

For His glory among the nations.

*The Cross Training Team*

Calvary Church

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## **Cross Training Outcomes**

In January 2008 the Cross Training Team began an evaluation of the Global Partner Training ministry. We sought to understand the role of the local church and the agency in the development process. We solicited input from candidates and global partners on how to best prepare candidates. One of the critical parts of the review was to establish outcomes that we wanted to see in the lives of candidates who completed our program. All other requirements in the program were to be connected to at least one of the five outcomes. The program is designed to be intentional and interconnected.

Upon completion of this program all candidates should provide clear evidence of the following outcomes:

- 1. Growing Spiritually**
- 2. Healthy Relational Skills**
- 3. Cross-Cultural Discernment**
- 4. Competency in Discipleship**
- 5. Compatible Philosophy and Doctrine**

By Growing Spiritually, we mean: a person who engages in self-directed Bible study and other spiritual disciplines. We desire that this person nourish and sustain themselves in a vital relationship with God.

By Healthy Relational Skills we mean: understanding and applying Biblical principles for appropriate interpersonal relationships. We desire to see proper conflict resolution skills and a growing ability to live Christlike with individuals and teams.

By Cross-Cultural Discernment we mean: thoughtful interaction with another culture to build bridges of trust for friendships and ministry. We desire to become more incarnational and promote the posture of a servant.

By Competency in Discipleship we mean: being a devoted follower of Christ and able to lead a person to Christ as well as to nurture them into a productive Christ follower.

By compatible philosophy we mean: the church is the sender of global partners and the agency the facilitator of global partners. We see the candidate and global partner as much of a resource of the church as the agency. Therefore, we desire collaborative decision making between the church, the agency and the candidate or global partner. We also desire to pursue a primary ministry focus (not exclusive) on the least reached peoples of the world.

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OUTCOMES					
	Growing Spiritually	Healthy Relational Skills	Cultural Discernment	Competency in Discipleship	Philosophy and Doctrine
Level 1	#6 Assessments/Inventories  #9 <i>Missionary Call</i> #10 Continuing Ed #11 Short Term Miss. Trip #12 Church Ministry Service #13 Local Cross-Cultural Min	#6 Assessments/Inventories  #9 <i>I Once Was Lost and Ministering Cross-Culturally</i> #10 Continuing Ed #11 Short Term Miss. Trip #12 Church Ministry Service	#9 <i>Ministering Cross-Culturally</i> #10 Continuing Ed. #11 Short Term Miss. Trip  #13 Local Cross-Cultural Min.	#6 Assessments/Inventories  #9 <i>I Once Was Lost</i> #9 <i>Ministering Cross-Culturally</i> #10 Continuing Ed. #12 Church Ministry Service #13 Local Cross-Cultural Min.	#6 Assessments/Inventories  #9 <i>Missionary Call</i>  #11 Short Term Miss. Trip #12 Church Ministry Service #13 Local Cross-Cultural Min
Level 2	#2,3 Moral Purity #4 Peacemaking Workshop #5,6 People Group research #7 <i>Cross-Cultural Servanthood</i>  #13 <i>Honorably Wounded</i>  #15 <i>The Lost Art of Disciplemaking</i> #16 Continuing Ed.	#2,3 Moral Purity #4 Peacemaking Workshop #7 <i>Cross-Cultural Servanthood</i>  #16 Continuing Ed.	#5,6 People Group research #7 <i>Cross-Cultural Servanthood</i>  #16 Continuing Ed.	#7 <i>Cross-Cultural Servanthood</i>  #15 <i>The Lost Art of Disciplemaking</i> #16 Continuing Ed.	#2,3 Moral Purity #4 Peacemaking Workshop #7 <i>Cross-Cultural Servanthood</i>  #9 Agency Selection  #15 <i>The Lost Art of Disciplemaking</i> #16 Continuing Ed.
Level 3	#2 PAC Team #3 Prayer Partners  #5 Continuing Ed. #6 Financial Support	#2 PAC Team  #4 <i>Fully Funding Your Ministry</i> #5 Continuing Ed. #6 Financial Support	#5 Continuing Ed. #6 Financial Support	#5 Continuing Ed.	#3 Prayer Partners

## CROSS TRAINING TEAM

### Directory

NAME	PHONE	E- MAIL
Beirn, Steve	560-2341	sbeirn@calvarychurch.org
Bush, John	391-6026	John_bush@wycliffe.org
Kubinec, John	399-1976	kubinecs@gmail.com
Miller, Bob - Chair	656-4147	rmiller@mastersadvisors.com
Miller, Kandra	572-2856	kandra.stauffer@gmail.com
Mittelstadt, Sally	355-6939	sallymittel@gmail.com
Mittelstadt, Vern	355-6939	vernmittel@gmail.com
Paredes, Pat	354-8144	pparedes@leadershipresources.org
Powell, Scott	917-9073	slpowell4@yahoo.com
Reich, Rachel	625-4333	rachel554@juno.com
Schmid, Amy	940-3916	amyjschmid76@gmail.com

It is recommended that you direct questions about specific aspects of your development program to your CTT liaison. He/she will be best prepared to assist you with matters involving your particular program. Contact your mentor for questions related to spiritual growth and global partner development.

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# Synopsis of Cross Training

Global Ministries of Calvary Church

The program is for those who have made a conscious choice. They have asked the church to assist them in understanding and pursuing God's leading in their lives for potential global service. It's a collaborative partnership between the individual and the church to prepare and mobilize another global partner.



## Overview

### Level 1: Assessment & Training

In pursuing potential global service, the candidate will meet with the Cross Training Team (CTT) for the purpose of assessing his/her suitability and preparedness for such ministry. Through the use of various tools, the CTT will either (a) advise the candidate to pursue ministry service other than global ministry, or (b) affirm the apparent call of God in his/her life and devise a plan of training for further preparation. This will involve the assignment of a liaison and the tailoring of a training program to meet the needs of the candidate. ***The goal of this level is a clear affirmation of the candidate's direction in life and increasing preparedness for service.***

### Level 2: Exploration

Here the candidate will be coached in the exploration of various people groups, ministries, and agencies. This will be intended to identify a possible "fit" for the candidate, all in conformity to God's emerging will and the global priorities and policies of the church. This will include application and acceptance by an approved agency. ***The goal of this level is a defined focus for future ministry, including agency, location and nature of ministry.***

### Level 3: Pre-Field Ministry

Upon appointment to an agency, the candidate will engage in the ministry of developing a team of supporters who will share in prayer, finances, and other means of encouragement. This level of the program will result in an expanding circle of people in the church who identify with and will share in the ministry of the global partner candidate. It represents an essential phase for the church family to understand and "own" the global partner and his/her ministry. ***The goal of this level is an identified prayer and support team that will be committed to ongoing involvement with the candidate.***

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# Qualifications and Steps to Global Service

Calvary Church

## For What Are We

### Looking?

Qualifications of those whom Calvary Church sends into global service

While recognizing that it is God who calls and equips those whom He sends into global service, Calvary Church also recognizes the important role that He has designed for the local church in that process (Acts 13). Consequently, there exists a need for the church to have clearly identified criteria with which spiritual leaders in the church can evaluate the potential calling of prospective global partner candidates. These criteria focus on qualities and characteristics that have proven over time to provide for a reasonably effective and fruitful global service.

These expectations are groups divided into six major domains: spiritual, interpersonal, intercultural, ministry, personal & family, and organizational. While accepting the reality that no one person is perfectly formed in all of these domains, there does exist the expectation that our church global partner candidates will have embarked upon a consistent pattern of growth in all six of these areas.

**Spiritual** – Our walk with God is fundamental to everything we are and do.

- Loving and obeying God
- Loving people
- Knowing and being guided by the Word of God
- Growing prayer life
- Displays submission to biblical authority

**Interpersonal** – All ministry takes place in the context of relationships.

- A listener to people
- Lovingly confronting and receiving the same when required
- Manages conflict biblically
- Builds trust with others
- Appreciates life in community with others
- Handles grief and able to comfort others in grief
- Manages stress
- Maintains moral purity
- An encourager

**Intercultural** – Every global partner is by nature of his or her task an intercultural specialist.

- Manages transitions, able to “let go”
- Develops proficiency in language
- Understands oneself and one’s own culture
- Learns to make adjustments, is flexible

- Understands other worldviews
- Not quick to judge or undervalue other cultures
- Develops intercultural social skills
- Forms intercultural relationships

**Ministry** – The work of making disciples requires basic competencies.

- Committed to and engaged in, evangelism according to gifts and temperament
- Displays ability to nurture new Christians
- Seeks to develop spiritual leaders
- Understands and exercises one’s spiritual gifts in accountable ministry

**Personal & Family** – Caring for self, family, and friends is vital to global partner effectiveness.

- Maintains physical and emotional health
- Builds and maintains healthy friendships (near and far)
- Manages finances well
- Manages time well
- Able to live within reasonable “margins”
- Committed to cultivation of a strong marriage (if married)
- Healthy acceptance of singleness (if single)
- Raises resilient children (if parent)

**Organizational** – Compatibility with group practices and policies is essential.

- Understands and appreciates corporate culture of the church
- Supports doctrinal and policy statements of the church
- Supports global ministry philosophy and strategy of the church
- Maintains accountability
- Displays compliance with administrative procedures

The above qualities are those desired in a global partner. They also represent growth areas for global partners following their appointment to active service. In many respects, they represent a lifelong commitment to growth and development. Prior to appointment to global partner service, much of the responsibility for the development of these qualities is a joint venture between the candidate and the church. Following appointment, the agency normally brings considerable expertise and resources to aid in that development. In all cases, there exists an unavoidable need for the global partner to own the personal responsibility to be a learner and grower upon which all outside assistance is based.

Candidates are additionally to be evaluated in four different levels:

1. **Call** – Is there evidence that God has indeed been at work preparing and directing the candidate to global service? This should be observable and confirmed by those in positions of spiritual leadership.
2. **Character** – Does the candidate display attitudes and actions that reflect a growing Christ-likeness? This should be evidenced primarily through relationships in and out of the church.
3. **Competence** – Does the candidate exhibit skills and abilities that are needed for the intended global service? These skills and abilities should be demonstrated in relevant fashion “here”, as opposed to hoping they will be developed “there”.
4. **Compatibility** – Does the candidate “fit” into the strategy, philosophy, aims, and relationships of the global ministry of the church?

Whereas much attention is traditionally focused on the first two areas (*call* and *character*) significant attention must be invested in the second two (*competence* and *compatibility*). While not discounting the significance of a biblically based call and the formation of godly character for the global partner candidate, far too many global partners have returned home prematurely because they were not competent in their field of intended service or because they did not really fit the organization or the context into which they were sent.

The Cross Training Team of Calvary Church is committed to the establishment of meaningful training and development ministries that will aid those called by God into global service from the church body. This will represent a collaborative journey for the CTT and the prospective global partner as they together seek God’s wisdom and guidance, both for the Global Ministry of Calvary Church and the prospective global partner.

*Note: Much of the material and concepts for this section came from materials developed by Dave Broucek, Missionary Training Coordinator for The Evangelical Alliance Mission (TEAM).*

## Cross Training

Requirements: Level 1 – Assessment & Training

Date completed

1. Application and CTT interview \_\_\_\_\_
2. Church membership \_\_\_\_\_
3. Baptism \_\_\_\_\_
4. CTT Liaison assigned: \_\_\_\_\_
5. Mentor selection process Mentor: \_\_\_\_\_
6. Assessments and inventories. Candidates are to concentrate on items 1) & 2) before other requirements in item 6.
  - 1) MBTI & Uniquely You (spiritual gifts) \_\_\_\_\_
  - 2) *Bible Assessment Tool* \_\_\_\_\_
  - 3) Bible application essay \_\_\_\_\_
  - 4) Personal doctrinal statement \_\_\_\_\_
  - 5) Personal Evangelism skills \_\_\_\_\_
7. Complete *Perspectives on the World Christian Movement* course  
(Upon completion, submit a copy of the course certificate to the Global Ministries Office) \_\_\_\_\_
8. Read the Global Ministries Policy of Calvary Church and sign that you are in support of the document. Submit a signed copy to the Global Ministries Office. \_\_\_\_\_
9. Reading assignments (consult reading list on page 1.13) \_\_\_\_\_

Write a one-page reflection addressing the following questions: "What new perspectives did you gain? What points were meaningful to you?" Submit your completed paper to the Global Ministries Office.

10. Attend all Continuing Education and other lectures on specified topics. \_\_\_\_\_  
Any C.E. absence requires a review of the video tape and a one-page written report submitted to the Global Ministry Office. Videos are available to be checked out from the library approximately 2 weeks following the C.E. session.
11. One cross-cultural short-term ministry trip if no previous trip taken prior to entry in CT \_\_\_\_\_

Read *Ministering Cross Culturally*, on the required reading list before you participate on any trip. Write a two-page summary on the ministry project in which you participated. Include dates, location, partnering ministry/ global partner, your role on the team, ministry outcomes, and lessons learned. Submit the report to the Global Ministry Office for your candidate file. Submit the Field Evaluation Form on page 1.14. This form is to be completed by a recognized leader in the ministry which accepted the short-term team. The leader should place the assessment in a sealed envelope provided by the candidate which the candidate should then submit to the Global Ministries Office.

12. Complete 48 hours of service in church ministry \_\_\_\_\_

Write a two-page summary on your church ministry service. Include name of ministry, ministry supervisor to whom you were accountable, contact information for that ministry leader, the nature and activities of your service, and personal lessons learned.  
Note: *This service should be in an area of activity that is related to possible ministry on the field and in an area of giftedness.* Submit the report to the Global Ministries Office for your candidate file.

13. Complete 24 hours of service in local cross-cultural ministry \_\_\_\_\_

Write a two-page summary on your local cross-cultural service. Include name of local ministry, ministry supervisor to whom you were accountable, contact information for that ministry leader, the nature and activities of your service, and personal lessons learned. Submit the report to the Global Ministries Office for your candidate file.

14. Meeting with CTT Representative for admission to Level 2. \_\_\_\_\_

## Mentors and Global Partner Candidates

### Purpose of Candidate Mentoring

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To provide an interactive environment for the discipling (spiritual formation), training and support of the candidate through the development process.

### What is Mentoring?

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While mentoring seems to have become popular in recent years, it is in fact as old as human history. Mentoring is a learning relationship between two individuals in which both are enriched. It is a fluid, changing process in which growth and learning are structured according to life circumstances as they unfold. It is a ministry of lifestyle modeling. It is a component of coaching. It involves **proactive listening** and **cautious advising**. It is guiding another through a trusting relationship. In Cross Training, the candidates will have the opportunity to open their hearts and lives in the safe environment of godly, caring, trusting mentors.

Since it is a reciprocal relationship in which both grow and learn, it is essential that neither seek to control the relationship. Rather, there should be manifested a clear confidence in the working of the Holy Spirit to produce insight, change lives, and teach through the examples of others.

### Reason for Mentoring

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The church is uniquely positioned to provide spiritual training for the candidate. While agencies train the candidates in many ways, they are not in a position to observe and assist in extensive spiritual development. Therefore, it is incumbent on the church to provide this service.

### Qualifications of the Mentor

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1. Preferably, has cross-cultural ministry experience.
2. Is familiar with the Global Ministry policies and programs of Calvary Church.
3. Views mentoring as a vital ministry in the sending process of Calvary Church.
4. Displays a balanced and disciplined life as a servant of Christ.
5. Practices personal spiritual disciplines of prayer, Scripture reading and meditation, etc.
6. Is willing to make a commitment to a candidate during their time in Cross Training.

### General Responsibilities of the Mentor

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1. Serve as discipler and advisor to the candidate on a personal and confidential level.
2. Make the relationship a high priority.
3. Teach by example.
4. Become acquainted with the candidate as a person.
5. Pray daily for the candidate.
6. Listen more than talk (80/20 rule).

7. Review the assessments of the candidate's testing results and provide guidance in improving problem areas. This will include *Level 2* assignments, such as research and survey projects.
8. Help the candidate gain perspective on his/her thinking, ministry, world view, and/or lifestyle patterns. Ascertain problem areas and encourage alternatives.
9. Share knowledge and wisdom gained through global partner service and other ministry experience.
10. Help in assessing the candidate's suitability for global ministry.
11. Understand and support the Global Ministries' policy and priorities of the church in assisting the journey of the candidate toward global partner service.

Note: The mentor is not a representative of the CTT and is not in a position of authority over the candidate.

### Specific Responsibilities of the Mentor

1. Attend all available mentor training.
2. Attend the Continuing Education sessions.
3. Note: First meeting, initiated by CT chair or designated CTT member, is to occur as soon as possible between liaison, mentor, and candidate after the candidate's acceptance into Cross Training.
4. Help the candidate establish a Level 1 plan with a 2-year-or-less time frame.
5. Meet monthly with the candidate. Review status of goals that were set for the preceding month.
6. Discuss the *Candidate Report* every other month.
7. Be prepared to interact with the candidate on at least one of the questions from the assigned chapter in *Conformed to His Image* by Boa. NOTE: This interaction provides CT a discipleship framework and is intended to lead to meaningful spiritual discussions. Unless otherwise authorized by the CTT all 36 chapters plus the "Conclusion" chapter must be covered before the candidate is commissioned for service. The norm is for each candidate to have at least 38 meetings with the mentor during the three levels of the training process, which will take at least three years.
8. Discuss the candidate's progress in meeting the requirements of CT, paying special attention to goals for the coming month.
9. Share and pray together.
10. Establish meeting time, place, and chapter(s) from Boa for the next month.
11. Communicate quarterly with liaison.
12. Meet semi-annually with liaison and candidate. Review milestone progress and completion status. Assess evidences of maturation and confirmation of "call".

Note: For a helpful perspective on meetings between liaison, mentor and candidate, see Appendix A.

### **Responsibilities of the Candidate**

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1. In the initial meeting with the mentor, share your personal testimony, ministry experience, and goals.
2. During subsequent meetings, share with your mentor your progress through *Cross Training* and future goals. (Use the *Global Partner Candidate Bi-Monthly Worksheet* form for subjects.)
3. Select and be prepared to discuss at least one question that you find most relevant in the Boa chapter for the month.

4. Pray with and for your mentor.
5. Communicate quarterly with your assigned CTT liaison to report progress.

## Synopsis of Cross Training

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Level 1 – Assessment & Training  
Level 2 – Team Exploration  
Level 3 – Team Building

## Growth Areas for Candidates

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Global Partner candidates are expected to grow in the area of desired Outcomes of Cross Training. Over time the mentor should discuss with the candidate both his/her current status in the outcomes and strategies for needed growth.

1. *Growing Spiritually* - Spirituality is not merely one domain on par with the others; it is what informs, guides, and governs all of life.
2. *Healthy Relational Skills* - All ministry takes place in the context of relationships.
3. *Cross-Cultural Discernment* - The global partner is a cross-cultural specialist.
4. *Competency in Discipleship* – We are to be disciples of Christ and to make disciples wherever we go.
5. *Compatible Philosophy & Doctrine*– The philosophy and doctrine of the candidate must be consistent with that of Calvary Church.

## Key Issues for Mentors

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1. *Availability* - It is essential that the mentor makes a high commitment to the relationship and is available for interaction on a flexible basis.
2. *Confidentiality* - Since personal matters will no doubt be shared and discussed, a high degree of personal trust is essential.
3. *Loving confrontation* - In order to learn, people need to address weaknesses and failures. A mentor who graciously assists the candidate to face and deal with such provides something of great value.
4. *Accountability* - The mentor exercises a responsibility of stewardship for the mentoring relationship with the candidate. Since affirmed for this role by the Cross Training Team, the mentor must function under the oversight of the CTT. This includes regular reporting, while protecting appropriate confidentiality.
5. *Vulnerability* - Candidates will learn the most from mentors who are willing to openly share from their life experiences. Learners respond best to models they can observe and know.
6. *Encouragement* – The road to global partner service can be challenging and at times overwhelming. Your positive encouragement can go a long way in helping someone to not lose heart.

## Global Partner Candidate Bi-Monthly Worksheet

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Please note: This report is for the confidential use of the candidate and his/her mentor. It is not to be forwarded to the Cross Training Team or anyone else without the permission of the candidate. It serves as a guide for appropriate accountability.

1. Which question(s) from this month's chapter in *Conformed to His Image*, by Ken Boa do you want to discuss?  
page: \_\_\_\_\_ Question #(s) \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_

2. Agreed upon Boa chapter for the coming month: \_\_\_\_\_

3. Heart Check: As you reflect on your recent experience, circle the words most descriptive of you and cross out the words least descriptive of you.

committed serious about ministry discouraged praying regularly dependable "ho-hum" tired  
faithful submitted procrastinating prepared cooperative inconsistent loving learning  
disciplined frustrated trusting God excited focused encouraged teachable obligated

\_\_\_\_\_

(other words characteristic of you)

4. Comment on your time spent alone with God (time in Scripture, prayer, meditation, etc.) and share any key prayer requests.

5. What goals have you achieved over the past month(s)? What are your new goals?



# CTT Liaisons and Global Partner Candidates

Besides their primary relationship with mentors mentioned in section 1.2, Global Partner candidates also have an important relationship with their liaisons through which growth and development are facilitated as they progress through Cross Training. The following list of responsibilities of the liaisons illustrates how they serve the candidates:

## Responsibilities of the Liaison

1. Serves as the administrative contact between the candidate and the CTT.
2. Is assigned by the CTT to this responsibility.
3. Represents the CTT to the candidate, checking quarterly with the candidate and the mentor to determine the level of progress, and assisting in problem solving when necessary.
4. Is not empowered to make policy or waive requirements of Cross Training, but can make requests on behalf of the candidate to the CTT.
5. Reports quarterly to the CTT (verbally) on the candidate's progress.
6. Initiates a meeting twice a year with the candidate and mentor. (See Appendix A for suggestions for these meetings.)
7. Has access to the candidate's non-confidential files.
8. Has access to the candidate's (confidential) Myers-Briggs test results.
9. Gives permission for the Cross-Cultural Short-Term Project as per the guidelines in section 1.14.
10. Gives permission for the Local Church Ministry as per the guidelines in section 1.15.
11. Discusses with the candidate the options for Local Cross-Cultural Ministry as per the guidelines in section 1.16. and checks (when informed by the candidate) after the first 12 hours of relational contact to verify that the opportunity still qualifies as cross-cultural.
12. Guides candidates in Cross Training goal setting and accountability at semi-annual Candidate/Mentor/Liaison meeting.

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# Bible Assessment Tool

## Philosophical Base

Calvary Church believes that Biblical knowledge is foundational to effective life and ministry. For this reason, all its global partners must display a sufficient grasp of the Bible in order to responsibly fulfill the spiritual ministries in which they will be engaged. As such, the church is not primarily interested in the candidate presenting *credentials* (such as 30 hours of Bible courses in college) but rather *competency* in the Scriptures. It is recognized that such competency can be achieved through means other than Bible college or seminary.

While recognizing that some global partner roles require a higher level of Biblical expertise (such as professors in Bible colleges and seminaries), it is believed that all global partners are called upon to accurately apply the Bible to life and be ready to share it with those to and with whom they minister. For this reason, Cross Training includes a simple assessment of the candidate's level of Biblical knowledge in order to:

- Determine if sufficient competency exists for the intended ministry role, and if not...
- Determine a plan of action by which such competency can be gained.

This competency can be gained from formal studies in a Bible college, seminary, or other institution of higher Christian education. In some cases, it may be determined to pursue such competency in a well-prepared non-formal course of study through the church or other para-church organizations. The ultimate plan agreed upon will depend upon the intended global partner role, the agency with which the candidate aspires to work, and available educational resources.

## Practical Steps

1. The candidate contacts the Global Ministries Office of the church to secure a Bible Knowledge Assessment Packet. This is a self-proctored 100 questions exam to be completed by the candidate in private. Inside the packet are detailed guidelines to be followed.
2. Upon completion of the exam, the candidate returns all the material contained in the packet to the Global Ministries Office of the church.
3. The exam is scored and the candidate receives a copy of the printed evaluation results.
4. The candidate schedules an appointment with the Global Ministries Pastor to review the results of the assessment and determine if (a) sufficient competency exists, defined as 75% or higher, or (2) the competency level of the candidate needs to be raised through an agreed upon course of action.

# Bible Application Assessment

## Philosophical Base

The ministry of world evangelization requires laborers who know and are guided by biblical principles. As such, they need to be competent in accurately understanding and applying the Bible to their everyday living. It is not enough to know certain Bible facts or doctrine. It is essential that we deploy global partners who know how to make life decisions based on the teachings of Scripture and are appropriately competent to advise others in the same way.

All global partner candidates will be required to complete the assessment described in this paper. This assessment is based on the following assumptions:

1. While recognizing that some people are spiritually gifted as pastors and teachers, we believe that all people are called to understand and apply the Bible to their lives.
2. There are some people for whom a higher level of skill is required in this area due to the level of responsibility they may have in teaching and counseling ministries.

## Practical Steps

1. Written Assessments:
  - The candidate will answer in essay questions provided by the Global Ministries office. The candidate will in private write his/her responses on blank paper. The only resource to be available while writing is an unmarked Bible. It is then submitted to the Global Ministries Office.
2. Based upon the input received, the CTT of Global Ministries will make one of the following determinations:
  - The candidate has displayed sufficient competency and is not required to take additional training in the field offered or recommended by Calvary Church.
  - The candidate has not displayed sufficient competency and is required to take additional training in the field offered or recommended by Calvary Church. **Note:** *This outcome would require the successful repetition of the written assessments.*

## Guidelines for the Preparation of Personal Doctrinal Statement

All candidates are required to write a personal doctrinal statement that reflects their understandings and commitments in basic Christian doctrine. This exercise can be very helpful as one synthesizes into a cogent form the core beliefs that shape one's belief and practice. While it is essentially a theological exercise, its implications and outworking can be very valuable in the clear establishment of a personal base upon which life and ministry is fashioned.

A few basic guidelines to remember:

1. This is not a literary assignment. As such, you are not going to be evaluated on the merit of your writing skills. We're interested in **what** you believe and **why** you believe it. Consequently, do not make this an exercise in creative writing.
2. Make this a personal statement of doctrinal belief. Do not "cut and paste" statements from books or the writings of other people. While the speaking and writing of others influence us all, seek to place into your own words what you believe. We're interested in what God has taught you... and what you understand the Scriptures to teach.
3. Be clear about the Scriptural basis for your beliefs. Citing of biblical references and passages that clearly affirm your position serve to give worthiness to your doctrinal statement. We are interested in what you firmly believe the Bible teaches ... not simply what your ideas are.
4. Wordiness is not necessarily compelling nor convincing. There is no minimum requirement for the length of this project. Use as much (or little) space as you need to clearly state your beliefs.

While you can arrange your doctrinal statement in your own personal style, please make sure that the following topics are addressed:

1. The Bible
2. The Triune God
3. Jesus Christ: Person, Role in Salvation, His Resurrection, Current Ministry, and Return
4. Mankind: Origin, Nature, and Destiny
5. The New Birth
6. The Church
7. Baptism and the Lord's Supper
8. Satan and Demons

Submit your work to the  
Global Ministries Office.

# The Myers Briggs Type Inventory and Cross Training

## The Purpose of using the MBTI in Cross Training

The MBTI (Myers Briggs Type Indicator) is a standard assessment designed to identify primary personality characteristics. The goal is to help prospective global partners know well their strengths and weaknesses so that they can:

1. **Grow in their ability to relate well to others.** We desire to see global partners develop positive relational skills so that they will work well in a team of global partners and be effective in collaborative ministry.
2. **Grow in their marriage** (for those who are married). The church desires to see married global partners have a strong and growing marriage, one that provides a foundation for healthy family life and a strong testimony before others. We believe that the home is the laboratory God uses to grow us spiritually and sharpen our ministry and relationship skills.
3. **Make wise career/ministry decisions.** We desire to see global partners focused on a ministry that is a “good fit” for them, considering how God has gifted them.

## Standard Procedure for using the MBTI

1. Candidates will contact the Administrative Assistant for the Pastor of Family and Counseling Ministries to schedule a time to take the assessment.
2. The Pastor of Counseling and Family Ministries (and/or a designated counselor trained to interpret the MBTI) will meet with the prospective candidate to review the results of the assessment. Special consideration will be given to items that clarify a ministry focus that is a “good fit,” items that show strengths and weaknesses in relational patterns, and items that identify strengths and growth areas in marriage as applicable.
3. A designated person on the Counseling and Family Ministries staff will provide written follow-up steps (if any) for the candidate. This is to be included in the written summary of the assessment.
4. The results of the test will be reviewed with a Pastor of Counseling and Family Ministries and the candidate. The Pastor should initiate a date for the review.
5. The test results will be treated as confidential. Results will not be released to anyone other than Global Ministries staff, the liaison and the mentor without the prior written consent of the candidate.
6. If applicable, the candidate is to set up a 6-month follow-up appointment with a Pastor of Counseling and Family Ministries to report on follow-up steps taken.

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\*Note – The MBTI and Uniquely You assessment are normally requested from the Counseling Office together so the Pastor of Counseling can review them at the same time with the candidate.

## ***Uniquely You***

### A spiritual gifts & communication style inventory

#### What is *Uniquely You*?

*Uniquely You* is a tool that seeks to provide insight in two areas for the candidate:

1. What are the spiritual gifts that God has entrusted to me, and
2. What is my style of communication and interaction with others in which I will employ my spiritual gifts?

The assessment consists of a series of 128 indicators of spiritual gifts and 96 indicators of personality (DISC). The candidate uses two different forms to record responses. These responses are interpreted according to research that predicts normal patterns according to the unique mix of responses scored.

#### Why is this a part of Cross Training?

CTT believes that global partners have the maximum potential to serve God effectively when they are placed in a ministry opportunity that corresponds with the gifts and abilities God has placed within that person. While not believing that such an assessment offers the last or absolute indicator of how and where God desires to use someone in His vineyard, it is believed that such self-knowledge empowers the candidate to make a far better decision under the guidance of the Holy Spirit.

#### What's the process for taking the assessment?

The candidate contacts the Administrative Assistant for the Pastor of Counseling and Family Ministries, requesting a *Uniquely You* packet. The packet contains an assessment booklet and response form. Directions for completing and scoring the assessment are included in the booklet. These should be carefully followed and can be done at the convenience of the candidate at a time and place of his/her choosing. Once completed, the candidate schedules an appointment with a designated person on the Counseling and Family Ministries staff. He will review the results of the assessment with the candidate.

#### How are the results of the assessment used?

Once the candidate has reviewed the results of the assessment with a designated person on the Counseling and Family Ministries staff, the candidate will make and forward a copy of the assessment results to the Global Ministries Office for inclusion in the candidate's personnel file. The candidate should subsequently share insights learned with his/her mentor and discuss areas of application.

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\*Note – The MBTI and *Uniquely You* assessment are normally requested from the Counseling Office together so the Pastor of Counseling can review them at the same time with the candidate.

# Evangelism Skills Assessment

## Philosophy

Since Calvary Church believes that world evangelization is at its core a task of evangelism, we are committed to developing and deploying global partners who are competent to share their faith in a culturally relevant manner and willing to do so. This applies to all global partners sent by the church, regardless of their specific gifts or ministry assignment.

All candidates will be required to complete the assessment described in this paper. This assessment is based on the following assumptions:

1. While recognizing that some people are spiritually gifted in evangelism, we believe that all people are called to fulfill the responsibility to be effective witnesses of the Gospel.
2. People should learn to share their faith in a manner that is compatible with their gifts, temperaments, and relational styles. There is no one right way for all people.
3. Skill in evangelism is learned over time as we learn from experience. While such skill is based on knowledge gained in the classroom, it reaches its maximum potential in actual relationships with lost people.

## Goals

1. The candidate must demonstrate a working knowledge of key truths associated with salvation.
2. The candidate should be able to demonstrate an ability to verbally communicate the Gospel. This can be done by a role play with an assessor. The desired outcome is a clear presentation for the hearer.

Inability to accomplish these goals will require additional evangelism training.

## Process

1. The candidate is to contact an approved assessor from the list on the following page in order to arrange a time to conduct the assessment.
2. The candidate will write down, from memory in front of the assessor, the following list of key truths with scripture references. Later this will be placed in the candidate's file. The references are to be developed by the candidate. It is important to realize that belief in these essentials can only result from the work of the Holy Spirit, who is one with the Father and Son (2 Th. 2:13; Tit. 3:5):
  - a. The Bible is the Word of God.
  - b. God the Father and God the Son (Jesus Christ) are one.
  - c. Everyone has sinned against God.
  - d. Sin against God must be punished.
  - e. Jesus died on the cross in our place as punishment for our sins.
  - f. Jesus rose bodily from death.
  - g. Apart from belief in Jesus there is no salvation.
  - h. Belief in Jesus will exhibit itself in thoughts and actions.
3. The candidate will role play a discussion of the Gospel with the assessor. The candidate is the Christian and the assessor is an unbeliever, who has questions and doubts.
4. The assessor will provide a written evaluation of the candidate's displayed competency to the Global Ministry staff and candidate, based upon the above written and role-play components. The assessment should primarily be concerned with:
  - a. The candidate's knowledge of the scriptures and salvation.
  - b. The candidate's understanding of the Gospel message.
  - c. The candidate's ability to communicate the Gospel.
5. Based upon the assessor's comments, the Global Ministry staff will determine whether the candidate needs further evangelism training.

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## Evangelism Skills Assessors

### Cross Training

In order to schedule their personal assessment, candidates in training are to contact the assessor of their choice from the list below. This should be done after the candidate has written their personal gospel presentation and is prepared to share it with the assessor.

John Beerley

Peg Huber

Greg Kessler

Mark Stark

Grif Jack

Diane Kreider



## Perspectives on the World Christian Movement

Those who are sent by the church into global service must have a heart and vision for the world... people gripped with the desire to extend the glory of God among the people groups of the world. This requires a global perspective, coupled with a clear understanding of the task as described in God's Word. The course entitled *Perspectives on the World Christian Movement* is invaluable in imparting such a heart and vision.

### WHAT IS THE PERSPECTIVES COURSE?

*Perspectives on the World Christian Movement* is a dynamic course where you'll discover what God is doing around the world and consider your part in His purposes. *Perspectives* will help you understand God's plan for our world—and for your life—as you explore the following areas:

- **Biblical perspective** - God's unchanging purpose for the nations
- **Historical perspective** - Expansion and pioneers of the Christian Movement
- **Strategic perspective** - What are "unreached people groups" and why are they so important to complete God's eternal purpose?
- **Cultural perspective** - The Gospel and cross-cultural communication

Undergraduate and graduate credit is available through schools such as Geneva College and Westminster Theological Seminary. (Request information on this topic when you register.)

*Perspectives* is taught by professors, global workers, and pastors who have seen God at work all over the world. The fifteen-lesson format is designed to emphasize vision and passionate, life-integrating action of hope for the fulfillment of God's global purpose. Each class session is typically 2 ½ hours in length, with a combination of lecture and discussion. Reading and written exercises are a weekly assignment.

*More than ever, Perspectives is about God: what God has always promised to bring forth on the earth, how God has moved with purpose throughout the ages and generations, and how God summons His people to fulfill a mandate to fight evil with Him, so that there is established in every people a substantial following of Christ, which names Him and makes Him known in worshipful obedience. Global obedience is assumed to be less a matter of challenging Christians to carry out duty to meet needs all over the world, as it is an invitation by God for people to join Him in His deeds. There is a fundamental passion for God's glory that allows a more abundant compassion for people.* (Quote from Perspectives web site)

More information can be found at the *Perspectives* website ([www.perspectives.org](http://www.perspectives.org)). Locations, dates, and registration information can be found there or by checking with the Global Ministries Office.



1051 Landis Valley Road  
Lancaster PA 17601  
717-560-2341

### Global Ministries Policy Manual

(A copy of the policy may be obtained by contacting the Global Ministries Office)

This is to verify that I have read the Global Ministries Policy Manual of Calvary Church and that I am in essential agreement with the document.

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Signed

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Date

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Signed

---

Date

# Reading Assignments

*Level 1: Assessment & Training*

## Required:

*I Once Was Lost*, Don Everts & Doug Schaupp, IVP, 2008 (Calvary Library #248.24Eve)

**NOTE:** This should be the first book read in the required reading.

*The Missionary Call*, M David Sills, Moody Publishers, 2008 (Calvary Library #266.023Sil)

*Ministering Cross-Culturally*, Sherwood G. Lingenfelter & Marvin K. Mayers, Baker Book House, 1986 (Calvary Library #266.023Lin)

## Recommended:

*Let the Nations Be Glad! The Supremacy of God in Missions*, John Piper, Baker Book House, 1993

*The Beginner's Guide to Spiritual Warfare*, Neil T. Anderson & Timothy M. Warner, Servant Publication, 2000

*Ordering Your Private World*, Gordon MacDonald, Thomas Nelson Publishers, updated version, 2003

*Out of the Salt Shaker and Into the World: Evangelism as a Way of Life*, Rebecca Manley Pippert, 1999, 2<sup>nd</sup> Edition, InterVarsity Press

*Spiritual Leadership*, J. Oswald Sanders, Moody Press, updated version, 1994

*Trusting God: Even When Life Hurts*, Jerry Bridges, NavPress, 1990

\*Note that all required books are in the Calvary Church library. The call numbers are provided after the title of each book to help you locate them if you choose to use the library copies.

# Cross-Cultural Short-Term Ministry Effort

## Philosophical Basis

Among other things, global partners are cross-cultural specialists, requiring competency in transitions across cultural barriers for the sake of relationship building and the communication of the gospel.

Cross Training is designed to enhance the potential of the candidate to grow in this area, and strategies for growth that should be pursued. Increasingly, more people are traveling overseas, making this an attainable and common practice in global partner development. It is believed that potential for cross-cultural ministry should be tested and explored before sending the candidate into career service.

## Practical Steps

1. The candidate is to participate in at least one overseas cross-cultural ministry project. This ministry project should meet the following qualifications:
  - It is preferred that the project has occurred during the last 12 months.
  - It should be at least one week in length. It is desirable for the candidate to spend even more time in such an experience for maximum learning and growth.
  - The ministry project is to take place outside the USA, placing the candidate in a cultural and linguistic context other than what is native to him/her.
  - The project must be in partnership with a credible ministry organization that will provide supervision and accountability. The candidate is not to “freelance” this ministry project.
2. During the course of the ministry project, the candidate is to maintain a daily journal of experiences, challenges, questions raised, indications of God’s provision and enablement, as well as other relevant learning experiences.
  - A Field Leader Evaluation Form (provided on the following page) needs to be completed by a recognized leader in the ministry which accepted the short-term team in which you were involved. The leader should place the assessment in a sealed envelope; the candidate should then submit the envelope to the Global Ministries Office. Note: Read, *Ministering Cross Culturally*, on the required reading list before you participate on any trip.
3. At the conclusion of the project, the candidate is to submit to the Global Ministries Office of the church a two page written (typed) report on the project being sure to include the following:
  - Dates of project
  - Location of project
  - Partnering ministry
  - Name and contact information for project supervisor
  - Description of goals and activities of the project
  - Description of the candidate’s specific roles and activities in the project
  - Personal evaluation of the candidate’s own growth and development through the project

Field Leader Evaluation Form  
(This form will be placed in a confidential file)

Name \_\_\_\_\_ Organization \_\_\_\_\_

Date \_\_\_\_\_ Person supervised \_\_\_\_\_

Scale of 1-6

One being the lowest and 6 being the highest

1. How did the individual function interpersonally with team mates?

1      2      3      4      5      6

2. How did the individual apply themselves to assigned tasks?

1      2      3      4      5      6

3. How did the individual function interpersonally with nationals?

1      2      3      4      5      6

4. How did the individual interact with the surrounding culture?

1      2      3      4      5      6

5. How healthy was this person's attitude?

1      2      3      4      5      6

6. How helpful was this individual toward your ministry?

1      2      3      4      5      6

7. Would you welcome a return visit from this person for ministry participation?

1      2      3      4      5      6

8. Please make any additional comments/observations that could be helpful in this person's global partner development process. Use the back of this sheet for your comments.

This form is to be placed in a sealed envelope and returned to the candidate who should then submit the envelope to the Global Ministries Office at Calvary Church.

# Local Church Ministry

## Philosophical Basis

Cross-cultural ministry is an extension of the person's ministry life and experience in his/her native environment. People do not mystically develop ministry gifts and skills by virtue of a lengthy trip overseas. They carry competencies with them that have already been identified and developed prior to global partner service.

For this reason, Cross Training requires that candidates gain a variety of ministry experience in the local church, utilizing their natural talents and spiritual gifts. It is desired that through such experience, with coaching and mentoring from ministry leaders in the church, the candidates will grow in their sense of "fit" and competence in ministry roles for which they are gifted.

Such service also gives the candidate credibility in the eyes of the church and enhances corporate confidence in sending such a person into cross-cultural service.

## Practical Steps

1. The candidate is to perform a minimum of 48 hours of ministry service in an identified ministry of the church. This service should be in an area of activity that is related to the candidate's possible future ministry or to explore areas of giftedness. The candidate must get approval from the CTT liaison for this ministry.
2. Following the completion of the required ministry service, the candidate is to submit to the Global Ministries Office a two-page summary on his/her church ministry service. Included should be the name of ministry area, the ministry supervisor to whom the candidate was accountable, contact information for that ministry leader, the nature and activities of the candidate's service, and personal lessons learned.

# Local Cross-Cultural Ministry

## WHY IS THIS IMPORTANT?

Global Partners are among other things cross-cultural specialists. Communicating the Gospel to people of another cultural group involves understanding language, history, customs, and a host of other facets that influence the communication process. The establishing of meaningful relationships across these cultural differences can be a challenging task, one that global partners deal with throughout their careers. Lifelong learning in this area is indispensable.

## WHAT IS REQUIRED?

Each candidate is required to complete 24 hours of relational interaction that places the candidate in regular contact with a person or people of a different language or cultural group. These hours are to be logged in a journal with date, time, location, and nature of activity recorded. The candidates will also journal observations and lessons learned. The goal is to begin a redemptive relationship and cross threshold #1 (trusting a Christian) in the book, *I Once Was Lost*.

The candidate should discuss with the CTT liaison the opportunity in which he/she wishes to become involved. This is to insure that it is of sufficient cross-cultural nature to satisfy the expectations of this program. When the candidate finishes the first 12 hours of relational contact, they should check in with their liaison to see if the opportunity still qualifies as cross cultural. In order to develop some measure of ongoing relationships, all 24 hours are to be served with the same personal relationship. In addition, discussion with their mentor about the relationship is vital.

At the completion of the required number of hours, the candidate is to submit to the Global Ministries Office a two-page summary on his/her local cross-cultural efforts. Included should be...

- name and address of the local organization
- name of and phone/email of a contact person
- name and background of your friend
- an assessment of receptiveness
- personal lessons learned
- observations about crossing threshold #1

## WHERE CAN I DO THIS?

Each candidate is free to research and choose the opportunity of his/her choice. The organization can be a ministry or secular organization. The key component is that the candidate has routine and consistent contact and interaction with people of a different language or cultural group. Some possibilities would include:

- Adult literacy tutoring, especially among immigrants
- Refugee resettlement organizations
- English as a Second Language tutoring
- Ethnic churches (Chinese, Haitian, Latino, Russian, Korean, etc.)

## Opportunities for Cross Cultural Ministries

The following are suggestions for Cross-Cultural Ministry opportunities. You are not limited to these organizations, but may use them as a starting point.

1. **FRIENDS Ministry** – is an outreach of Calvary Church.

This ministry reaches out to internationals and non-native English speakers in Lancaster through friendships and English teaching. The time you invest each week in adults who are growing in their English skills is a practical way to meet their felt needs and shine the light of Christ in their lives.

Contact - Hale Johnson at 299-6963 or [mhjohnson2@verizon.net](mailto:mhjohnson2@verizon.net)

2. **Immerse International**

Immerse was founded in 1987 to be a multicultural community where international students can thrive in personal relationships, professional development and spiritual formation.

There are many opportunities available to interact with these international students.

Contact – Ed McMannes, Immerse International, 321 Manor Avenue, Millersville PA 17551, 872-7085, [www.immerse-us.com](http://www.immerse-us.com)

3. **Bethany Christian Services or Church World Service**

Both BCS and CWS continue to play a significant role in refugee resettlement in the Lancaster area. They have a variety of volunteer needs available.

Contact – Sharon Sponsler, Bethany Christian Services, [ssponsler@bethany.org](mailto:ssponsler@bethany.org); Church World Services [www.CWSLancaster.org](http://www.CWSLancaster.org)

4. **Other Possibilities**

Other options may be possible but should be approved by your assigned liaison.



# Life Skills

Living cross-culturally is, in some ways, similar to living in the States. It is important to learn and practice basic life skills in the States before attempting it in another culture. As candidates prepare to serve overseas, here are a few life skills to consider.

## Disciplines

1. Think about and practice living a simpler life.
2. Plan your time wisely and plan for downtime.
3. Develop practices of quality time with the Lord and in His Word.

## Household

1. Plan meals and shop for food
2. Cook meals using basic ingredients, not prepackaged food or mixes.
3. Clean your house regularly.
4. Learn how to do laundry.
5. Learn and practice hospitality.
6. Learn general household and/or car repairs.
  - a. What to do if the electricity goes off.
  - b. How to turn off the water.
7. Learn how to do things without electrical appliances.

## Finances

1. Create a budget and live within your income.
2. Consider using a bank with online services.
3. Obtain a debit card.
4. Consider applying for a credit card.
5. Consider investment options for your savings.
6. Consider buying a laptop computer.

## Other

1. Live on your own – apart from your parent's house and college dorm.
2. Get your driver's license.
3. Learn how to drive a manual transmission vehicle (stick shift).
4. Learn the metric system.
5. Hold down a steady job.

## Cross Training

### Requirements: Level 2 - *Exploration*

**Please follow the prescribed order for Level 2 requirements unless you request a change through your liaison.**

- |   | Date completed |
|---|----------------|
| 1. Complete & submit the PA Child Abuse History Clearance to Tamara Brubaker in Children's Ministry<br>If you have completed the form for another ministry of Calvary Church, make the Global Ministries Office aware of this.  | _____          |
| 2. Submit the completed Moral Purity Personal Questionnaire to Pastor Tom Koch  | _____          |
| 3. Submit the completed Moral Purity signature page   | _____          |
| 4. Attend Leadership Class for Peacemaking Component  | _____          |
| <p>Contact Global Ministries Office to schedule a time to sit in on the Leadership Class for the Peacemaking discussions. Planning is required as these happen one or two times a year. Write 1-page paper on how this material may apply to your field experience including: "What new perspectives did you gain? What points were meaningful to you?"</p> |                |
| 5. Team Building simulation game (available through the Global Ministries Office)   | _____          |
| 6. People group/ministry research project   | _____          |
| 7. Ministry focus selection   | _____          |
| 8. Reading Assignment: Read <i>Cross-Cultural Servanthood</i>   | _____          |
| 9. Agency survey  | _____          |
| 10. Agency selection  | _____          |
| 11. Agency application  | _____          |
| 12. Successfully complete agency orientation  | _____          |
| 13. Reading Assignment: Read <i>Honorably Wounded</i> - Chapters 1-6  | _____          |
| 14. Submit the signature page for the Financial Solicitation document   | _____          |
| 15. Reading Assignment: Read <i>Miraculous Movements</i> - Chapters 2 & 12  | _____          |
| 16. Attend all Continuing Education and other lectures on specified topics.<br>Any C.E. absence requires a review of the video tape and a one-page written report submitted to the Global Ministries Office. Videos are available to be checked out from the library approximately 2 weeks following the C.E. session.                                      | _____          |
| <p>If a CE lecture is missed, please respond to these two questions in the written report. "What new perspectives did you gain? What points were meaningful to you?"</p>  |                |
| 17. Meeting with CTT Representative for admission to Level 3<br>Engagement in Level 3 also requires GMT & Elder approval. Prior to this approval process, candidates should refrain from soliciting financial and prayer supporters.  | _____          |

## Preferred Agency Partners

Calvary Church has always sought to partner with reputable agencies in the placement and support of global partners. The church depends upon agencies for professional expertise that can be applied to the best interests of global partners and their ministry. Presently Calvary relates to more than 25 agencies because of the size of our global family. We recognize as well that there are natural limits to the number of quality relationships that can be maintained between the church and agencies. Therefore, we have adopted a preferred agency list that identifies quality relationships we desire to build and maintain among agencies. A candidate may choose to serve with an agency outside the list, but their level of support will reflect that choice. The list will be reviewed every two years or as circumstances warrant. Any changes are recommended by the Global Ministries Team (GMT) and approved by the Elders. Below is the list:

Africa Inland Mission  
Camino Global  
Christar  
Christian Associates International  
CrossWorld  
OMF International  
Pioneers  
SEND International  
SIM International  
TEAM  
World Team  
Wycliffe Bible Translators

6/2013

# People Group & Ministry Research Project

## Philosophical Basis

Calvary Church desires to place global partners among those people groups and in those ministries that make the maximum contribution to fulfilling strategic needs in world evangelization. We desire to be used by God to finish the task Jesus gave the church to make disciples of all peoples. This will require a careful look at placement.

This project is intended to assist the candidate in exploring the status of world evangelization, the peoples and places where there yet exists great need for additional global partners, and how the candidate might be used by God.

## Practical Steps

1. The candidate is to re-examine his/her MBTI and spiritual gifts inventories, making a list of those factors that should influence placement in ministry.
2. The candidate is to research using available resources in the church, Internet, global agencies, etc., the status of world evangelization, identifying at least three types of global ministry that could possibly fit the candidate's gifts, abilities, education, and ministry passion.
3. The candidate is to research using available resources in the church, Internet, global agencies, etc., the status of world evangelization, identifying at least three people groups or countries in which there yet exists a need for the types of ministry identified in the previous step. These should be people groups or countries that generate some measure of strong interest in the candidate and which fall within the strategic priorities of Calvary Church.
4. The candidate is to draft a written report presenting the findings of this research. It is to be shared with the candidate's mentor for feedback and counsel then submitted to the liaison and to the Global Ministries Office for permanent record. For further benefit, candidates are encouraged to discuss their research with the Global Ministries Pastor.

## Report Format

The following is a general guideline to be followed. The report should accommodate the personality and style of the candidate. However, these major points should be included in some form.

### 1. Who has God made me to be?

Ask questions such as:

- What are my spiritual gifts and how could they be used in global service?
- What are my areas of passion in ministry? How do they relate to known fields of global activity?
- What educational training do I have that would suit me for certain types of global service? What are those areas of service?
- What types of ministry experience do I have in which I served effectively and found them to be personally rewarding (rejuvenating and replenishing, rather than draining and depleting)?

### 2. What are the possible ministry roles for me?

Be sure to take a look at various types of work that could possibly use someone like you in a cross-cultural setting. While past experience and training could possibly provide a strong indicator of how God might use you in the future, He regularly takes people to related, yet different ministry roles.

### 3. Who are the people groups and/or what are the countries in which I find a sense of calling from God to serve in light of who He has made me to be and the needs in world evangelization?

This section should communicate the geographic and/or people group focus toward which you sense God attracting you. It is OK for you to not have a clear sense of calling in this area. By listing some areas of great need in which you have some measure of interest, God might launch you and the church on a process of discovery that will not be complete until the

agency partner is identified.

The desired outcome of this project is to move toward greater clarity the sense of calling in the life of the candidate. This is to be achieved in communication and in partnership with the Cross Training Team.

# Agency Survey

## Philosophical Basis

Calvary Church believes global partners best serve God's kingdom purposes when they are placed in a ministry context that fits the gifts, abilities, passions, and experience of the global partner. Within the strategic priorities of Calvary Church, there are usually a variety of options for this to be realized, considering the variety of agencies with which the global partner can serve and the ministry roles in which they can serve.

This ministry relationship will form a significant platform for the candidate to grow and serve in a global partner career. It will form the key relationships that will shape location, strategy, and many others aspects of ministry. It will also impact in profound ways the personal and family life of the candidate. It has often been said the team you play on is more important than the arena you play in.

This relationship will also impact the growing global ministries of Calvary Church, as it represents a commitment by the church to partner with another organization. Such relationships either serve to advance or detract from the church's capacity to pursue its strategic priorities. For this reason, the choice of an agency partner is of high importance.

## **Practical Steps**

1. If possible, the candidate completes the People Group Ministry research Project, identifying a direction of ministry to which the candidate is generally attracted, sensing God's leading in coordination with the CTT.
2. With this direction identified, the candidate is to select at least three agencies to survey from among the list of preferred global agency partners (see *Preferred Agency Partners*, page 2.2). These should be agencies in which the candidate has some measure of initial interest and which appear to offer opportunities compatible with his/her initial direction and calling.
3. The candidate is to conduct a survey of each agency without relying on the work done by other people he/she may have known. Agencies change over time and a recent survey is valuable. The survey should explore items described in the document *Suggested Topics and Questions When Considering an Agency* (page 2.5 of the *Cross Training Candidate's Manual*). The surveys can be done via written questionnaire sent to the agencies, telephone interviews, and personal visits with global partners of that organization or its home staff. A combination of methods will yield the best results.
4. The candidate is to prepare a written report that outlines the findings of his/her survey (See page 2.5). This report should indicate any emerging preference on the part of the candidate and reasons for this preference. The report should indicate the agencies surveyed, the sources of information for each agency, desirable characteristics and distinctives of each agency, potential weaknesses of each agency, and other relevant information that assists in making this choice.
5. The written report is to be submitted to a member of the Global Ministries Pastor, the liaison and the mentor. Subsequently, the candidate will meet with the Global Ministries Pastor for the purpose of selecting one or more agencies to which they should apply.

## **Suggested Topics and Questions**

### **When Considering a Global Agency**

#### **Strategy:**

- What is the stated purpose of your agency?
- What is your general global strategy?
- What are some of the main methods you use to accomplish that goal?
- How closely do you work with the national church leaders?
- To what extent do you work with other global agencies?
- What are the criteria for choosing a field to work in?
- How do you balance social work with church planting?
- Who is responsible for developing accepted ministry vision for field ministries?
- How does field leadership function?

#### **Administration and Personnel:**

- How is the agency administration organized?
- What is the ratio of full time staff at the home office to full time global partners?
- What is the agency's understanding of the role of the local church or sending church in global outreach?

#### **Teams:**

- What psychological tests must a global partner take?
- How influential are the results of that test on placement?
- What are the main requirements for your global partners?
- What level of education must they have?
- From which countries do you get global partners?

#### **Family Life:**

- Who makes the choice regarding TCK education?
- What emotional/psychological support system do you offer global partners and their families?
- How does your member care work?
- What position/attitude does the agency take in regard to mothers of young children engaged in ministry outside the home?

#### **Finances:**

- From where does a global partner's salary come? How are those funds distributed to the global partner?
- What % of a global partner's support goes toward the agency?
- What specifically does that percentage do for the global partner?
- What sort of medical insurance policy do you provide?
- What sort of retirement plan do you make available?

#### **Theological:**

- What is the agency's view of spiritual gifts?
- What is the agency's view of eschatology?

# Reading Assignments

## Level 2: Exploration

### Required:

*Cross-Cultural Servanthood*, Duane Elmer, Intervarsity Press, 2006 (Calvary Library #266.023Elm)  
*Provides helpful insight on shedding the “Ugly American” stereotype.*

Chapters 1-6 of *Honorably Wounded*, Marjory Foyle, Monarch Books, 2001 (Calvary Library 266.023 FOY)

Chapters 2 & 12 of *Miraculous Movements*, Jerry Toursdale, Thomas Nelson Publishers, 2012 (Calvary Library 297 TRO)

### Recommended:

*Answering Islam: The Crescent in the Light of the Cross*, Norman L. Geisler & Abdul Saleeb, Baker Book House, 1993

*Reaching Muslims for Christ*, William Saal, Moody Press, 1991

*Sharing Your Faith with a Hindu*, Madasamy Thirumalai, 2002, Bethany House

*The Universe Next Door: A Basic Worldview Catalog*, James W. Sire, 3<sup>rd</sup> Edition, InterVarsity Press, 1997

*Communicating Christ Cross-Culturally*, David J. Hesselgrave, Zondervan Publishing House, 1991

*Neighboring Faiths: A Christian Introduction to World Religions*, Winifred Corduan, and InterVarsity Press, 1998

*Victory Over the Darkness*, Neil Anderson, Regal Books, 2000

One global partner biography of your choice (Suggestions available in Appendices)

\*Note that all required books are in the Calvary Church library. The call numbers are provided after the title of each book to help you locate them if you choose to use the library copies.





## CALVARY CHURCH GLOBAL MINISTRIES SCREENING INSTRUCTIONS

Calvary Church has a program for screening **all** of its potential global ministry partners. Our desire is to provide a safe environment for the protection of children. All individuals involved in ministry will be asked to fill out the "Application for Service" forms **before** entering Level 3 of Cross Training.

► The following must be **completed prior** to serving:

- ✓ Application for Service
- ✓ Signed document stating years of PA residency
- ✓ Signed document affirming no disqualification for service
- ✓ Pennsylvania Child Abuse History Clearance can be completed on-line or by completing the form (there is no fee)
  - On-line- please contact Tamara Brubaker at [tbrubaker@calvarychurch.org](mailto:tbrubaker@calvarychurch.org) or at the West Connection Center for instructions and to receive a fee-waived code.
  - Hard copy- please complete the form and sign the consent form for the PA Child Abuse History Clearance. This allows the Clearance Certificate to be mailed to Calvary Church. Once it has been received, you may request the original or a copy of the certificate from Tamara Brubaker.
- ✓ Request for State Criminal Record Check (this form will be completed by Calvary)
- ✓ (2) References (It is your responsibility to send out the reference forms)
- ✓ FBI Criminal History Clearance Certificate (only if you have not lived in PA for at least the past 10 consecutive years). If this applies to you, you will be contacted after you submit this application.

>>If you have already completed PA Background Check, Child Abuse Check, and/or FBI Criminal History Clearance/Fingerprints through your employer, please provide copies of these to Calvary Church at time of application.

>>**Child abuse clearances and PA background checks can be obtained for free for volunteers once every 57 months. If you obtained clearances free of charge in the last 5 years, and dated after July 25, 2015, please provide copies of these to Calvary Church.**

### REFERENCES

References cannot be relatives. They must fall into one of these categories listed:

1. Employer
2. Organization in which you have volunteered i.e. former church, PTA, sports team, etc.
3. An individual you have worked with for three years or more
4. A family you have babysat for more than five times
5. A church leader who has known you for more than three years

### CONFIDENTIALITY

Application for Service is presented to you in the strictest of confidence. Please return all requested forms (Application, consent form, PA Abuse History Clearance, Disclosure and Authorization for Volunteers, and references) together in the sealed envelope to Tamara Brubaker, Administrative Assistant. You can place them in her mailbox in the administrative area mailroom or bring them to the Connection Center and the West End of the Lobby.

**Your care to completely fill out every part of this form will speed along your application process and save much time and effort. Therefore, do not leave any question unanswered. If requested information is not applicable to you, please write "N/A" on the line.**

If you have any questions, please contact Tamara Brubaker, at 560-2341.

Last updated 9/28/16

**Application for Service**  
**Global Ministries**  
Calvary Church  
1051 Landis Valley Rd.  
Lancaster PA 17601

Name:

\_\_\_\_\_  
First Middle Last

Address: \_\_\_\_\_  
Street Apt.

\_\_\_\_\_  
City State Zip code

Gender: M F I am: Single / Married/ Separated / Divorced

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Email address \_\_\_\_\_

Calvary Church Member ( Y / N ) Date Joined: \_\_\_\_\_ Plan to Join: Y / N Attended since: \_\_\_\_\_

Previous or other church affiliation: \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

Are you willing to provide transportation for children/youth during church sponsored activities? Yes No

Do you carry current automobile liability insurance? Yes No

---

Note: Applicants who have already processed the above screens and references at the request of another Calvary Church ministry should contact the Global Ministries Administrative Assistant.

---

**References**

List two people who are familiar with your *character*. **Do not use family members.** Please see cover page for guidelines. Please fill out the top portion of each of the two reference forms then give a form to each of the individuals listed below. They will complete the form and return their form in a sealed envelope directly to you. You will submit them to the church along with your other Application for Service paperwork in the attached envelope.

1. \_\_\_\_\_  
Name Address Phone

2. \_\_\_\_\_  
Name Address Phone

**Calvary Church Global Ministries**  
1051 Landis Valley Road, Lancaster, PA 17601  
(717) 560-2341

**Reference Form**

I, \_\_\_\_\_, am applying to work overseas through  
(Applicant's name – Please Print)

Calvary Church and have given your name as a personal reference.

Applicant's Signature: \_\_\_\_\_

**-----To Be Completed by Reference-----**

Please complete this form and return it to the applicant in a sealed envelope. Your honest evaluation of the applicant's character and integrity is appreciated. Your response will be held in confidence.

Reference Name: \_\_\_\_\_  
(Please Print)

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ Email: \_\_\_\_\_

1. What has been the nature of your association with this person?

\_\_\_\_\_

2. How long have you known the applicant? \_\_\_\_\_

Please use the following scale to respond to questions 3-8

0	1	2	3	4	5
Don't Know	Low		Average		Outstanding

3. How would you rate his/her involvement in peer relations? \_\_\_\_\_

4. How would you rate his/her emotional maturity? \_\_\_\_\_

5. In your opinion, is this person responsible and consistent in his/her commitments: \_\_\_\_\_

Other comments: \_\_\_\_\_  
\_\_\_\_\_

Signature: \_\_\_\_\_ Date \_\_\_\_\_

**Thank you** for your time and response to our questions.

**Calvary Church Global Ministries**  
1051 Landis Valley Road, Lancaster, PA 17601  
(717) 560-2341

**Reference Form**

I, \_\_\_\_\_, am applying to work overseas through  
(Applicant's name – Please Print)  
Calvary Church and have given your name as a personal reference.

Applicant's Signature: \_\_\_\_\_

**-----To Be Completed by Reference-----**

Please complete this form and return it to the applicant in a sealed envelope. Your honest evaluation of the applicant's character and integrity is appreciated. Your response will be held in confidence.

Reference Name: \_\_\_\_\_  
(Please Print)

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ Email: \_\_\_\_\_

1. What has been the nature of your association with this person?

\_\_\_\_\_

3. How long have you known the applicant? \_\_\_\_\_

Please use the following scale to respond to questions 3-8

0	1	2	3	4	5
Don't Know	Low		Average		Outstanding

3. How would you rate his/her involvement in peer relations? \_\_\_\_\_

4. How would you rate his/her emotional maturity? \_\_\_\_\_

5. In your opinion, is this person responsible and consistent in his/her commitments: \_\_\_\_\_

Other comments: \_\_\_\_\_

\_\_\_\_\_

Signature: \_\_\_\_\_ Date \_\_\_\_\_

**Thank you** for your time and response to our questions.



## PA Residency

Printed Name: \_\_\_\_\_

**Please check the appropriate line**

1. \_\_\_\_\_ I have not lived in PA for at least the entirety of the past 10 consecutive years. **I understand that I must complete the FBI criminal history clearance. (you do not need to complete the section on the bottom half of this page)**

Date moved to PA \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

2. \_\_\_\_\_ I have lived in PA for at least the entirety of the past 10 consecutive years **(please also read and sign the section on the bottom half of this page)**

Lived in PA my entire life \_\_\_\_\_ Yes If not, date (or year) moved to PA \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

---

If you have lived in PA for the past 10 consecutive years or more, please read and sign the following:

I affirm that I should not be disqualified from serving based on the conditions listed below:

- i. I am not named in the statewide database (pursuant to a DPW Child Abuse History Clearance) as the perpetrator of a founded report committed within the last five years
- ii. My PA State Police Criminal Background check OR FBI check does not reveal a conviction for *any* of the following at *any time* in the past:
  - a. Criminal homicide; aggravated assault; stalking; kidnapping; unlawful restraint; rape; statutory sexual assault; involuntary deviate sexual intercourse; sexual assault; aggravated indecent assault; indecent assault; indecent exposure; incest; concealing death of child; endangering welfare of children; dealing in infant children; prostitution and related offenses; obscene and other sexual materials and performances; corruption of minors; sexual abuse of children; or the attempt, solicitation or conspiracy to commit any of the above offenses
- iii. My PA State Police Criminal Background check OR FBI check does not reveal a conviction for a drug or drug-related felony in the past five years.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

# PENNSYLVANIA CHILD ABUSE HISTORY CERTIFICATION

Type or print clearly in ink. If obtaining this certification for non-volunteer purposes or if, as a volunteer having direct volunteer contact with children, you have obtained a certification free of charge within the previous 57 months, enclose an \$8.00 money order or check payable to the PENNSYLVANIA DEPARTMENT OF HUMAN SERVICES or a payment authorization code provided by your organization. **DO NOT send cash.**

Certifications for the purpose of "volunteer having direct volunteer contact with children" may be obtained free of charge once every 57 months.

Send to CHILDLINE AND ABUSE REGISTRY, PA DEPARTMENT OF HUMAN SERVICES, P.O. BOX 8170 HARRISBURG, PA 17105-8170.

**APPLICATIONS THAT ARE INCOMPLETE, ILLEGIBLE OR RECEIVED WITHOUT THE CORRECT FEE WILL BE RETURNED UNPROCESSED. IF YOU HAVE QUESTIONS CALL 717-783-6211, OR (TOLL FREE) 1-877-371-5422.**

## PURPOSE OF CERTIFICATION (Check one box only)

- |   |  |
|---|--|
| <input type="checkbox"/> Foster parent<br><input type="checkbox"/> Prospective adoptive parent<br><input type="checkbox"/> Employee of child care services<br><input type="checkbox"/> School employee governed by the Public School Code<br><input type="checkbox"/> School employee not governed by the Public School Code<br><input type="checkbox"/> Self-employed provider of child-care services in a family child-care home<br><input type="checkbox"/> An individual 14 years of age or older applying for or holding a paid position as an employee with a program, activity, or service<br><input type="checkbox"/> An individual seeking to provide child-care services under contract with a child care facility or program<br><input type="checkbox"/> An individual 18 years or older who resides in the home of a foster parent for children for at least 30 days in a calendar year<br><input type="checkbox"/> An individual 18 years or older who resides in the home of a certified or licensed child-care provider for at least 30 days in a calendar year<br><input type="checkbox"/> An individual 18 years or older, excluding individuals receiving services, who resides in a family living home, community home for individuals with an intellectual disability, or host home for children for at least 30 days in a calendar year<br><input type="checkbox"/> An individual 18 years or older who resides in the home of a prospective adoptive parent for at least 30 days in a calendar year | <input checked="" type="checkbox"/> Volunteer having direct volunteer contact with children<br><b>If purpose is volunteer having direct volunteer contact with children, choose SUB PURPOSE:</b><br><input type="checkbox"/> Big Brother/Big Sister and/or affiliate<br><input type="checkbox"/> Domestic violence shelter and/or affiliate<br><input type="checkbox"/> Rape crisis center and/or affiliate<br><input checked="" type="checkbox"/> Other: <u>Calvary Church</u><br><input type="checkbox"/> PA Department of Human Services Employment & Training Program participant (signature required below)<br><br><div style="display: flex; justify-content: space-between;"> <div>_____<br/>SIGNATURE OF OIM/CAO REPRESENTATIVE</div> <div>_____<br/>OIM/CAO PHONE NUMBER</div> </div> |
|---|--|

AGENCY/ORGANIZATION NAME:

PAYMENT AUTHORIZATION CODE, IF APPLICABLE:

- ☒ Consent/Release of Information Authorization form is attached. Applicant must fill in the "Other Address" sections. By completing the other address sections, you are agreeing that the organization will have access to the status and outcome of your certification application.

## APPLICANT DEMOGRAPHIC INFORMATION (DO NOT USE INITIALS)

FIRST NAME	MIDDLE NAME	LAST NAME	SUFFIX
SOCIAL SECURITY NUMBER ____	GENDER <input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Not reported	DATE OF BIRTH (MM/DD/YYYY)	AGE

Disclosure of your Social Security number is voluntary. It is sought under 23 Pa.C.S. §§ 6336(a)(1) (relating to information in statewide database), 6344 (relating to employees having contact with children; adoptive and foster parents), 6344.1 (relating to information relating to certified or licensed child-care home residents), and 6344.2 (relating to volunteers having contact with children). The department will use your Social Security number to search the statewide database to determine whether you are listed as the perpetrator in an indicated or founded report of child abuse.

HOME ADDRESS	MAILING ADDRESS (if different from home address)	OTHER ADDRESS (if Consent/Release of Information Authorization form is attached)
ADDRESS LINE 1	ADDRESS LINE 1	ADDRESS LINE 1 Calvary Church
ADDRESS LINE 2	ADDRESS LINE 2	ADDRESS LINE 2 1051 Landis Valley Rd.
CITY	CITY	CITY Lancaster
COUNTY	COUNTY	COUNTY Lancaster
STATE/REGION/PROVINCE	STATE/REGION/PROVINCE	STATE/REGION/PROVINCE PA
ZIP/POSTAL CODE	ZIP/POSTAL CODE	ZIP/POSTAL CODE 17601
COUNTRY	COUNTRY	COUNTRY USA
<input type="checkbox"/> Different mailing address	ATTENTION	ATTENTION T. Brubaker

## CONTACT INFORMATION

HOME TELEPHONE NUMBER	WORK TELEPHONE NUMBER	MOBILE TELEPHONE NUMBER
EMAIL (By submitting an email contact, you are agreeing to ChildLine contacting you at this address.)		

# PENNSYLVANIA CHILD ABUSE HISTORY CERTIFICATION

PREVIOUS NAMES USED SINCE 1975 (Include maiden name, nickname and aliases.)			
First	Middle	Last	Suffix
1.			
2.			
3.			
4.			
5.			

PREVIOUS ADDRESSES SINCE 1975 (Please list all addresses since 1975, partial address acceptable; attach additional pages if necessary.)
1.
2.
3.
4.
5.
6.
7.
8.
9.
10.

HOUSEHOLD MEMBERS (Please list everyone who lived with you at any time since 1975 to present. Please include parent, guardian or the person(s) who raised you; attach additional pages as necessary.)				
Name (First, Middle, Last)	Relationship	Present Age	Gender	
1.	<input type="checkbox"/> Parent <input type="checkbox"/> Guardian <input type="checkbox"/> person(s) who raised you			
2.	<input type="checkbox"/> Parent <input type="checkbox"/> Guardian <input type="checkbox"/> person(s) who raised you			
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

I affirm that the above information is accurate and complete to the best of my knowledge and belief and submitted as true and correct under penalty of law (Section 4904 of the Pennsylvania Crimes Code). If I selected volunteer, I understand that I can only use the certificate for volunteer purposes.

APPLICANT'S SIGNATURE
DATE

CHILDLINE USE ONLY		
DATE RECEIVED BY CHILDLINE	SUFFICIENT PAYMENT INFORMATION RECEIVED <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> VALID PAYMENT AUTHORIZATION CODE <input type="checkbox"/> WAIVED (supervisor initials) _____	CERTIFICATION ID #



CHILDLINE AND ABUSE REGISTRY  
P.O. BOX 8170  
HARRISBURG, PENNSYLVANIA 17105-8170

**CONSENT/RELEASE OF INFORMATION AUTHORIZATION FORM  
FOR THE PENNSYLVANIA CHILD ABUSE HISTORY CERTIFICATION**

I, ( \_\_\_\_\_ ), hereby authorize the PA Department of Human Services, ChildLine to  
Applicant's Name

release my Pennsylvania Child Abuse History Clearance information directly to ( \_\_\_\_\_ ).  
Calvary Church  
Name of Requesting Agency

I understand that this information is confidential in nature pursuant to §6339 (relating to information in confidential reports) of the Child Protective Services Law (CPSL) (23 Pa.C.S Chapter 63) and is not otherwise to be released by

( \_\_\_\_\_ ) without my expressed authorization or pursuant to Section 3490.126 of  
Calvary Church  
Name of Requesting Agency

Title 55 of the Pennsylvania Code which states this information is confidential and the requesting agency can be held criminally liable for a breach of confidentiality related to release of this information. **I also understand that the**

**forementioned information will not be released directly to me ( \_\_\_\_\_ ) as stated**  
Applicant's Name

**on the Pennsylvania Child Abuse History Certification application. I understand that I will not receive a copy**

**of my Pennsylvania Child Abuse History Certification directly from ChildLine;** however, I may request a copy of

my Pennsylvania Child Abuse History Certification from ( \_\_\_\_\_ ) upon written request.  
Calvary Church  
Name of Requesting Agency

I have read this Consent/Release of Information Authorization form and fully understand and agree to its content. I further understand and agree to all information and ramifications of the Pennsylvania Child Abuse History Certification application as it otherwise relates to this consent. Further I understand that if I am listed in the statewide database for child abuse that my consent allows the result stating such information to be shared with the agency/organization noted on next page.



Please send my certification result(s) to:

Agency Name: Calvary Church, Attn: T. Brubaker

Agency Street Address: 1051 Landis Valley Rd.

Agency City, State, Zip Code: Lancaster, PA 17601

---

Date

---

Applicant's Signature

**As the agency/organization representative, I understand that, except for the subject of a report, persons who receive this information are subject to the confidentiality provisions of the CPSL and 55 Pa. Code, Chapter 3490 and are required to ensure the confidentiality and security of the information and are liable for civil and criminal penalties for releasing information to persons who are not permitted access to this information. I agree to receive and maintain this information in accordance with these requirements.**

---

Date

---

Agency's Representative Signature

NOTE: IF THE PENNSYLVANIA CHILD ABUSE HISTORY CERTIFICATION FORM/APPLICATION (CY 113) IS NOT COMPLETED ACCURATELY OR IF IT IS INCOMPLETE, THE CY 113 WILL BE RETURNED TO THE APPLICANT AND NOT BACK TO A THIRD PARTY.

Revised 12-29-15

## Moral Purity in Global Ministry

### Introduction

The Bible is very clear that God's will for His children is to be holy as He is holy (1 Pet. 1:16) and to use our bodies as instruments of holiness and honor (1 Thess. 4:3-8). Our pursuit of holiness pleases and glorifies our Heavenly Father, but when we stray from this pursuit, we hurt our relationship with Him, ourselves, and others.

Everyone is vulnerable to the slide into impurity, both singles and married people. Global partners are especially susceptible to sexual and moral impurity as they are bombarded with the stressors that come with the intense, relational nature of cross-cultural ministry.

As you continue the process to go to the field, it is very important to reflect where your heart is at regarding purity issues. The resources that follow are intended to lead you closer to God, equip you to walk in righteousness, help you ask the hard questions, and think through those answers with those to whom you are accountable in a loving, spiritual community.

### Recommended Purity Resources

Ken Williams, "Sexual Purity in Missions" (pp. 249-256) in Kelly O'Donnell, *Doing Member Care Well: Perspectives and Practices from around the World*. Pasadena, CA: William Carey Library, 2002. Use the following link for a free download:

<http://www.wearesources.org/PublicationDetail.aspx?PublicationGUID=a5d404b4-db74-469f-a81a-6833c468d406>

Randy Alcorn, *The Purity Principle: God's Safeguards for Life's Dangerous Trails*. Multnomah, 2003.

Richard and Renee Durfield, *Raising Pure Kids in an Impure World*. Bethany House, 2004.

Joshua Harris, *Sex is Not the Problem, Lust Is*. Multnomah, 2005.

Shannon Etheridge, *Every Woman's Battle: Discovering God's Plan for Sexual and Emotional Fulfillment*. Random House, 2003.

[www.missionarycare.com](http://www.missionarycare.com) – useful resources on global partner and mental health, especially in dealing with sexual stress and temptation (similar content can be found for cross-cultural workers in creative-access countries at [www.crossculturalworkers.com](http://www.crossculturalworkers.com))

[www.bsafehome.com](http://www.bsafehome.com) – site for downloading inexpensive server-side filtering software

[www.covenanteyes.org](http://www.covenanteyes.org) – this inexpensive software tracks all website activity for a person and sends the web addresses to one or two accountability partners

[www.k9protection.com](http://www.k9protection.com) – free internet filtering download

[www.family.org/married/romance](http://www.family.org/married/romance) -- useful articles for promoting intimacy in marriage and confronting sexual addiction

## Personal Questionnaire

Do you addictively or excessively use alcohol?	Yes	No
Do you illegally use drugs or a controlled substance?	Yes	No
Do you use or view pornography in any form?	Yes	No
Have you ever been found guilty of a criminal offense?	Yes	No
Have you ever entered a plea of nolo contendere (no contest) or guilty to any criminal offense?	Yes	No
Have you ever received probation or community supervision for any federal, State, or municipal criminal offense?	Yes	No
Have you ever been convicted of any criminal offense in a country outside the jurisdiction of the United States?	Yes	No
Has your driver's license ever been suspended or revoked?	Yes	No
Has any court ever determined that you have committed abuse against a child?	Yes	No
Have you ever been charged with child abuse or neglect?	Yes	No
Is there any fact or circumstance involving you or your background that would call into question you being entrusted with the supervision, guidance and care of children/youth? (Explain)	Yes	No
Are you presently involved in inappropriate sexual behavior?	Yes	No
If you answered "Yes" to any of the above questions, are you willing to talk to someone on the ministry staff about this?	Yes	No
Do you have any physical, mental or medical limitations or impairments that would hinder or interfere with you performing any kind of work or ministry? (Explain) (Please share any such limitations with your ministry leader as necessary.)	Yes	No

### Personal Information

Other Names: (e.g. maiden, aliases, former names) \_\_\_\_\_

Occupation: \_\_\_\_\_ Birth Date: \_\_\_\_\_

**Employer:** \_\_\_\_\_ **How Long?** \_\_\_\_\_

Business Address: \_\_\_\_\_

**Previous Employer:** \_\_\_\_\_ **How Long?** \_\_\_\_\_

**Former Residence(s) (last five years):** \_\_\_\_\_

I affirm that the information I have given is true and correct. I further affirm that I am willing to submit to the authority of church leadership and its doctrine. I also give permission for Calvary Church to run the necessary background checks.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

Return this completed form in a sealed envelope to:  
Pastor Tom Koch  
In the Church Office Mail Room.

## **Calvary Church Cross Training Guidelines for Interacting with Others**

In the effort to “prove yourselves to be blameless and innocent, children of God above reproach” (Phil. 2:15), the following are the basic behavioral and ministerial guidelines which should be followed by every global partner, especially those who have regular, ongoing contact with children and youth:

- Make sure at least one other adult is with you when working with one child or one person of the opposite sex in a closed space
- Be open and public in spending time with others. Seek visible places – rooms with windows and windowed doors, public spaces, etc.
- When meeting with someone one-on-one, be sure the room has a window in the door or the door is open
- If single, be accompanied by one other person of the same sex (or your spouse, if married) when traveling with one child or one member of the opposite sex
- In using touch, be sure that it can never be misconstrued to be abusive, harassment, or a sexual advance
- Avoid intense eye contact with any person of the opposite sex
- Words are easily misunderstood. Let your yes be yes and your no, no. Avoid teasing, coarse joking, double entendres, and flirting.

## What Missionaries Ought to Know about Sexual Stress

You and Pat have been working together for several months, but during the last three weeks both of you have been spending every available minute on the big project. You have eaten working lunches together and continued working after the others have gone home for the night. You realize that you are beginning to look forward to going to work more than you ever have before, and this morning when you saw Pat, your heart began to race. Certainly you couldn't be falling in love, could you? You are a missionary, so sexual immorality, adultery, homosexual activity, or incest are not possible, are they? Why do you feel this way? What can you do to prevent this from happening? Let's consider some of these questions.

### Me?

Could it happen to you, a missionary? Of course, it could. You are human, aren't you? It is a natural human tendency to grow to like people with whom we spend time, so much so that even people taken hostage often grow to like their captors, and the captors grow to like their hostages. It is even more likely that you will like people with whom you are working, and that liking may become sexual attraction. People can gradually "slide" into sexual sin over a period of time. An example of this is found in the case of Amnon and Tamar where Amnon became obsessed with her "in the course of time" (2 Samuel 13).

Although it is rare, it can be "love (lust) at first sight." In this case people can

"fall" into sexual sin rapidly. An example of this is David and Bathsheba. Rather than being out leading his army where he should have been, David stayed in Jerusalem. Having trouble sleeping, he went for a walk on his roof and noticed a woman bathing. Rather than looking away, he sent someone to find out who she was. Rather than leaving it at knowing who she was, when he found out her husband was out fighting in the army, he had her come over. Then "he slept with her" (2 Samuel 11).

### Immorality or adultery?

Could you, a missionary, get pulled into immorality or adultery? Of course you could, and the "slide" into it usually begins in harmless, innocent ways. For example, you are field director, so it is your responsibility to show the attractive new single missionary around. Or, you feel sorry for the new missionaries who have no place to stay, and you invite them to live with you temporarily. Or, while talking with a long-term missionary friend, Chris, you find out that Chris feels neglected at home, so you try to give Chris some extra attention. Before you realize it, the two of you are sharing deep things, and this intimacy leads to increasing time together, and finally adultery.

It happens not only with other missionaries, but with nationals as well. It happens to both men and women. It happens with young and old. If you think you are invulnerable to sexual sin, you are actually the most vulnerable. 1 Corinthians 10:12 describes our vulnerability, but verse 13 promises God's faithfulness in providing a way of escape. Attraction to other people is very likely to happen, and if you do not know what to do, you may well find yourself in a

position like King David, trying to cover up your sexual sin and causing serious problems for your entire family, field, and mission agency.

### Homosexual activity?

Could two missionaries begin a homosexual relationship? Yes, they can, and it can happen with either men or women, married or single, young or old. As a result of isolation and loneliness, people living together with same-sex partners may form emotionally dependent relationships. These rather exclusive relationships may become possessive and lead to physical activity with sexual elements. An embrace may become more than just comforting.

This may progress into homosexual activity, so that the people involved have progressed into a sinful relationship. But even if it is stopped before reaching this level, confusion, guilt feelings, and the relationship itself need to be carefully examined.

### Incest?

Certainly incest cannot occur, can it? Again, the answer is, "Yes." Incest is still legally defined as sexual intercourse between close relatives, as described in Leviticus 18-20. Because incest is often a "family secret," no one knows how often it occurs, but it apparently occurs most often between an adult male and a younger female relative.

The missionary community often refers to itself as a family, and socially it functions like a family. Children often have many "aunts" and "uncles" on the field to which they feel much closer than any biological relatives back "home." Incest can also involve sexual exploitation of an intimate

involving secrecy and misuse of authority—and that also happens in the "missionary family" (the field or the entire agency). Again this is most likely between an older adult male in a position of authority becoming sexually intimate with a younger female, most often the child of a co-worker or a young single female missionary.

The underlying processes seem to be the same in both. The perpetrator is a person in a position of leadership and power in the "family." The close family is seen as a place of safety and security in a hostile world, but the perpetrator betrays this trust. The victims often blame themselves, thinking that their spiritual leader would not have done such a thing without being provoked. Secrecy follows. The victims may keep it secret, thinking no one will believe them. When others find out, they react with disbelief, then shock, then silence—to protect the victim. They may also want to protect the perpetrator, or protect the image of the mission "family."

### Why me?

Am I, as a missionary, more susceptible to sexual sin than someone back "home?" You may be because of some of the facts of missionary life. That is why this brochure is titled "sexual stress."

- High stress. Stress and anxiety tend to make many men want sex, but many women want cuddling and rest. When refused, either may think the other does not care. Cultural stress decreases the control of sexual urges, especially in those who had problems at "home."
- Lack of privacy. You may live in a "goldfish bowl" where nearly everything you do is watched and talked about. There may be no locks on the door, and

sound may carry far outside the bedroom, even outside the house.

- Cultural taboos. You may live in a culture where the expectations for husband-wife behavior are quite different from your home country. You may not be able to display any affection in public, even to hold hands.
- More separation. The very nature of your work may mean the spouse has to be gone several nights a week. He or she may be tempted while away, and the partner tempted at home as well.
- Pornography available. Pornography may be more openly promoted on television, at newsstands, etc. than back home. The Internet is a mixed blessing because along with mail and information, you have access to totally uncensored pornography in your own home.
- Need for affection and touch. We all need touch, and you may be basically alone where you are with no one to just put an arm around you in difficult times. You have left your support group behind, and may not have developed a new one.

You need to remember that you are far from home, behind "enemy lines," and the enemy will use whatever advantage he has.

### How can I prevent it?

Although sexual sin occurs among missionaries, it is not unavoidable. Here are some things you can do to make it less likely.

- Acknowledge your vulnerability. Until you do this, you will not be motivated to do anything to prevent it.
- Avoid triggering situations. Know what leads you to sexual temptations. If visual stimuli do, be careful what you see on TV, the computer monitor, etc. (King David

needed to stay off roofs). If it is touch, be careful about physical contact. Once you begin the sexual slide, temptation becomes stronger the further you go.

- Pray. You pray. Ask others to pray. Pray with your spouse and ask your spouse to pray for you. You have a support group back "home," so ask them to pray.
- Communicate with your spouse and regularly fulfill each other's sexual needs. Talk regularly and frequently about how you feel about your relationship with each other. As you talk, develop ways to create privacy, such as locking the front door from the outside, and coming in the back door. If you can't hold hands in public, develop other ways of saying you love each other in public, such as a wink, a raised eyebrow, etc.
- Have an accountability relationship. You also need a support group physically present who will look you in the eye and ask you regularly (weekly, if possible) about the purity of your sexual life. Remember that your capacity for self-deceit is great.
- Make a commitment to God. Read Leviticus 18-20 and 1 Corinthians 5-7. Note that they encourage you to be holy, and the way to be holy is to enjoy sex with your spouse and avoid it with anyone else. Make that commitment.
- Practice the presence of the omnipotent God. You may think that no one knows about what you are downloading from the Internet, but remember that God is there. Not only is he there, but he wants us to be holy and promises to strengthen us (Ephesians 3:16).

Ronald Koteskey is  
Member Care Consultant  
New Hope International Ministries

This brochure is one of a series, and you are invited to suggest other topics you would like to know about to the following:

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e-mail: [ron@missionarycare.com](mailto:ron@missionarycare.com)

Visit the following web site to access other brochures in the series:

[www.missionarycare.com](http://www.missionarycare.com)



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## What Missionaries Ought to Know about Sexual Stress

Ronald L. Koteskey



New Hope International Ministries



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Lancaster PA 17601  
717-560-2341  
[www.calvarychurch.org](http://www.calvarychurch.org)

### Global Ministries Moral Purity Resources

This is to verify that I have familiarized myself with the resources available to me regarding moral purity in global ministry, that I have read the article “What Missionaries Ought to Know about Sexual Stress,” that I am in agreement with the Guidelines for Interacting with Others, and that I have processed the forms required for the criminal background check and the personal questionnaire.

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Signed

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Dated

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Signed

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Dated

Please return to:

Global Ministries Office

## **Financial Solicitation to Individual Members of Calvary Church**

The monthly support structure for global partners of Calvary Church is considered a centralized approach. In this approach, those making financial decisions that affect global partners are the individuals with the greatest access to important information. This decision making body is the Global Ministries Team (GMT). Global Ministries leadership can make informed decisions based on agency policy and perspective as well as church policy, ministry history and perspective. When financial decisions are made in a de-centralized fashion by individuals, they are more subjective in nature. Decisions are made purely through the filter of the global partner or candidate. Individuals can be more vulnerable to issues of personality, crisis fund raising or even appearances. Without certain boundaries it is entirely possible for one clearly focused global ministry program to change into several smaller independently financed programs with more competing priorities. The unified nature of a global ministry program can be divided or polarized by individual solicitation. The enemy has and can use opposing viewpoints to threaten harmony. For these reasons we have the following policy on support raising guidelines. Anyone seeking clarification or further interpretation should first discuss matters with the Global Ministries Pastor before taking any action.

1. Follow the Calvary Church Support Raising Policy.
  - A. The policy allows for any individual(s) to present their ministry to ABFs as the occasion may arise. The purpose for this is to educate people about your ministry so you can generate prayer support. This is not an opportunity to solicit financial support. Should individuals within the ABF request information on your financial needs, then you can freely explain outside of the ABF your need and how they can participate.
  - B. No one should initiate any type of mass financial mailing to the church family. Mailings can be done in cooperation with the church office. There should be no specific mention of money or even a reference to the phrase "financial needs" in a letter to the Calvary Church family. If individuals ask about your support needs you may freely share these needs. However, we request that you not begin this process of sharing needs unless requested.
  - C. The intent of this support raising approach is to protect the church family from endless amounts of solicitation. It also is to encourage a God dependent approach to securing support.
2. Become informed and familiar with your agency's guidelines for support raising but when agency guidelines are different from Calvary Church guidelines, the church guidelines should be followed. If questions arise about interpreting church guidelines, then someone should contact the Global Ministries Pastor.
3. Financial support raising activity may begin when you have received approval from the Global Ministries staff.
4. Ask people to pray for you during your support raising process.
5. Financial need by a candidate or global partner should be directed to the Global Ministries Team (GMT) in writing, in a timely manner, for consideration. The GMT meets the first Monday of every month.
6. Utilize support raising resources like: (available through the church office)  
*People Raising* by William P. Dillon, Moody Press  
*Friend Raising* by Betty Barnett, YWAM



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Lancaster PA 17601  
717-560-2341

### Financial Solicitation Verification

This is to verify that I have read the document Financial Solicitation to Individual Members of Calvary Church and that I am in agreement and will abide by the policy outlined within this document.

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Signed

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Date

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Signed

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Date

2017



# Cross Training

Requirements: Level 3 – *Team Building*

Date completed

1. Read required literature: *Fully Funding Your Ministry* \_\_\_\_\_
2. PAC (Prayer & Care) Team formed \_\_\_\_\_  
leader: \_\_\_\_\_  
telephone: \_\_\_\_\_, email: \_\_\_\_\_
3. Minimum of 25 daily prayer partners secured \_\_\_\_\_
4. Submit the completed Global Ministries/Candidate Communication Agreement  
signature page \_\_\_\_\_
5. Complete and submit Release of Information page \_\_\_\_\_
6. Attend all CT Continuing Education (CE) and other lectures on specified topics \_\_\_\_\_  
Any absence from a CE session requires a review of the videotape, available to be checked  
out from the library, and a one-page report to the Global Ministries Office.
7. 100% of financial support secured \_\_\_\_\_
8. Commissioning service \_\_\_\_\_

**Note:** *Written assignments are  
to be submitted to the Global  
Ministries Office.*

2017

## The Importance of Building a Team

### Philosophical Basis

Global partners are *sent ones* (taken from the literal meaning of the Latin word). This indicates there are others involved in the *going* besides those who actually leave to engage in ministry. From Acts 13 we can see at least two primary agents who serve as senders, God Himself (Acts 13:2, 4) and the church (Acts 13:3). From this account of the sending of the first global partners, we can conclude that it is God who is the Chief Sender and that He uses local bodies of believers to accomplish that sending.

Paul himself refers to the sending aspect when he asks the question, *How can they preach unless they are sent?* (Romans 10:15). Throughout the writings of Paul, the reader gains a sense of the appreciation Paul had for those who were involved as senders in his outreach journey. He regularly depended upon them for their prevailing prayer on behalf of his life and ministry and frequently was the beneficiary of their financial support.

So it is today. Global partners are still *sent ones*, people who do not go in their own authority, but rather commissioned by God Himself. He still desires to involve His people (the church) to rally prayer and financial resources for the task of world evangelization. Global partners today are well advised to consistently seek the informed and committed participation of people in their circle of churches to be involved with them in such ministry.

### Practical Steps

There is much written that can guide a global partner in the development of a sending team back home. Two books in particular are helpful in this area: *People Raising: A Practical Guide to Raising Support*, William P. Dillon, Moody Press, 1993 and *Serving As Senders*, Neal Pirolo, Emmaus Road International, 1991. Each one gives practical ideas on how to implement a team of prayer and financial supporters that can be sustained through the life of the global partner's service overseas.

In addition, the candidate should also seek to enlist the aid of his/her home church in the cultivation of a sending team. Church leaders and others in the church can frequently provide suggestions about other possible groups or individuals who might have interest in the ministry in which the global partner will be engaged. Sometimes doors of opportunity can be opened by a word of introduction or a reference.

Calvary Church candidates are required to raise 100% of their agency approved monthly and one-time start up budgets before being allowed to depart for the field. This is true for those embarking on their first term of service, as well as those returning after a home service assignment. Exceptions to this policy must be approved jointly by the agency and the Global Ministries of the church. In addition, the candidate is required to form a PAC Team and enlist the required number of daily prayer partners before departure to the field is approved.

# Reading Assignments

## *Level 3: Team Building*

### **Required:**

*Fully Funding Your Ministry*, Steve Shadrach, Support Raising Solutions (Available from the Global Ministries Office upon request)

Read Chapters 1-6: *Honorably Wounded*, Marjory Foyle. 2001, Monarch Books, (Calvary Library 248.4019 FOY)

Read Chapters 2 and 12: *Miraculous Movements*, Jerry Trousdale, 2012, Thomas Nelson Publishing (Calvary Library 297 TRO)

### **Recommended:**

*Managing Conflict Creatively: A Guide for Missionaries and Christian Workers*, Donald Palmer, Gabriel Resources, 1991

*Fitted Pieces: A Guide for Parents Educating Children Overseas*, edited by Janet R. Blomberg & David F. Brooks, SHARE Education Services, 2001

*Raising Resilient MKs*, edited by Joyce M. Bowers, Association of Christian Schools International, 1998

*Conflict or Connection: Interpersonal Relationships in Cross-Cultural Settings*, Levi Keidel, Evangelical Missions Information Service, 1996

*People Raising: A Practical Guide to Raising Support*, William P. Dillon, Moody Press, 1993

*Serving as Senders Today*, Neal Pirolo, Emmaus Road International, 2012

\*Note that all required books are in the Calvary Church library. The call numbers are provided after the title of each book to help you locate them if you choose to use the library copies.

## Future Expectations

Calvary Church has a unique ministry relationship/partnership with its own global partners. Here is what makes it special:

1. We are the sending church with almost every global partner unit.
2. We usually carry significant monthly support responsibilities. In a majority of cases Calvary is the largest financial supporter.
3. We provide resources that most churches do not provide. Provisions like housing, transportation or mailings deepen our relationship.
4. We are in a position to be an advocate for our global partners when interacting with agencies, especially agencies on our preferred list.

In light of this relationship, we have some expectations that should be respected. This will ensure healthy and effective working relationships under any circumstances.

- A. Calvary has church-wide Global Ministry events every year. These dates are set well in advance. We have Global Focus weekends each June & November. We have a spring emphasis every year. All home assignment global partners are expected to participate in these events when stateside. Exceptions are made under unusual circumstances. This is to ensure a meaningful time of interaction with the congregation. Call the Global Ministries Office for calendar clarification.
- B. As a general rule, Calvary would like its global partners to participate in the life of the church when in the Lancaster area. Your home assignment time with Calvary should be commensurate with the percentage of monthly support you receive. If a global partner receives 50% of their support from Calvary, then they should give 50% of their time to the life and/or ministry of Calvary Church. This may require careful planning prior to home assignment.
- C. Calvary desires that you provide prayer/praise requests and information about your ministry. Some email requests should come at least every 4 weeks and, of course, a prayer letter every three months. PAC Teams can distribute prayer requests for you, but please have them include the Global Ministries Office in the church as well. If an adult ABF communicates with you, please respond when it becomes possible. Remember that the church family is a part of your team.
- D. Reserving global partner housing should take place between 12-18 months prior to your desired stay. If there is a vehicle need, an early notification is also appreciated.
- E. If there are any major changes in ministry anticipated, you should contact the Global Ministries Pastor immediately. Changes like a location or role change should receive the approval of the Global Ministries Team (GMT). Remember that we view you as partners of our Global Ministry. Failure to discuss potential changes with the Global Ministries Pastor may jeopardize monthly support.

2017



## Release of Information

**Please read the following material carefully. Should any questions arise, please discuss your questions with appropriate Global Ministries leadership before signing this document.**

Global Partners enter into a unique ministry relationship during ministry service. They are sent out by Calvary Church and are supported by the church ministry. At the same time, the global partner is considered an employee of the agency through which they serve. Because of this complex arrangement, confidentiality boundaries have limited communication between the global partner, church and agency. The limits of confidentiality have, at times, impeded the coordination of effective ministry or member care. To improve efforts between all parties we are asking the global partners involved to sign this release of information form. By signing this form, the global partner is giving permission for the global ministries pastor or counseling pastor of the church and supervisor within the agency to work together with the global partner when coordinated efforts serve the global partner and/or the ministry. Confidentiality will continue to be a carefully guarded effort in both the church and agency. However, from ministry experience we have found that thoughtfully exchanged information on the part of a select few serves everyone's best interest. Please read the information and sign the appropriate parts.

\*\*\*\*\*

I hereby grant permission for the full and complete exchange of information between:

\_\_\_\_\_  
Calvary Church  
(my church)

and

\_\_\_\_\_  
(my agency, include the name of a specific person on the field, their title and email contact)

I understand that this information may include, but not be limited to, personal information about me and/or my family, information regarding job performance, observations by third parties, performance reports and evaluations by professionals or non-professionals, test results, and official documents. This authorization is voluntarily given with my full realization that the information exchanged may contain highly confidential information. For myself and my heirs and assigns, I further release Calvary Church and my agency, including, but not limited to, its officers, agents and employees from any liability or damages whatsoever arising out of the exchange of this information.

I further understand that I may revoke this authorization at any time with a written request, which shall not affect any prior confidentiality agreements I have made or any disclosure of confidential information pursuant to this Release of Information prior to my revocation.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### Global Ministries / Candidate Communication Agreement

This is to verify that I have familiarized myself with the future expectation document and as I anticipate global partner assignment with Calvary Church, I agree to the following communication expectations:

1. I will communicate with all supporters on a monthly basis. This communication can be done via email and it will include a brief summary of ministry details, personal updates, praise & prayer requests (a book entitled, *How to Write Missionary Letters*, by Alvera Mickelsen is available from the Global Ministries Pastor upon request).
2. I will provide supporters with contact information (phone number, email and snail mail addresses).
3. I will send a quarterly one-page letter to Calvary Church for distribution in the bulletin.

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Signed

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Dated

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Signed

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Dated

Please return to:

Pastor Steve Beirn  
c/o Calvary Church  
1051 Landis Valley Road  
Lancaster, PA 17601

## PAC Teams and Why You Need One

### Philosophical Basis

The global partner enterprise requires at least two categories of participants: those who will go (Matthew 28:18-20) and those who will send them (Romans 10:15a). "Senders" play a vital role in the long-term sustainability of the "goers." They provide prayer, finances and other resources upon which the "goer" is dependent. In a healthy partnership, each role complements the other in their collaborative effort to obey Jesus' command to "make disciples of all peoples." A *Prayer and Care Team* (PAC Team) is one way in which Calvary Church recognizes this reality and structures its global partner sending model to facilitate such partnerships.

Each overseas global partner unit of Calvary Church is responsible to recruit and mobilize a team of people known as a PAC Team before their initial departure for the first term of service. This team is to be maintained over the years of the global partner's service, changing members as needed. Global Ministries will provide assistance to the global partner where possible, but the partner is to view this responsibility as any other area of legitimate pre-field ministry (such as in the raising of required financial support).

### Practical Steps

1. The "goer" (global partner) must recognize and value the need for a functioning team of supporters in the home base that will: (a) pray individually and collectively for current personal and ministry needs, (b) advocate before the church family and Global Ministries of Calvary Church on behalf of the global partner, (c) facilitate the departure and re-entry of the global partner and family to life in the church and Lancaster County, and (d) partner with the global partner in the acquisition of needed resources as possible and appropriate.
2. The global partner is to read and become familiar with the document *Global Partner PAC Teams* (page 3.8 of the Cross Training Candidate's Manual) in order to become familiar with the composition and function of such teams.
3. The global partner should compile a list of all people in the church with whom a certain bond or connection has seemed to emerge. These names serve as a pool of potential members or his/her PAC Team.
4. The global partner contacts each person in the pool of potential members, sharing the concept of the PAC Team and casting a vision for that person's potential involvement. This should be done in a style that best fits each global partner.
5. Extra copies of the document *on PAC Teams* can be obtained from the Global Ministries Office of the church for distribution to potential members.
6. Once the global partner has a sufficient number of committed members (6 minimum), the new PAC Team should meet with the global partner to begin planning for their ministry together.
7. The names and contact information of all members of the PAC Team is to be provided to the Global Ministries Office by using the form on the following page (*PAC Team Roster*). Future changes in the membership of the PAC Team should be reported to the Global Ministries Office so that communication can be maintained.

2017

## PAC Team Roster

Global Partner: \_\_\_\_\_ Date submitted: \_\_\_\_\_

### PAC Team Coordinator

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_ Telephone: \_\_\_\_\_

### PAC Team Members

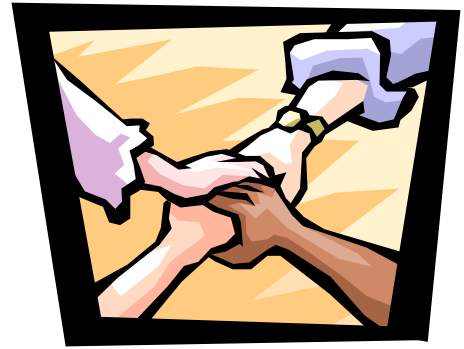
Name	Address	Email	Telephone

**Note:** Please update this roster and provide a copy to the Global Ministries Office anytime someone is added to or deleted from the PAC Team. Thanks!



# Global Partner PAC Teams

Calvary Church, 1051 Landis Valley Road, Lancaster PA 17601  
www.calvarychurch.org 717.560.2341



*You will do well to send them on their way in a manner worthy of God. For they went out for the sake of the Name, accepting nothing from the Gentiles. Therefore we ought to support such ones, that we may be fellow workers with the truth. (3 John 6b-8)*

## PURPOSE

### Why do PAC Teams exist?

The purpose of a PAC Team (*Prayer and Care Team*) is for a small group of people from Calvary Church to diligently see that their global partner is cared for spiritually, emotionally, and physically (Titus 3:13) and to represent the global partner, their ministry, people group, and all that God is doing to the Calvary Church family.

This does not mean that the PAC Team does everything or that it meets all the global partner's needs, but it does mean that this small group of committed friends provides personal care and prayer. The PAC Team bonds to the global partner in a more intimate manner than the broad base of financial and prayer supporters.

## RESPONSIBILITIES

### What are some of the tasks?

Teams will discover their unique style and rhythm for ministry that fits their context and the needs of their global partner. Here are some suggestions.

#### **Of the PAC Team...**

1. Commit to a specific term length (at least pre-field through the first home assignment).
2. Meet at least every other month for prayer and as special needs arise.
3. Pray for your global partner often.
4. Create an atmosphere where your global partner feels safe and comfortable to share on a personal level with the team.
5. Correspond regularly.
6. Keep the church informed of prayer requests (Wednesday prayer meeting, assigned ABF, Women Praying for the World meeting).
7. Serve as an advocate to the global ministries pastor, communicating concerns and needs in the absence of the global partner.
8. Provide practical care and fellowship during their time overseas and their home assignment or re-entry period.

The type and extent of practical care depends on the desires and creativity of the PAC Team in consultation with the global partner. There are fun, practical ways to help and to feel a part of the global partner's journey and ministry!

#### **Of the PAC Team's coordinator...**

1. Be available to global partners in their process of assembling teams.
2. Meet with the teams to instruct in the process and answer any questions.
3. Check in with each team leader every four months.

#### **Of the global partner...**

1. Choose a team of 6-8 people from at least 3 different family units, most of whom should be from Calvary family members.
2. Commit to an open relationship with your PAC Team.
3. Convene your PAC Team for regular prayer when you are at Calvary Church.
4. Correspond regularly, at least monthly, by e-mail or post to make needs and praises known. This should be sent to your "Calvary Contact" on your PAC Team.
5. Communicate physical needs, such as need for books, medicines, clothes, etc. Before returning to the United States for home service assignment, communicate ways the team can help you in re-entry. (See lists of ways your team can help).
6. Communicate spiritual and emotional needs.

## ROLES & FUNCTIONS

### What are some of the jobs?

The PAC Team may be organized in various ways, depending on the gifts of the individuals involved.

Possible roles for various people on the team are:

1. **Team Leader** – This person acts as liaison between the PAC Team Coordinator and their PAC Team. They also provide direction for team meetings, communicate with team members and help delegate responsibilities so the team can be as effective as possible.
2. **Calvary Contact** - He or she should receive the global partner's regular e-mail updates.
3. **Team Organizer** - A person to organize details that will assist the team to better support their global partner. These could include keeping track of prayer requests and answers, making a calendar of communication assignments, and calling for PAC Team meetings to pray or organize support.
4. **Communications Coordinator** - In case of emergency, it may be helpful for the PAC Team to be organized into an information chain. If anyone hears of an emergency that their global partner is facing, this individual should be contacted so that information can be passed on quickly and accurately to others.

A team could divide the work further by assigning each specific role (care package, meeting treats, mailing books, displays for conferences and ABFs, writing of article for church newsletter, etc.) to people on the team.

The book, ***Serving as Senders*** by Neal Pirolo is required reading for PAC Teams. This book will inform the Team about effective support for a global partner.

## **CREATION**

### *How are PAC Teams formed?*

A team of at least 6 individuals, representing at least 3 households, can form in a variety of ways depending on the global partner's needs. The global partner may prayerfully ask a group of supportive friends from the church at large, their ABF or other small group. No relatives please. Everyone on the team does not have to be from Calvary Church, but the majority should be and the designated leader (however assigned) must be. A person or family can only be on one PAC Team.

The key is that the global partner is free to share with the individuals on the team, being intimate about his/her process of struggles and victories. The team over time needs to know the global partner and come alongside

him/her to provide effective support. This should be considered as the global partner prays about who to ask to be on the team. The team should commit to this ministry relationship for a minimum period of time to include the global partner's first term of service and initial home service assignment. The Cross Training Team requires global partners supported by Calvary Church to have a PAC Team before clearance is given to depart for their field of service. The global partner should contact the church Global Ministries Office with questions or when ready to form a team. They will be placed in contact with the PAC Team Coordinator.

## **MOTIVATION**

### *Why have PAC Teams?*

We want those that we financially support to feel that they are genuinely cared for, and be more than just names on the bulletin or line items in the budget. We want to *send* global partners, not just *have* them. The Global Ministries Pastor and Global Ministries Team cannot really care for all our global partners and those in preparation. PAC Teams that care individually for each global partner unit are essential.

## **Global Partner Care**

### *Ideas for PAC Teams*

### **Training and Preparation Time**

1. Pray earnestly for them
2. Baby-sit while the couple runs a myriad of errands, or for a day or two away alone
3. Help run errands
4. Research consumer reports on needed equipment
5. Research their country and people by going to the library, reading periodicals, the daily paper, etc.
6. Send the couple away for a weekend of rest just prior to their leaving
7. Offer to sew/mend, or fix items they need to take
8. Help them move
9. Provide meals the last few days before they leave
10. Offer to have them stay with you, or help them find a place for the last few days before they leave.
11. Encourage them during the emotional ups and downs of this time
12. Make tapes of children's music/stories, or collect tapes, videos, CDs (observing copyright laws).
13. Learn what makes THEM feel supported and what the kids enjoy doing
14. See them off at the airport, with prayer
15. Help them with a garage sale

### **Field Ministry**

1. Pray earnestly and daily for them.
2. Write or e-mail them often

3. Keep up with their work so you can encourage them and share their work with Calvary
4. Call or perhaps visit them
5. Send their favorite magazine, Sunday newspaper cartoons, candy, cereal, Kool-Aid, etc.
6. Send (subscribe to or buy) magazines or a good book you've read, and age appropriate children's books or magazines
7. Remember them on their birthday and holidays with a card, gift or call
8. Send periodic care package to the children
9. Make sure they are sent Calvary sermon CDs if they wish them
10. Send a CD of worship music
11. Send a DVD of a Calvary Church "occasion", or of their peers talking to the children
12. Write kids individually
13. Represent the global partner to their assigned ABF

### Home Assignment or Re-entry Time

1. Pray earnestly for them.
2. Be at the airport to welcome them home—realizing this may no longer be "home"
3. Host an open house so they can see many of their friends and update them
4. Host a tea for the woman and her close friends
5. Help them get caught up on new ministries or events at Calvary, introducing them to new people
6. Visit the Calvary global partner home they will occupy to make sure it is stocked for them "personally." Contact the Global Ministries office for this information. In the event that a church global partner house is not available, the PAC Team is encouraged to help the global partner secure housing.
7. Help them get settled—meet them at the airport and help to move them in
8. Give them a gift certificate for a special treat—ice cream, pizza, take-out, etc. (The assigned ABF can be encouraged to contribute to this.)
9. Update them on "what's in and what's out"
10. Provide meals for the first few days
11. Host a party in their honor and spend time praising God for His work through them (write a litany of thanksgiving)
12. Be sensitive to the length of time for cultural adjustments
13. Help the family "fit" back into the U.S. — arrange ahead of time for someone to meet them at the Welcome Center on Sunday mornings the first or second week.
14. Help them the first week of school.
15. Help them know where and "how" to shop, asking their clothing preferences and then taking them to appropriate places

16. A month before they come back, if they wish, begin keeping a calendar for them, setting up times when people can see them so that they aren't so overwhelmed when they return

### Reading List

A great plan for team members would be to read one book per year. Neal Pirolo's book ***Serving as Senders*** is a "must read" and should be read first.

*A Mind for Missions*, Paul Borthwick, NavPress, 1987  
*Doing Member Care Well*, edited by Kelly O'Donnell, William Carey Library, 2002  
*Steps to Going Overseas*, John Hoover, Inter-Varsity Press

*The Reentry Team: Caring for Your Returning Missionaries*, Neal Pirolo, Emmaus Road International, 2000

*Too Valuable to Lose*, Edited by William D. Taylor, William Carey Library, 1997

## Calvary Church Support Raising Start-Up Schedule

Anticipated Completion Date	Actual Completion Date	Task
		1. Secure CTT approval to begin Level 3.
		2. Secure approval from the GMT and the Elders.
		3. Develop a portfolio on yourself, your agency and your ministry to leave with interested churches/individuals. Solicit input from your mentor.
		4. Order prayer cards.
		5. Develop some type of media presentation (i.e., DVD) or secure one from your agency to represent your ministry. This should be usable for group presentations or with one or two individuals.
		6. Announce to your ABF the news that church leadership has approved you for global partner service and that you are entering the support raising process. Solicit prayer for this process.
		7. Recruit your PAC Team. Once your team is developed submit a team list to the Global Ministries Administrative Assistant.
		8. Develop an initial email list to inform people about your ministry, needs and progress. Encourage people to pray for you and your progress.
		9. Develop your strategy/goals for support raising. Determine what churches/individuals you will contact and how you will contact them.
		10. Identify resources that you can recommend to local churches to further their pursuit of global ministry. Contact the Global Ministries Pastor about these resources.
		11. Prepare global ministry presentations for children, youth and adults that are creative and age appropriate.
		12. Develop or utilize some type of global ministry display to elevate your presence in church ministries. Agencies can often provide this. When possible, take a PAC Team member with you to assist with the display. Someone may be able to critique your support raising presentations.
		13. Work with the Global Ministries Pastor to schedule ministry opportunities with groups within the church.
		14. Establish a date for a commissioning service with the Global Ministries Pastor.

## Quarterly Support Plan & Report

Beginning-of-Quarter Cumulative Totals

Cumulative Totals as of...	Prayer Letters Written	Churches Contacted	Individuals Contacted	Meetings Held	Prayer Partners	Support Pledged	Outgoing Funds in hand
-							
_____ (month)							

Month <small>Write name of month on line below</small>	Prayer Letters Written	Church Contacts Made	Individual Contacts Made	Follow-Up Letters	Meetings Held	Prayer Partners Recruited	Support \$ Committed	Outgoing \$ Received	Hours/Week Invested
1 _____ Anticipated									
1 _____ Actual									
2 _____ Anticipated									
2 _____ Actual									
3 _____ Anticipated									
3 _____ Actual									

Cumulative Totals As of ...	Prayer Letters Written	Churches Contacted	Individuals Contacted	Meetings Held	Prayer Partners	Support Pledged	Outgoing Funds in Hand
_____ month							

### Guidelines for Using This Report Form

Candidates and the church should never measure the success of support by the sheer volume of contacts. However, response is often proportional to the number of quality contacts made and followed up. This report form gives the church and candidate a tool for accountability and one means of assessing the “return of investment” of time and energy expended in various types of support contacts.

At the beginning of each quarter, candidates should fill in the top rows, indicating their anticipated goals for each category. A copy of the chart should be kept by the candidate and a copy submitted to the Global Ministries staff.

The Candidate and Mentor should pray together and discuss the feasibility of the goals.

At the conclusion of each month, Candidates should complete the second row for the appropriate month. As necessary, anticipated goals for the coming month(s) can be amended at the same time.

The beginning and ending totals provide touchstones by which the candidate and Global Ministries staff can assess overall progress

This report tool is to be used by the candidate if their selected agency does not provide one for use. This report or a similar one from your agency is to be submitted quarterly to the Global Ministries Pastor.

## Appendix A

### Suggestions for Liaison/Mentor Candidate Meetings

To understand role relationships – see Level One pages 1.2-1.4

Objectives of Liaison/Mentor/Candidate relationships and meetings:

1. Maintain accountability for the candidate's participation and completion of requirements.
2. Determine candidate's readiness for global partner service.
3. When needed, provide direction and feedback so the candidate grows in self-motivation and self-direction.
4. Provide communication between candidate, mentor and CTT.
5. Facilitate resolution of difficulties between mentor and candidate, should such arise.
6. Encourage the candidate and the mentor in setting goals.
7. Pray for the candidate and mentor.

Guidelines for Semi-Annual meetings:

1<sup>st</sup> meeting – after acceptance into Cross Training, the CTT Chairman or a designated CTT member calls the meeting with the candidate, liaison and mentor.

A. Review general CTT expectations.

1. Monthly meeting with mentor
2. Quarterly verbal reports by liaison to CTT after contacting mentor and candidate.
3. Liaison, mentor, candidate meeting every 6 months
4. Attendance at CT Continuing Education Sessions
5. Submit assignments to the Global Ministries Administrative Assistant ([tsherman@calvarychurch.org](mailto:tsherman@calvarychurch.org)). This may be done electronically.

B. Review Level 1 Requirements – Indicating priorities and time/difficulty factors

1. Items taking less time to complete:
  - a. Uniquely You
  - b. Reading the Global Ministry Policy and submitting signature page
  - c. The Bible Assessment Tool takes about one hour to answer
2. Items requiring greater time commitment:
  - a. Perspectives Course – semester course
  - b. Doctrinal statement
  - c. Personal evangelism skills, especially if training is needed

C. Review candidate's ministry involvement and current responsibilities.

D. Ask the candidate and mentor to discuss and answer the following questions:

1. What do you think you can reasonably accomplish in the next six months? Write down the goals.
2. What may be challenging for you or obstacles you might face?
3. How can we pray for you?
4. Pray together.

E. Together set date for meeting in 6 months. Mentor sets date for first meeting with candidate.

F. Follow up

1. Send an email regarding the date of the next Liaison/Mentor/Candidate meeting to candidate and mentor

All Subsequent Meetings –

A. Review Level progress

1. How did he/she do with meeting the goals set?
2. How do you feel about your progress?
3. How often have you met with your mentor?
4. What difficulties have you encountered? How have you resolved them?
5. What questions have come up?
6. Ask mentor, separately, how they feel about progress.

B. The Liaison brings any requests to CTT for clarification as needed.

C. Discuss candidate's spiritual progress

D. Goals to be set for coming 6 months

1. Ask candidate what they feel they can reasonably accomplish in the next 6 months. If previous goals were too ambitious, help the candidate to be more realistic utilizing the mentor's perspective.
2. Help the candidate and mentor identify the best sequence for them in light of their available time for completing requirements in relationship to their life responsibilities.
3. Write down their goals.
4. What specific prayer requests does the candidate have? Ask for mentor input, separately, for prayer requests from their perspective.
5. Pray together.

E. Follow up

1. Send email listing the date of the next Liaison/Mentor/Candidate meeting to candidate and mentor.



## Appendix B

### Suggestions for Candidate/Mentor Monthly Meetings

To understand role relationships, see Level 1 pages 1.2-1.4

#### General Responsibilities of the Mentor (page 1.2)

1. Serve as coach and advisor to the candidate on a personal and confidential level.
2. Make the relationship a high priority.
3. Teach by example.
4. Become acquainted with the candidate as a person.
5. Pray daily for the candidate.
6. Listen more than talk (80/20 rule). Ask a probing question.
7. Review the assessments of the candidate's testing results and provide guidance in improving problem areas. This will include Level 2 assignments, such as research and survey projects.
8. Help the candidate gain perspective on his/her thinking, ministry, world view and/or lifestyle patterns. Ascertain problem areas and encourage alternatives.
9. Share knowledge and wisdom gained through global partner service and other ministry experience.
10. Assess validity of the candidate's global partner calling.
11. Understand and support the Global Ministries policy and priorities of the church in assisting the journey of the candidate toward global partner service.

#### Note:

- The mentor is not a representative of the Cross Training Team and is not in a position of authority over the candidate.
- The mentor should not add additional tasks beyond the Cross Training requirements without coordinating with the liaison.
- If issues arise that may require Cross Training (liaison) or pastoral interaction, obtain the candidate's permission. If permission is not forthcoming, the liaison should be notified that there is a problem, the details of which cannot be divulged.
- Recognize that your relationship will grow over time as you meet consistently. Meetings should usually be kept to 1 to 1½ hours in length.

#### First Meeting – Getting acquainted: (occurs after the first Candidate-Mentor-Liaison meeting)

1. Ask the candidate to share their story – learn about their family of origin, their salvation, their education and significant events and influences in their life. (30 minutes or less for this.)
2. Share your story – since you're older, select highlights realizing that as you mentor you will have the opportunity to share more specifically in coming sessions. (10 minutes)
3. Ask for the Candidate's Bi-Monthly worksheet (quickly read what has been written).
  - Ask the candidate to briefly explain the background for one of the words selected in the Heart Check.
  - Encourage the candidate in their personal devotional life.
4. Ask what questions they have about the program. If you don't know the answer, email the question to the liaison, copying the candidate. Learn about the requirements together.
5. Ask the candidate to identify what requirement they plan to work on in the coming month. Encourage them to be realistic in setting this goal.
6. Discuss the conclusion of *Conformed to His Image* by Kenneth Boa. (pages 450-466)
  - The candidate should have selected one or two of the questions from page 466 to discuss with you.

- Two suggested discussion questions for this chapter:
  - 1) Under *Fidelity in Spiritual Disciplines* you could ask, how have you experienced the spiritual disciplines in your life?
  - 2) Under *More Thoughts on Perspective, Responsive and Purpose* you could ask how have obstacles contributed to your growth?
- 7. Conclude by asking for specific prayer requests and having a time of prayer. Let your prayer for the candidate be very specific including their requests and their spiritual life.
- 8. Set your next meeting time confirming which Boa chapter (usually the Introduction and Chapter 1) you'll be discussing.

#### Subsequent Candidate Mentoring Sessions

1. Greet your candidate and read their bi-monthly worksheet.
  - Make comments or ask questions to better understand the Heart Check
  - Make comments or ask questions to better understand their devotional and prayer life
2. *Confirmed to His Image*
  - Discuss the chapter questions the candidate has selected
  - Take the conversations further. Encourage the candidate to think deeply by asking what do you mean? Or how have these ideas changed your thinking? Or why does this have meaning for you? (This discussion will become more personal and deeper over time.)
  - Agree on the chapter for the next session. (Discuss chapters in sequence unless exceptions are coordinated with the liaison.)
3. Progress and Goals
  - Discuss what has been accomplished since your last meeting. The goals can be Cross Training, personal life and/or ministry related.
    - 1) Probe why goals weren't accomplished guiding the candidate in the development of realistic goal setting.
    - 2) Learn about the candidate's life guiding them in defining priorities and maintaining focus.
  - Ask the candidate to set goals for the coming month.
4. Pray together

## The Hardy Personality

As described by the Personnel Department of Wycliffe Bible Translators

My files contain lists of characteristics identified by nine outstanding authorities describing the ideal person. Recognizing that cross-cultural living is different, some of us in global ministry have been thinking a lot about characteristics that describe the hardy global partner, the cross-cultural servant of God who can serve Him joyfully and be productive under difficult situations and yet retain and maintain emotional, physical and spiritual health.

The following skills (because they can be learned and developed) are built on a bedrock relationship to God that is personal, satisfying, permeates all of life, provides stability and direction, hope for today and forever, gives meaning and purpose to all of life. Add to this, then, the following:

1. Attitude toward pain and pleasure. Pain is not an indication of death (something to be avoided at all costs) any more than pleasure is an indication of life; both are merely part of life. The survivor is not afraid of pain. (John 16:33; II Timothy 3:12)
2. Deprivation. The hardy person doesn't insist on having all his/her needs met. He/She understands that 'going without won't kill me.' (Philippians 4:11-12)
3. Addictions. Hardy persons don't have to have "highs" or "adrenaline shots" in order to survive and enjoy life; not easily addicted to anything. (II Timothy 4:11-13)
4. Control. A way of looking at it. Not demanding control or abdicating responsibility when others are in charge, the hardy person knows 'my efforts count; I can make a difference; I may not change everything, but I can and will do my bit.'
5. Perspective. The story does not begin or end with me; I'm in the story, but it's God's story - I'm part of something bigger than I; even when I don't understand, I will trust. The world doesn't revolve around me (Daniel 3:16-18)
6. Self-Knowledge. These people have an extraordinarily high level of self-awareness. They know their strengths/weaknesses and are comfortable with these, sufficiently comfortable so they don't have to think about their inner world all the time. Free from preoccupation with themselves.
7. Partial cause. Able to take responsibility, see themselves as having impact on life. They are comfortable taking credit for the good they do and willing to take blame for the bad. They understand that wherever they are, they are making something better or worse.
8. Givers, not hoarders. They live life richly - giving out love, energy, resources, and time; are generous, open, trusting, working. (Luke 6:38; II Corinthians 8)
9. A wonderful sense of hope. Hope is the anchor to which they hold unswervingly, making a daily difference in their lives. "It's not over till the fat lady sings - and she hasn't sung yet." (Hebrews 6:19, 10:23; I John 3:3)

10. Bottom line - I'm my own. "SOMEBODY" isn't on my team and SOMEDAY isn't a day of the week. It would be nice if I had someone to help me but it looks like no one is handy right now; let's see what I can do. Here I am and nobody is going to rescue me, so I guess I'm going to have to rescue myself.
11. Able to use parts. Innovative, creative. The way the hardy person conceptualizes and utilizes his/her options or resources. "I have only two pieces of wood and a string; let's see what I can do to fix that pump."
12. Enjoy my second choice - ability to. Take satisfaction from what is, rather than pout about what I can't have. (Philippians 4:12-13)

[Wycliffe Bible Translators; L. Gardner with J & G Hubbard, A. Westfall, K. Harder + others - 4/88]

## List of Suggested Global Ministries Biographies

*Alex Leonovich: A Heart for the Soul of Russia*, Patricia Souder

*Amy Carmichael: Let the Little Children Come* by Lois Hadley Dick

*Amy Carmichael Biography, A Chance to Die* by Elizabeth Elliott

*D.L.Moody: The Greatest Evangelist of the Nineteenth Century*, Faith Coxe Bailey

*Dakar: Diplomat in Bangladesh*, Viggo Olsen

*Don't Let the Goats Eat the Loquat Trees: Adventures of a Surgeon in Nepal*, Thomas Hale

*Evidence Not Seen: A Woman's Miraculous Faith in the Jungles of World War II*, Darlene Deibler Rose

*God's Smuggler, Brother Andrew* with John & Elizabeth Sherill

*J. Hudson Taylor - A Man in Christ*, Roger Steer

*Mary Slessor: Heroine of Calabar*, Basil Miller

*One Vision Only (Isobel Kuhn)*, Carolyn L. Canfield

*Stronger Than the Strong: Jesus Sets a Tribal People of Thailand Free from Satan's Tyrannical Rule*, Louise Morris

*William Carey, The Father of Modern Missions*, Basil Miller

2017

## **Calvary Church Doctrinal Basis – Constitution Article III**

At Calvary Church we believe that the cause of unity in the church is best served, not by finding the lowest common denominator of doctrine around which all can gather, but by elevating the value of truth, stating the essential doctrinal parameters of church clearly, seeking the unity that comes from the truth and then demonstrating to the world how Christians can love each other across boundaries rather than by removing boundaries.

### **1. The Bible**

We believe the Old and New Testaments are completely verbally inspired by God and without error in the original writings, and that they are the complete, full and final authority for faith and life.

2 Timothy 3:16-17; 2 Peter 1:19-21

### **2. Triune God**

We believe in one God, eternally existing in three Persons: Father, Son and Holy Spirit. Each one of these three Persons possesses the same nature, the same attributes, and the same perfections of Deity. Matthew 28:19; 2 Corinthians 13:14

### **3. Jesus Christ: God and Man**

We believe that the Lord Jesus Christ was conceived by the Holy Spirit, born of the virgin Mary, and is both fully God and fully man. Matthew 1:18-25; Luke 1:26-35; Galatians 4:4; John 1:1, 14;

Philippians 2:6-11

### **4. Mankind: Creation and Fall**

We believe that mankind was created male and female in the image of God; that our first parents sinned and thereby incurred the judgment of both physical death and spiritual death, which is eternal separation from God; and that all human beings are born with a sinful nature and therefore, are accountable for sin in thought, word and deed. Genesis 1:1, 26;

Romans 5:12; Psalm 51:5; Jeremiah 17:9; Romans 3:23; 6:23

### **5. Jesus Christ: Our Sacrifice**

We believe that the Lord Jesus Christ died in our place for our sins, shedding His blood to take upon Himself all of the punishment for our sins, and that all who place their faith in Him as their Savior are declared by God to be righteous on the basis of Christ's substitutionary death. This salvation is a gift from God by grace, apart from any human works or merit. Romans 3:21-28; 1 Corinthians 15:3-4; Ephesians 2:8-10; Titus 3:3-8

### **6. Jesus Christ: Resurrection, Ascension, Priesthood, Return**

We believe in the resurrection of our Lord Jesus Christ in the same body, which was crucified, now glorified; in His bodily ascension into heaven, in His present life there for us as our High Priest and Advocate, in His present work building His Church and in His bodily return. Luke 24:36-43; John 20:24-29; Romans 8:34; 1 Corinthians 15:1-8; Acts 1:9-11; Colossians 1:13-14; Hebrews 8:1; Matthew 16:18-19

## **7. Holy Spirit: The New Birth**

We believe that all who receive by faith the Lord Jesus Christ, trusting Him alone for eternal salvation, are born again by the Holy Spirit and thereby become children of God, that they are indwelt and sealed by the Holy Spirit and therefore are secure until the day of final redemption. John 1:12-13; 3:3-16; 2 Corinthians 1:22; John 10:28-29; Ephesians 4:30

## **8. The Church**

We believe that the Church of Jesus Christ is His Body and Bride. We believe it is the responsibility of the Church to bring glory to God by participating in world evangelization to fulfill the Lord's command to make disciples among all the peoples. 1 Corinthians 12:13; Ephesians 1:20-23; 4:15; 2 Corinthians 11:2; Matthew 28:18-20

## **9. Baptism and the Lord's Supper**

We believe that the Lord Jesus Christ prescribed that His Church observe two ordinances: water baptism which portrays the believer's submission to and union with Christ in His death, burial and resurrection; and the Lord's Supper to commemorate His death until He comes again. Matthew 28:19; Acts 2:41-42; Matthew 26:26-28; 1 Corinthians 11:23-26

## **10. Universal Resurrection**

We believe in the bodily resurrection of the saved to everlasting blessedness, and of the unsaved to everlasting punishment. John 5:24-29; Matthew 25:46; Revelation 20:11-15; 21:3-4

## **11. Satan's Judgment**

We believe that Satan, a fallen angel, is the god of this age, the adversary of Christ and His Church, and that his destiny is eternal punishment. 2 Corinthians 4:3-4; Ephesians 6:10-12; Revelation 12:9; 20:1-3, 7-10

## **12. Jesus Christ's Return**

We believe in the "blessed hope" of the personal and imminent return of our Lord, first to receive His believers to Himself in the air, before the final seven-year tribulation period, and then to return with them to reign on the earth. Titus 2:13; 1 Thessalonians 4:13-18; 5:1-10; 1 Corinthians 15:51-58; Daniel 7:13-14; 9:27; Revelation 20:1-3

## **13. The Future of Israel**

We believe that the Church, composed of Jews and Gentiles, which began at Pentecost with the coming of the Holy Spirit to indwell all believers, is distinct from the Old Testament covenant nation of Israel. We believe that God's covenant promises to His people Israel are irrevocable and will be fulfilled; and that a remnant will be redeemed, and regathered to the land of Israel to experience the literal millennial reign of Christ as the heir of David's throne in Jerusalem. Acts 2:14-39; 11:15-16; John 14:17; Romans 11:11-29; Isaiah 35:10; Ezekiel 37:21-28;

Romans 11:25-29; Luke 1:30-33; Hebrews 8

## Cross Training Sabbatical Options

Periodically in the life of a candidate, there are extenuating circumstances that impact their ability to move forward in their preparation. The circumstances may include sickness, doubts about moving forward, employment schedule changes or even exhaustion. A sabbatical is an option to relieve pressure and be renewed by rest and reflection. Every sabbatical should have a beginning and an end date. A sabbatical should not exceed one year in length. Requested time off for more than one year usually indicates a greater need than rest and renewal. Sabbaticals can be granted by the Cross Training Leadership Team or Global Ministries Pastor. They usually are granted in increments of 6 months, 9 months or 1 year.

When entering a sabbatical, a candidate should be able to do the following:

1. Clearly state their reason for the sabbatical to their mentor and Cross Training Leadership or Global Ministries Pastor.
2. Have identified some course of action that can help provide, over time a renewed perspective/attitude. Examples of constructive action could be to meet with someone periodically for prayer. They could also seek counsel from a global partner, the church or mature believer from outside the church. They may benefit from reading a book or attending certain events at the church. Some type of proactive planning within 30 days of the beginning of the sabbatical is important.
3. Ask the candidate what they need to reflect on? What is the best way to reflect on your issue?

Sabbaticals are not to be perceived as an easy way to take time off, like a vacation. It is to be a break from routine only during times of struggle, doubt or exhaustion.

To avoid the over use of sabbaticals every mentor and the Leadership Team should urge candidates to prioritize their lives. They should be warned against an overcommitted busy life. It is better to learn this lesson now than 10 years into global partner service.



## Sabbatical Questionnaire For Mentors

The following questions serve as an assessment tool for those candidates that think a break is in order (possibly a sabbatical) during their Cross Training participation.

1. Have you discussed with your mentor your need of a break from participation?
2. Can you clearly identify a cause for a break from participation? Have you discussed this cause with your mentor?
3. Can the cause simply be addressed by slowing down? Being less busy? Developing stronger priorities to protect your schedule?
4. Do you feel your life is out of balance? Too much work? A focus on relationships? Not enough rest and renewal?
5. Can you problem solve your situation (maybe with the help of someone) in 4-6 weeks by making key life adjustments?
6. Can you identify the cause as an emotional /relational/spiritual issue that may require wise input or seeing a counselor?
7. If a sabbatical appears the best option after explaining several options, can you identify some course of action that may help you return to Cross Training? i.e., a prayer partner, rest, seeing a counselor, reading select books, and/or talking to a global partner.
8. Has the decision regarding a sabbatical been made by the mentor in consultation with the Cross Training Chair plus a Global Ministries staff member?
9. Is there a constructive course of action agreed upon by the candidate and mentor within a 6-week period of time following a sabbatical decision?