

About Crossworld

Prepared for EPC World Outreach

Contents

| | |
|---|----|
| History | 1 |
| Today | 2 |
| Mission Statement | 2 |
| Vision..... | 3 |
| Ministry Approach..... | 3 |
| Statement of Faith..... | 4 |
| Core Values/How We Live | 5 |
| Frequently Asked Questions | 7 |
| Crossworld Member Care/Oversight | 8 |
| Development of International Workers..... | 10 |
| Introduction to Thrive/Work/Develop..... | 11 |
| Crossworld Community Safety..... | 14 |
| Evidence of Financial Integrity..... | 15 |

History

Our story begins in 1931 when Crossworld, originally Unevangelized Fields Mission (UFM), began sending workers to the nations.

Brazil | When a chief witchdoctor named Elká in Brazil chose to follow Jesus, UFM workers watched God transform not just individual lives but entire villages in the name of Christ.

Congo | In 1964, Simba rebels killed 19 UFM missionaries. Since then, some of the rebels and thousands of others have been transformed by the gospel, and relatives of the martyrs have returned to serve in Congo, acting on their forgiveness.

Papua | UFM made national headlines on the cover of *Time* magazine in 1982 when thousands of Dani people burned their fetishes and turned to Christ in a miraculous movement of God in Papua, Indonesia.

Today

Crossworld is a global mission agency that sends Jesus-followers from all professions to make disciples in the world's least-reached marketplaces. Our focus is long-term workers. We are a 501(c)(3) nonprofit organization in the U.S. and a registered charity in Canada.

We changed our name to Crossworld in 2004, and today, we have more than 260 workers in more than 35 countries around the globe. God has so orchestrated events that the whole world wants to learn the language we speak, the most least-reached people are flocking to megacities that are just a plane ride away, and the good news we carry offers the abundant life that everyone desperately seeks.

Our workers engage their professional skills to bring God's love to life in occupations ranging from church ministry and counseling to engineering, education, healthcare, business, and more. How they spend their time on a day-to-day basis looks quite different, but they're united in one core passion: they're all disciple-makers at heart.

Mission Statement

Crossworld is a formative community of disciple-makers from all professions bringing God's love to life among the least-reached.

- **Formative Community:** Our God-sized mission takes a team spirit of caring for one another. We shape each other and make each other better disciples and better disciple-makers.
- **Disciple-Makers:** We simply live and love like Jesus and help others to do the same. Wherever our lives happen, we love people and share God's transforming truth.
- **All Professions:** Our diverse skills and occupations give us influence across all industries and spheres of society. But in one area we're the same: Mission. Our gospel-centered mindset is the same in every setting, every day of the week.
- **Least-Reached:** Most of the billions of unreached people live in bustling cities where great need and great opportunity await. Wherever people have the fewest opportunities to experience Jesus, that's where we want to be.

Vision

The overarching task Jesus left with his disciples was to make disciples of all nations. That requires going to the nations, communicating the Good News, immersing believers into the fellowship of God and the Body of Christ, and teaching them to obey all that He taught. Over the next decade, we envision a thriving formative community of more than 500 workers who are investing in thousands of disciple makers who are flooding the world's marketplaces with life.

Ministry Approach

The global disciple-making task is the responsibility and privilege of the whole Body of Christ, including vocations traditionally associated with "church ministry" (evangelist, pastor, church-planter) as well as the vocations of Jesus-followers we have frequently called "secular." In today's world, perhaps more than ever before, crossing cultures to carry out the task in the least-reached places requires the intentional and committed engagement of believers in so-called "secular" vocations.

The message of Good News is saturated with the truth of God's love. The messengers discover how to bring that truth to bear in the lives of people who haven't experienced it yet (i.e., bringing God's love *to their lives*). And, in enabling them to flourish in life as God intended, they bring God's love to life in all its fullness.

While reproductive disciple-making does not end in the places where it has become well established, the missional charge is to spread its multiplying effect to places where it has not yet taken root. It is spread through relationships wherever life is transacted and ultimately leads to the strengthening of existing churches, or the creation of new ones.

We define a disciple as one who is learning to live and love like Jesus and helps others to do the same. We further define disciple-making as helping people everywhere to live and love like Jesus by imparting God's truth through authentic relationships wherever life happens. In the classroom of life, we accomplish disciple-making through the strategic placement of disciple-makers from business, professional and vocational religious backgrounds to establish local communities of disciple-makers so that Christ may build His Church.

Statement of Faith

Based solely on our understanding of God's Word, Crossworld affirms the following truths.

Scripture: We believe in the divine inspiration, truthfulness, and authority of the original sixty-six books of the Bible as God's inerrant written word, the only infallible rule of faith and practice.

God: We believe in one God, the creator and sustainer of all things, eternally existing in three persons, Father, Son, and Holy Spirit.

Jesus Christ: We believe in the deity of Jesus Christ, that he has existed eternally as the unique Son of God, that he became incarnate when he was born of the Virgin Mary through the power of the Holy Spirit, and that today he remains true God and true man. He lived a sinless life on earth, died, was buried, rose again, and ascended to the right hand of the Father. We believe in his imminent, personal, and visible return in power and glory.

Holy Spirit: We believe in the regenerating, indwelling, sealing, and sanctifying work of the Holy Spirit, who baptizes all believers into the body of Christ and distributes spiritual gifts to each believer as he wills for the edification of the Church.

Angels: We believe in the existence of angelic beings, including the personal existence of Satan and his demonic hosts of fallen angels. Though we wrestle with principalities and powers in ministry, victory is assured by Christ's death and resurrection.

Humanity: We believe that God created man and woman in his image and that, after being tempted by Satan, they sinned, thereby incurring not only physical death but also spiritual death, which is separation from God. We believe in consequence that every human being is born a sinner, unwilling and unable to please God, and therefore we believe in the absolute necessity of the new birth for each individual's salvation.

Salvation: We believe in the necessity of the substitutionary atoning death of Christ and that all who trust in him are justified by grace on the basis of His shed blood and, therefore, have the assurance of their eternal salvation.

Sanctification: We believe that the process of sanctification begins at the moment of new birth, resulting in the believer's growing capacity for holiness, but not eradicating the capacity for sin. Identification with Christ's death and resurrection as well as dependence upon the Holy Spirit's power enables the believer to experience victory over sin.

Church: We believe in one universal Church, embracing all who are united to Christ by saving faith and divine grace, and its expression in local disciple-making communities of faith centered on Christ and the gospel. Two ordinances are enjoined by Christ upon all believers: baptism and the Lord's Supper.

Eternity: We believe in Christ's imminent appearing to take to himself the church as his bride, and in his personal return in triumph to the earth to establish His kingdom reign of peace and righteousness. We believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved and the everlasting punishment of the lost.

Service: We believe that the commission of our Lord Jesus Christ to go and make disciples of all nations is the responsibility of all believers, and that the development of disciple-making communities among all peoples is the essence of Jesus' command to the Church. We believe in the will, power, and providence of God to meet every need of those who serve him.

Core Values/How We Live

We love God with our whole being, prizing His character, His Word, obedience, and prayer.

- We value godly character, and thus desire to imitate Him with integrity and humility in all our dealings.
- We love and highly value the Word of God, and thus desire to know and honor it.
- We value obedience, and thus desire to align ourselves with God's global intent and with all His instructions for life.
- We value prayer, and thus gladly acknowledge our dependence on God for the resources and capacity to serve Him well and to care for each other.

We love people as ourselves, exhibiting God's heart for community, harmony, diversity, and collaboration.

- We see ourselves as family, joined to one another in loving community as we are joined to the loving community of Father, Son, and Spirit.
- We value harmony and commit ourselves to resolving conflict in recognition of our oneness in Christ.
- We value diversity and are eager to enjoy and work with one another across lines of secondary identities such as culture, ethnicity, and organizational affiliation.
- We value collaboration, desiring to work together in the Body of Christ in a manner that is not self-seeking or self-serving.

We make disciples as a way of life, prioritizing relationships with God and with people, nurtured in loving community.

- We are committed to doing what Jesus commanded: *Go and make disciples of all nations*.
- We value the church, universal and local, believing that disciples are best made in community.
- We help one another learn to live and love like Jesus, even as we are helping others outside of us do the same.
- We value developing leaders whose empowering influence results in effective disciple-making around the globe.

We embrace change with confidence, believing that innovation and critical thinking make us better.

- We believe there is a better way to do life in a dying world, and to do missions in a changing world.
- We are committed to inviting and integrating believers from all professions—including but not limited to the traditional missionary profession—to join us as disciple-makers who follow Jesus in least-reached cultures.
- We value strategic, innovative approaches to ministry that enable disciples to penetrate new or largely unreached spheres of influence and relationship.

We strive for excellence, exhibited in professionalism with a bias toward action and results by creative, skilled, and joyful team players.

- We seek to give the Lord our very best, serving Him in all we do.
- We value self-awareness: knowing ourselves, being ourselves, and serving wholeheartedly according to our unique, God-given wiring.
- We find joy in doing our work well for God's pleasure.

Frequently Asked Questions

Are Crossworld team members considered vocational missionaries?

If by missionary you mean someone who makes disciples in another culture, absolutely. Each disciple-maker Crossworld sends has gone through an application and training process that includes the full support of his or her sending church. Many of them even raise financial support for their mission work.

We've found that the label missionary can put up unnecessary barriers to the gospel, both in North America and overseas. For that reason, we prefer to use the term *disciple-maker* or *worker* instead of *missionary*.

Is Crossworld affiliated with a denomination?

Crossworld is an evangelical, interdenominational Christian mission organization.

What do you mean by "all professions"?

God created work and called it good, even before the fall. He gives his people unique skills and interests to glorify him. Whether pastoral care, engineering, education, church planting, business, healthcare, or anything else, all types of work are ministry when you work for the glory of God. All people and all professions can join a thriving cross-cultural ministry and live on mission to reach the unreached.

How does it work for someone to be a missionary if they are working a job?

Consider the example of the apostle Paul. At times, rather than receiving his income from sending churches, he chose to use his professional skills to earn an income. Some people call that a tentmaking missionary. Others call it doing marketplace ministry or Business as Mission (BAM).

Paul wasn't pretending to make tents just so he could talk about Jesus — he was running a legitimate business. In the same way, some of the disciple-

makers we send work in international jobs. They work as employees for a company, and at the same time they also live and love like Jesus in their workplaces. They have a legitimate identity in the country and a sphere of influence where they can talk about following Jesus and teach others to do the same.

Crossworld Member Care/Oversight

Our Field Structure

Crossworld seeks to be a community of disciple-makers from all professions bringing God's love to life among the world's least reached. Our prayerfully desired fruit is the spiritual formation of new followers of Christ that form community with one another or become part of an existing biblical, Gospel community. The primary functions of our international workers, including leadership, are to be "keepers of Crossworld's vision" and to actively pursue the wellbeing of our disciple-makers. We encourage and enhance discipleship efforts by:

- Giving oversight to international workers.
- Providing community enrichment opportunities.
- Facilitating access to care.
- Providing development opportunities.

The following is a framework for clarity and direction while remaining flexible enough to adapt to the contextual needs of discipleship wherever our international workers serve.

Global Leadership Team (GLT)

The GLT is composed of representatives from each of the International Leadership Teams and International Directors. The GLT is led by the Vice-President of Global Operations. They work in close cooperation with the Director of Global Security and Director of Community Care. The primary task of the GLT is to be the "keeper of Crossworld's vision". The GLT is to ensure that international workers are being cared for as disciples and developed as disciple-makers. In addition, the GLT ensures that international workers are connected appropriately to the various home office departments. The Global Leadership team works together to develop a strategy to develop Team Leaders while the execution of training and development of Team Leaders is the responsibility of their International Leadership Team.

International Leadership Team (ILT)

An ILT is a team with a diverse blend of gifts and capacities with the responsibility to oversee the development of a region or affinity focus. The ILT is composed of three to four Directors, one of which will serve as Team Point. These directors will assume administrative duties for their ILT and for their region or affinity focus. An ILT may also include Growth Coaches and/or Specialists. *Note:* Some regions may have a singular International Director (ID) that will assume these responsibilities with the collaboration of others as needed and when possible. Each ILT will collaborate with other departments within the organization to assess, recruit, onboard, and develop international workers with an eye toward growing the reach of the organization strategically in that area.

The “Team Point” and one or two members from each ILT will serve as representatives on the GLT and will be direct reports of the VP. Other members of the ILT will report to the “Team Point”.

The ILT Directors are first approved by the VP and then approved by the Executive Leadership Team. Other members of the ILT (ex: Growth Coaches; Specialists) only need the approval of the VP.

ILTs are involved in or responsible for the following as “keepers of the Crossworld vision”:

- Mobilization (in collaboration with Mobilization Department)
- Assessment (in collaboration with invitation team and assessment team)
- Onboarding – to the organization but primarily to their region
- Oversight and accountability (of employment or volunteer work)
- Facilitate member care (in collaboration with others)
- Growth calls - Thrive/Work/Develop Implementation
- Development opportunities for international workers
- Development of international workers for other roles including but not limited to: Team Leaders, Community Team Leaders, and Virtual Team Leaders
- Strategic Planning for New Areas within the Region
- On-Site Visits

Growth Coach or Specialist

A Growth Coach or Specialist is a member of the ILT that is focused on the development of international workers in their region or the expansion of the ministry area. The ILT assigns and oversees their responsibilities. It should be communicated clearly to the coach or specialist what makes their role organizationally different from director.

A Growth Coach executes "*Thrive, Work, Develop*" growth calls with assigned international workers. A Specialist is assigned a specific project, such as opening a new ministry location within the region or organizing annual events. This could really be anything the ILT feels is necessary for the ongoing growth or functioning of their field.

Team Leaders

Team Leaders are chosen and developed by the ILT. They are assigned some level of oversight for their team. There are three types of teams: Project teams, Community teams, and Virtual teams.

Four Types of Teams

1. Project Team: a group of people living in proximity to one another who are collaborating toward a common work or ministry objective. A team will have a Team Leader who has leadership/managerial responsibilities.
2. Community Team: a group of people living in proximity to one another who do not have compatible enough work responsibilities or goals to form a project team. The ILT will help determine appropriate ways the group should seek to be connected and cultivate some level of community. The group will be led by a Community Team Leader.
3. Virtual Team: a group of people who do not live in proximity to one another yet would benefit from meeting regularly for connection and support. The group will be led by a Virtual Team Leader.
4. Non-Crossworld Team: workers may be exempt from being a part of one of the above teams if they are seconded to another organization or are integrated into a national organization. This exemption must be supported by the ILT and approved by the VP.

Development of International Workers

International Leadership Teams will develop international workers including project team leaders, community group leaders, and virtual team leaders.

The goal will be to develop disciple-makers who have the skills to lead and disciple others into disciple-makers.

The VP will guide the development of ILT members. The VP will include up to two leaders from each region that are on-boarding for regional roles or could potentially onboard to a regional role (ILT, Growth Coach, or Specialist). Again, the goal will be to develop disciple makers who have the skills to lead other disciple-makers.

Investing in Development

Operating from the foundational filter of prioritizing what is happening in our hearts, the following are tools and resources we want our leaders to practice and implement for the growth of our members.

Introduction to Thrive/Work/Develop

Thrive: Finding Your Path to Growth and Resilience

We believe that to make healthy disciples we must first *be* a healthy disciple. We desire that our leaders facilitate their own resilience just like we do for all our members. Resilience comes as we give attention to the whole-life that God has given us as we teach others to be whole-life disciples. We seek to give attention to our entire existence by noticing intentionally three areas: Thrive, Work, Develop.

Thrive is interviewing our personal state of being by looking at five dimensions; 1. Spiritual, 2. Physical, 3. Emotional, 4. Cognitive, and 5. Relational.

For Spiritual, we are interested in how we are cultivating our personal communion with the Father, gathering with other believers in community, and obeying what we hear God communicating through these moments and His Word.

For physical, we want to give attention to how we are eating, moving, and resting.

The emotional dimension calls us to consider our capacity to name, interview, and manage our emotions.

The cognitive dimension asks us to notice our capacity to focus, learn new things, and play.

As we look at the relational dimension of our lives, the key words are invest, discern, and grow. Are we investing in others? Are we able to discern which relationships need more attention and which ones need less? Do we understand what is needed to grow those key relationships?

We encourage our members to utilize many tools to become more fit in each dimension. Time in Scripture, practicing the Sabbath, maintaining healthy work hours, exercising, and investing in family, friends, and other key relationships all have multidimensional effects. We want to intentionally pursue with one another the biblical idea of a thriving existence (abundant life) in the Son. We expect our leaders to work hard and rarely compromise what they need to be healthy. We assume both are possible.

Work: Your daily commitments are your pathways to discipleship.

What you do and are responsible for is a large part of your life. The relationships that are associated with your work are your primary platform for influencing others and making disciples. Whether you are a traditional religious worker or an engineer, your work and the relationships connected to it are a priority. How is the Father at work in your work?

Development: Vibrancy requires new growth.

When water sits still too long it becomes stagnant. Life itself is about movement, change. Often in cross-cultural work our life presents us with plenty of opportunity to learn, grow, and change into a more mature version of ourselves. We want to leverage these opportunities to intentionally develop our capacities and knowledge. We want to encourage one another not to just seek formal opportunities to grow but also leverage what we are already doing in a way that takes us out of our established capacity range. What do you sense God calling you to develop?

Growth Calls: TWD Monthly Check-Ins

Leaders should strive to connect with members on a monthly basis for Growth Calls. The leader initiating these calls or face-to-face moments will vary. Sometimes it will be the responsibility of a team leader, regional leader, growth coach, or international director. The ILT or ID will determine

who is assigned to follow members. The leader will ask the member to fill out a Growth Call Sheet one to two days before the meeting.

There are several approaches for Growth Calls. They can focus on one aspect or consider on all three areas. Regardless, it is important that the member fills out the entire Growth Call Sheet each time so they have opportunity to express items that need discussion and avoid blind spots to areas that need attention.

Due to the intimate topics that can arise, especially with the Thrive portion of this tool, a member may prefer to address that portion of the tool with someone of the same gender. Leaders should be sensitive to this and make appropriate accommodations. Mixed-gender calls should be handled wisely to avoid inappropriate connections but should not be avoided.

If a member resists certain aspects of the tool, seek counsel from another leader. Although, we would not take action against someone for not using a specific tool, members are expected to make themselves available for the call to happen. Membership in the organization requires responsiveness to interaction and input from overseeing leaders.

Development Groups

Development groups are a cohort opportunity that we utilize for the development of future leaders and organizational community. These groups equip our members with the tools they need to reflect on their lives and work, fostering spiritual, professional, and personal growth. As they engage in this process, it will lead to the development and enhancement of our community. Two tools we utilize in these groups are Life Story and After Experience Reflection.

Life Story

The process of writing and sharing one's life story offers numerous benefits. It not only fosters connection among participants but often provides moments of clarity, helping individuals to better understand their own journeys and personal growth. This underscores the value of introspection and its role in catalyzing development.

After Experience Reflection

We desire that our members become familiar with "After Experience Reflection". AER prompts participants to delve deeper into recent experiences, analyzing their actions, emotions, skills, and areas where they may need to develop a new capacity. Participants are encouraged to envision alternative approaches to the same issues. Group members facilitate this process by listening well and asking clarifying questions. Deeper reflection and prayerful consideration typically yield personal growth. We desire that members develop the skills to grow through personal reflection and from active listening with one another. Practicing the tools together will ideally lead to community enrichment.

Crossworld Community Safety

Duty of Care

International work and travel are an integral part of missions. Individuals working outside their countries as expatriates, their dependents, and their organizations are exposed to greater risks and are likely to encounter additional and unfamiliar threats to their personal health, safety, and security. This increases the corporate liability of employers who have a legal, fiduciary, and moral duty of care for their employees.

Duty of care refers to an obligation to act toward others and the public in a prudent and cautious manner to avoid risk of reasonably foreseeable injury. Duties undertaken by Crossworld include the duty to warn, to protect, and to foresee.

Safety and Security

Crossworld acknowledges that safety and security risks exist in our efforts to bring God's love to life in the world's least-reached marketplaces. While we cannot guarantee the safety and security of our members, we provide our members with relevant resources prior to and during ministry assignments to enable safe and effective service.

All members are required to complete the security training corresponding to their status and assignment location. Additionally, members must sign an Acceptance of Risk Agreement prior to deployment and every year while active overseas. All members must read and sign the Crisis Policy before departure to the field and each consecutive year of active service.

Members are required to follow all corporate and area leadership in times of crisis. In the event of a hostage situation, all remaining family members will be evacuated to a safe location.

Evidence of Financial Integrity

Crossworld is a member of both the Evangelical Council for Financial Accountability (ECFA) and the Canadian Centre for Christian Charities (CCCC).



Enhancing Trust

April 08, 2024

Mr. Luke Perkins
President
Crossworld
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Kansas City, MO 64155-2010

Dear Mr. Perkins,

Congratulations on renewing your ministry's 2024 ECFA accreditation!

As the only accreditation organization helping churches and ministries achieve and maintain a superior level of financial accountability, responsible governance, and trust, we are honored to be your trust-building partner.

Please visit the links below to take full advantage of your many ECFA-accredited member benefits:

- **ECFA "Seal of approval".** If you haven't yet, download your valuable ECFA "seal of approval" to display on your website, social media, giving materials and in your donor communications. Visit www.ECFA.org/MemberKit to download graphics of the seal.
- **Board Training.** ECFA has developed a board of director self-assessment that is insightful and easy to use. This tool will help your board evaluate its performance and will provide resources for improvement where needed. Visit www.ECFA.org/NonprofitScore to learn more.
- ECFA regularly produces relevant content to equip and encourage members. Access our library of articles, eBooks, webinars (**free CPE and CEU credits!**), and more on topics like board governance, financial management and fundraising. www.ECFA.org/Resources.

Thank you again for standing with over 2,700 accredited churches and ministries committed to high standards of integrity and accountability.

It is our honor and privilege to serve you!

Michael Martin
President

Evangelical Council for Financial Accountability

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