



Cross Training Candidate Manual

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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

2017

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.

2017

OUTCOMES					
	Growing Spiritually	Healthy Relational Skills	Cultural Discernment	Competency in Discipleship	Philosophy and Doctrine
Level 1	#6 Assessments/Inventories <i>#9 Missionary Call</i> #10 Continuing Ed #11 Short Term Miss. Trip #12 Church Ministry Service #13 Local Cross-Cultural Min	#6 Assessments/Inventories <i>#9 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 <i>#9 I Once Was Lost</i> <i>#9 Ministering Cross-Culturally</i> #10 Continuing Ed. #12 Church Ministry Service #13 Local Cross-Cultural Min.	#6 Assessments/Inventories <i>#9 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 <i>#7 Cross-Cultural Servanthood</i> <i>#13 Honorably Wounded</i> <i>#15 The Lost Art of Disciplemaking</i> #16 Continuing Ed.	#2,3 Moral Purity #4 Peacemaking Workshop <i>#7 Cross-Cultural Servanthood</i> #16 Continuing Ed.	#5,6 People Group research <i>#7 Cross-Cultural Servanthood</i> #16 Continuing Ed.	#7 <i>Cross-Cultural Servanthood</i> <i>#15 The Lost Art of Disciplemaking</i> #16 Continuing Ed.	#2,3 Moral Purity #4 Peacemaking Workshop <i>#7 Cross-Cultural Servanthood</i> #9 Agency Selection <i>#15 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 <i>#4 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
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Miller, Kandra	572-2856	kandra.stauffer@gmail.com
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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.

2017

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.***

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) <i>Bible Assessment Tool</i> | _____ |
| 3) Bible application essay | _____ |
| 4) Personal doctrinal statement | _____ |
| 5) Personal Evangelism skills | _____ |
| 7. Complete <i>Perspectives on the World Christian Movement</i> 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.
<i>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.</i> 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. | _____ |

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

Mentors and Global Partner Candidates

Purpose of Candidate Mentoring

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

What is Mentoring?

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

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

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

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

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

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

Growth Areas for Candidates

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

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.*

2017

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.
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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.

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). 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.

Signed

Date

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, 2nd 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

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

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; Church World Services 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
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.
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
Engagement in Level 3 also requires GMT & Elder approval. Prior to this approval process, candidates should refrain from soliciting financial and prayer supporters. | _____ |

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

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, 3rd 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 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