

# MINISTRY REPORT

**Building  
International  
Leaders** pg 6

**Innovate, Adapt, & Overcome**  
Our Response to COVID-19  
at Lackland AFB pg 8

Cru Military's New Spiritually Fit Guidebook

A NEW LOOK!

FOR A NEW GENERATION.

THE SAME GOSPEL.

COMING SUMMER 2020

## LETTER FROM THE EXECUTIVE DIRECTORS

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JOE & LYDIA LUDWIKOWSKI

One of my favorite movies is “We Were Soldiers.” It depicts the historic battle in November 1965 between 450 soldiers of the 1st Battalion, U.S. 7th Cavalry under the command of LtCol Hal Moore and 3,000+ North Vietnamese regulars in the Ia Drang Valley. It is a war movie to be sure, but at its heart it is a story of leadership. Superb leadership. In it we see that leaders are nurtured in peace but that they emerge in crisis.

My favorite scene in the movie occurs early. It is in the “introduction of the main characters” phase and shows the battalion preparing to ship out to Vietnam. It is a scene in which 2nd Lt Jack Geoghegan tends to his platoon after a hard day of training. Jack orders his men to take off their boots and socks and he begins to inspect their feet.

As he cradles one of his soldiers blistered feet in his hands Jack is overseen by LtCol Moore and his Command Sergeant Major Plumley. Moore remarks to Plumley, “That one over there, he’s a leader.” Jack Geoghegan would later lose his life during the battle trying to save one of his men who had been hit by enemy fire. He led from the front while engaged in a crisis against impossible odds. I believe that God has blessed our ministry with the same kind of leaders during this time of crisis.

As you read this report you will see many ministry accomplishments. The one that blesses me as much as any is our showing in the annual staff survey put on by the Best Christian Workplace Institute. Each year BCWI surveys 350 Christian organizations and churches

across America. This year we scored in the top 10 surveyed and just earned the coveted title of a Certified Best Workplace. This year’s survey results are a confirmation to me that we have superb leaders engaged at all levels of our ministry.

This is one of the many reasons I believe that Cru Military® will emerge from the current crisis stronger than ever. We serve the greatest leader of all time who is leading us in the most important mission of all time. He will not fail, and He will take care of us. He will emerge victorious....and so will we. Thank you for being part of His great team called Cru Military.

Blessings,





## CONTENTS

<b>INTERNATIONAL STORY --</b>	
"Building International Leaders"	6-7
<b>NATIONAL STORY --</b>	
"Innovate, Adapt and Overcome"	8-9
<b>MEASURING SUCCESS</b>	10-13
<b>NATIONAL REPORT</b>	14-15
Virtual Transition in Response to Pandemic	16
<b>AREA OF OPERATIONS</b>	
West	18
Central	19
Southeast	20
Northeast	21
<b>INTERNATIONAL REPORT</b>	22-23
<b>AREA OF OPERATIONS</b>	
Asia Pacific	24
Latin America	25
Europe	26
Africa	27
<b>MINISTRY SUPPORT CENTER REPORT</b>	28-35

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please e-mail [info@crumilitary.org](mailto:info@crumilitary.org).

INTERNATIONAL STORY OF THE

QUARTER

# BUILDING INTERNATIONAL Leaders

BY RODOLFO INTERIANO  
AREA OF OPERATION DIRECTOR,  
LATIN AMERICA

## LATIN AMERICA

When you think about sharing the Gospel message with Latin American military and police leaders, doing it in Washington DC is not the destination you think of. Every year, chosen student officer leaders and instructors from Latin America go to our capitol to take a year-long course at the Inter-American Defense College at Fort McNair. Because of a great partnership between Cru Military® and the chaplaincy, there is an open door to speak into the spiritual lives of all who travel north to be trained.

# International Student

Recently, 26 Latin American student officers heard the gospel, and over half invited Christ into their lives. So now, in addition to learning excellent defense strategy skills, they are also learning how to live a Christ-filled life in their year spent in the states. Discipleship follow-up groups meet each week at the college, one group for the students and one for the instructors. Many become military and national police leaders when they return to their countries. As they are promoted in their careers, they also become influential leaders who can open doors for future Cru Military® ministry in their countries.

A graduate from Honduras is now actively involved in his own country to help open up a vital ministry to the national police in sharing who Jesus is and how important it is to have Him in their lives.

In Guatemala, a recent graduate has become very influential in gaining an open door to begin the Cru Military ministry in his country. Because of the partnership we have with the chaplaincy at the school to teach about Jesus, and the opportunity to train military and police leaders, God is using these graduates to open up doors to reach the global military and police with the testimony of a Christ-filled life in action.



NATIONAL STORY OF THE

QUARTER

# GOSPEL OPPORTUNITY

Our Response to COVID-19 at Lackland Airforce Base

## INNOVATE, ADAPT AND OVERCOME

BY SOAPY & SUZANNE DOLLAR

The Lord has opened a door for Cru Military® to continue reaching and teaching thousands of Air Force trainees during the Coronavirus “pause.”

After the Coronavirus pandemic was announced, the weekly Cru Military Discipleship Classes at Lackland Air Force Base, given by staff and volunteers for basic trainees, were abruptly canceled. The week before, the attendance at the Win, Build, Send classes was 2, 241 trainees! But three weeks went by with no classes and no spiritual input at all for these needy basic training recruits. On Friday, the Branch Chief (Chaplain) sent an email asking if our ministry had any creative ideas on how to get the material in the hands of the trainees.

Almost immediately it occurred to us that we could video record the lessons being taught and embed all the music, teaching points, and Scripture verses that are used...if the military would allow. The suggestion was accepted on a Saturday morning, and surprise was even shown from chaplain assistants that time nor expense would impede them from the hasty project.

We were told to put the lessons onto DVDs, because every dorm had DVD players and projectors used for military training videos (and movies). One of the Cru Military® volunteer teammates in the area is a professional videographer. Later, that same day, he had recorded us teaching Lesson One.

Soapy made 25 copies which were complete with music, movie clips, and all visual illustrations, and delivered them early on Sunday morning to the Chapel for distribution by his staff to the living quarters. Within the next few weeks, more lessons were produced. 25 DVDs of each lesson were made to accommodate the many flights that are in Basic Training. Now, each Squadron Chaplain has DVDs to show to the trainees. Trainees may also individually request to view them. The trainees may now continue the discipleship lessons which include the Gospel Message (Four Spiritual Laws), Walking By Faith, Confession Of Sin, Being Filled With The Spirit, Spiritual Warfare, and Learning To Share The Good News With Others.

Our team is trusting that God will use these videos mightily to continue the amazing spiritual harvest and abundant ripe fruit in this corner of God's Military Vineyard. When this health "pause" is over, and trainees can again come in person, the lessons on DVD will serve as teacher training tools for our 80 volunteers.



National Story



**EVANGELISM**



**CONNECTION**



**RE**

# MEASURING SUCCESS

The actual is measured against our 2023 Goals as outlined in our 5-Year Strategic Plan.

To order a copy please e-mail [info@crumilitary.org](mailto:info@crumilitary.org).

**EVANGELISM** - Measures the year-to-date number of first-time decisions among the global military community. Evangelism speaks to our overall mission goal of "Winning." We do not measure this number against a goal.

Actual 2,529



**CONNECTION** - Measures the weekly average number of individual ministry touches among the global military community. Connection speaks to our overall mission goal of "Building."

Goal 25,000 weekly

Actual 6,981 weekly

28%





**REACH** - Measures the current number of U.S. ministry locations and countries globally. Reach speaks to our overall mission goal of "Sending."

Goal 48 Locations  
Actual 49 Locations  
102%



Goal 33 Countries  
Actual 32 Countries  
97%



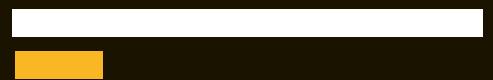
## POWER/LEVERAGE -

Measures the current number of staff and volunteers serving world-wide. Power/ Leverage speaks to our overall mission goal of "Sending."

Goal 300 Staff  
Actual 115 Staff  
38%



Goal 3,000 Volunteers  
Actual 661 Volunteers  
22%



**CAPACITY** - Measures current fiscal year budget including corporate, local, and staff fund development.

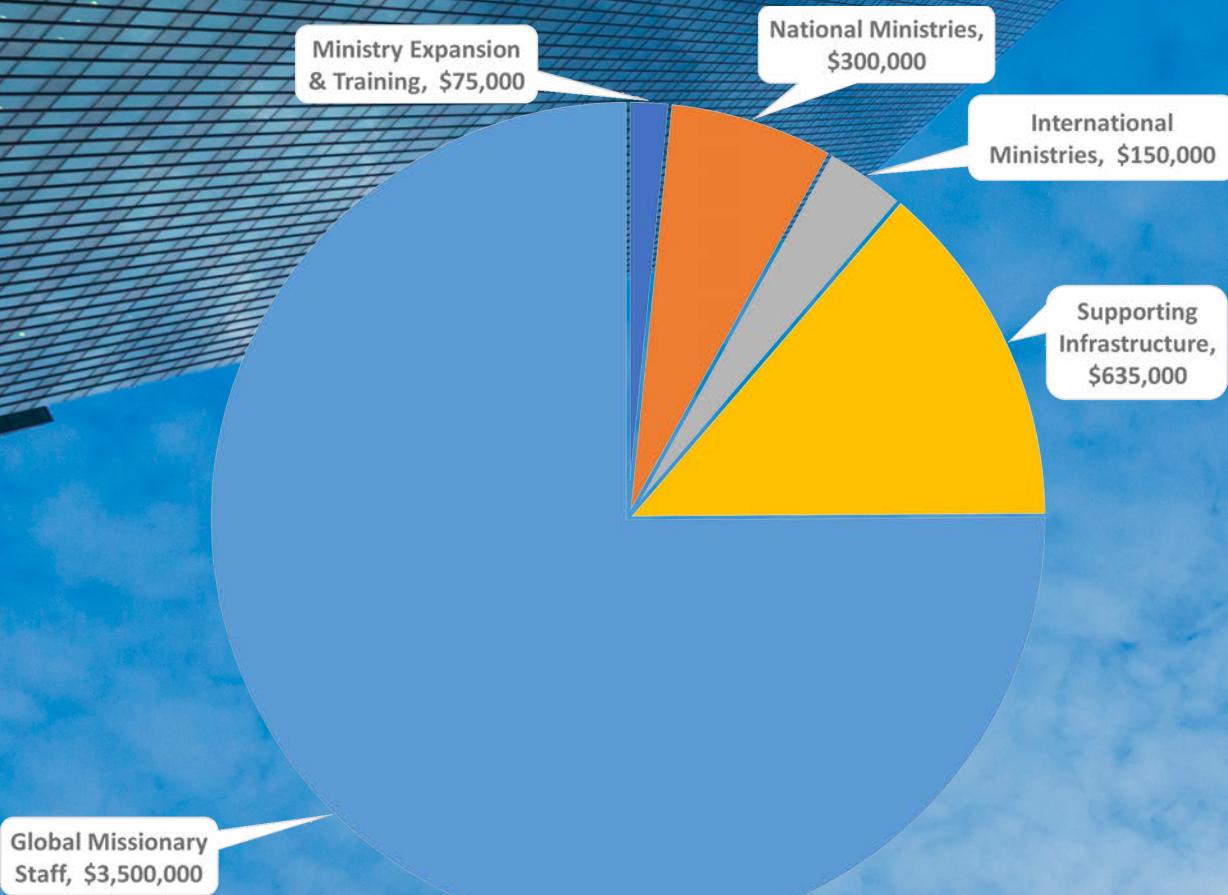
Goal \$11.8 Million  
Actual \$6 Million  
(CY 2020) 46%



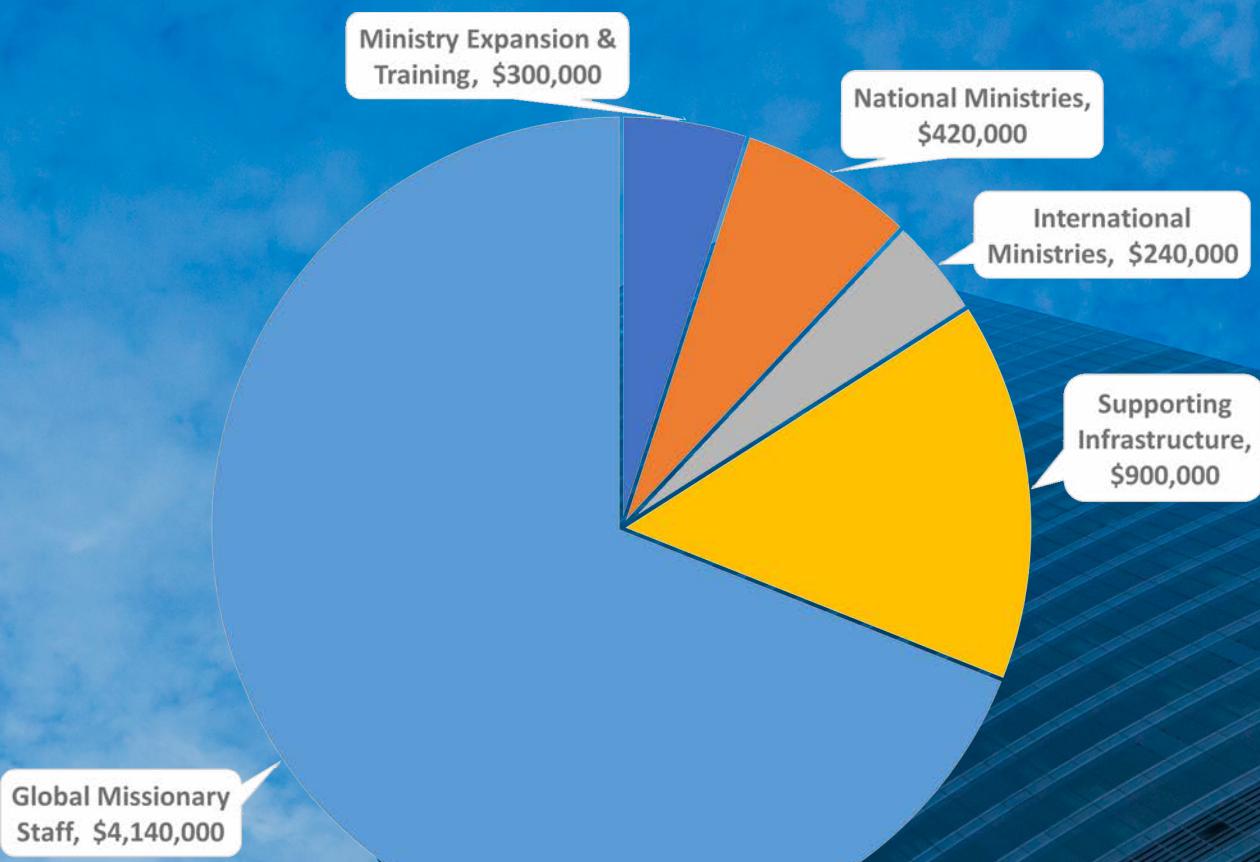
# CAPACITY METRICS

Breakdown of Budgets - 2019 & 2020

## 2019 BUDGET



## 2020 BUDGET



## NATIONAL REPORT



STEVE & CARLEENE MYER

As we all adjust to a new normal in our ministry, I wanted to paraphrase some insightful words from Fred Butterfield, our Local Director of South Hampton Roads:

There has been a great deal written online, with much of it exceptionally good — and occasionally even magnificent — about how the body of Christ should respond to the Coronavirus pandemic. Some have appropriately reminded us of God's undiminished sovereignty. Others have rightly focused on how, for God's redeemed people, fear is a response that is incongruous with the Gospel. (Psalm 27).

Both of these are absolutely correct — and we would also like to emphasize a third theme. That of not "wasting" this unplanned

(and, for many of us, inconvenient) time, but rather "redeeming" it — that is, taking "full advantage of it" so as "to rescue it from loss" — for God's Glory and the advancement of His Kingdom.

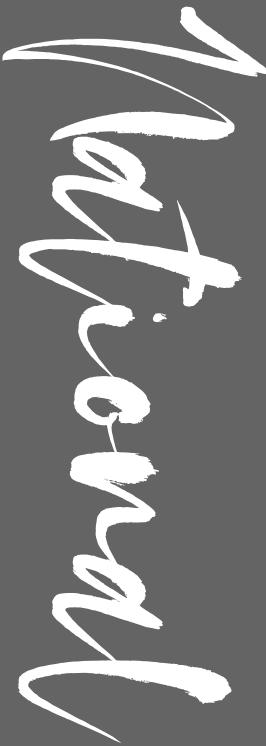
Or as Carleene and I would like to put it, "embrace the pause."

Indeed the National Team has done that. We were hosts for the this year's Fellowship of Christian Military Ministries (FCMM) celebration originally planned to take place at the National Infantry Museum at Ft. Benning. We were able, in less than a week, to pivot to a Virtual Event when meeting physically had to be cancelled due to the pandemic. The results were remarkable. Instead of the original number of 75 leaders attending, we were able to extend our audience to 140 participants. Additionally, the entire session was recorded so it could be shared with an even larger group of key Military Ministry Leaders.

We discussed partnerships between Para-Churches, Chaplains and Local Churches through Workshops regarding the following audiences:

- Reaching Gen Z and Singles
- Reaching Women in Uniform and Military Wives
- Reaching Career Warriors and Their Families
- Reaching Internationals

In the meantime, our local teams have continued their current ministry virtually, and in many cases been able to expand their reach to those that would not be able to join a physical meeting, including those deployed and overseas.



## LINES OF EFFORT

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### PEOPLE:

- Increase ministry capacity by recruiting new staff and volunteers.
- Scheduled AOD staff retreats have been delayed to the Fall.
- Work with our local leaders to provide leader development to our team members, and soul care for their ministry and personal needs in response to COVID-19.
- Pray for our ministry leaders, team members, and those military men and women and families we serve.
- Develop Women's Ministry Program.

### EXPANSION:

- Finalize MOU with Fort Sill leadership and train Local Team headed by Jason Burns to initiate Gateway Ministry at Fort Sill ongoing.
- Continue to shape expansion to new locations in San Diego, Fort Leavenworth, and Joint Base Lewis-McChord and Fort Gordon.

### ORGANIZATION:

- Develop AOD Prayer Coordinators and Administrative support.
- Continue development of On Ramp processes and materials through the Gateway Next, Family Task Force and REBOOT teams.
- Implement/Transition SFRS Program at the Gateways during COVID-19 pause in Basic Training.

# **Update on Virtual/Online Transitions During Pandemic**

## **Northeast**

Quantico:

- TBS online study
- Mainside Tuesday lunch
- Saturday enlisted and FOSL are all online

Naval Station Great Lakes:

- Ministry using FaceTime, Zoom, Google meetings and telephone calls
- Friday Connection online with A-School Sailors and "Alumni" in C-Schools and the fleet, which has expanded our reach, but is limited with lack of good WiFi.
- Wednesday Morning Bible Study -Google Hangout.
- Thursday Officer Alumni /Accountability group meets on the phone.
- Dinner for four - the McIntoshes cook a meal then deliver it. They then Facetime dinner together, with the other couple or individual. First dinner was with the Director of the Lovell VA/Navy Hospital for a two-and-a-half hour dinner (but no second helpings). Second dinner was a 90 minute Sunday dinner with a Navy Chaplain.

Fort Belvoir (online):

- Warrior Transition Battalion Bible Study
- Ft Belvoir HomeBuilders (Managing Pressure in Your Marriage)
- REBOOT (Alumni Group)
- Mentoring (Medical Doctor and ROTC Cadet, separately)
- Valor (ROTC)
- Church-based small group
- Neighborhood small group (new initiative)

## **Southeast**

- Virtual Art of Parenting, hosted by post chapel, began the week of 20 April, at Hunter Army Airfield
- 4 of the barracks Bible Studies are being accomplished virtually each week, with the participants calling in from their barracks rooms at NAS Pensacola.

## **Central**

San Antonio:

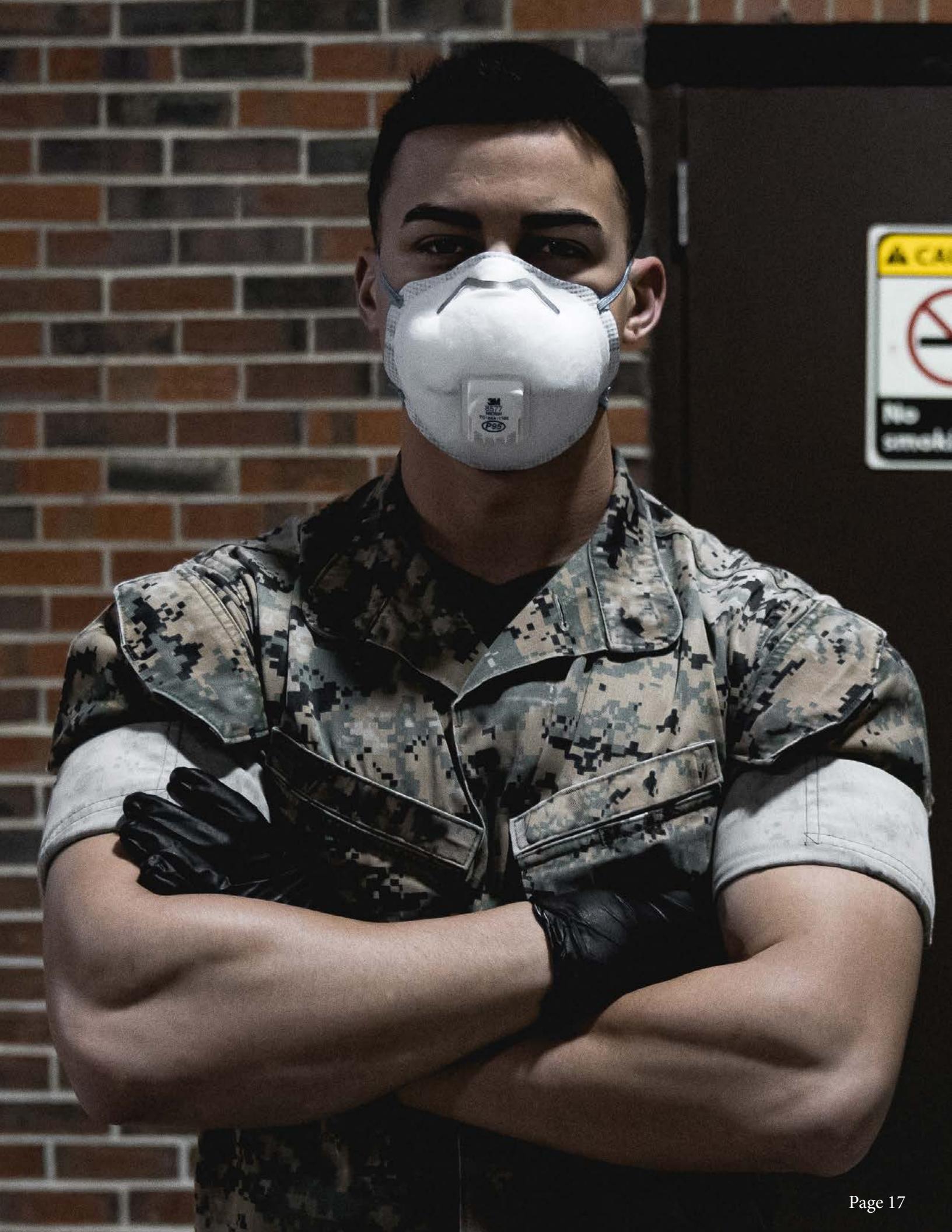
- The Lackland team recorded numerous DVDs with all the Gateway lessons. (see National Story).
- Weekly online meeting with San Antonio REBOOT grads and the Dorner's PTSD Care group. This group has grown to include some members who reside out-of-state.
- Weekly online Bible study with the Lackland enlisted dorm.
- Weekly IAAFA online Bible study. Most of the members of the group are currently residing in foreign nations having graduated from IAAFA or they were sent home mid-way through training prior to the COVID travel restrictions.

Fort Hood:

- Weekly online PWOC meetings

Colorado Springs:

- Weekly online REBOOT course
- Weekly USAFA online one-on-one cadet discipleship meetings
- Weekly USAFA online pre-marriage course/mentoring with cadet couples



## AREA OF OPERATION

WEST



DAVID AND MICHAEL COOK

### LOOKING BACK Q1:

- The annual Military Men's Prayer retreat was very successful.
- Two weekly Bible studies and the mentoring of DLI students is continuing strong virtually in spite of COVID-19.
- Partnered with 3 other ministries to engage 50 churches in the Phoenix area to equip 300+ attendees on how to minister to military families dealing with the difficulties from war.

### LOOKING FORWARD Q2:

- Continue virtual discipleship
- MCRD Art of Marriage (when COVID-19 restrictions lifted)
- Transfer CTHM and WWCH groups to the virtual format
- Wounded Warrior Family Getaway for 140 families (August)

### KEY MEASURES:

EVANGELISM DECISIONS - 82

WEEKLY CONNECTIONS - 548

REACH - 7 locations

POWER/LEVERAGE - 7 Staff, 26 Volunteers

ON RAMPS - 9

1 Art of Marriage

1 REBOOT

7 Spiritual Fitness Groups

## AREA OF OPERATION

### CENTRAL

BRYAN AND BETH RUNKLE

#### LOOKING BACK Q1:

- New weekly Bible study and outreach ministry at Randolph AFB. Two airmen made first-time professions of faith.
- One staff member on a reserve deployment with the Army led an international military man to Christ and baptized him.
- Many female staff members are leading, serving, and guest speaking with Protestant Women of the Chapel groups at multiple military bases.
- Lackland AFB ministry team began videotaping all of their gospel and discipleship classes so chaplains could distribute the lessons for viewing on DVDs to the basic trainees during the recent social gathering restrictions.
- Many weekly ministry meetings transitioned to online virtual platforms due to ongoing social gathering restrictions.



#### LOOKING FORWARD Q2:

- Develop more online ministry meeting opportunities until social gathering restrictions are eliminated.
- Develop a plan and team to conduct weekly Christian education classes to basic trainees at Fort Sill.
- Chaplain appreciation meal and ministry opportunities development at Fort Hood.
- New Bible studies and ministry outreach at multiple bases.

#### KEY MEASURES:

EVANGELISM DECISIONS - 1086  
WEEKLY CONNECTIONS - 2740  
REACH - 10 locations  
POWER/LEVERAGE -  
13 Staff, 128 Volunteers

ON RAMPS - 25

3 REBOOT

1 Art of Parenting

2 WTR

19 Spiritual Fitness Groups

## AREA OF OPERATION

### SOUTHEAST



team.

#### DAVE AND LAURIE EATMAN

##### LOOKING BACK Q1:

- 29 military couples were served at Military Friendly WTRs in Hilton Head SC and Montgomery AL.
- A "Loving Your Military Man" Bible study was started at MCAS Cherry Point with 10 military wives.
- Positive initial conversations were held with AIT Chaplains at Fort Jackson about beginning a ministry presence there for AIT soldiers just graduating basic training.
- A volunteer appreciation dinner was held at Fort Benning to celebrate and thank the Fort Benning ministry

##### LOOKING FORWARD Q2:

- New Virtual Art of Parenting study at Hunter Army Airfield.
- 4 Barracks Bible Studies at NAS Pensacola continue virtually.
- MCAS Cherry Point women's Bible Study is continuing virtually.
- A scheduled Patrick AFB Art of Marriage study was put on hold, and we are seeking approval to move forward virtually.

#### KEY MEASURES:

EVANGELISM DECISIONS - 746

WEEKLY CONNECTIONS - 2463

REACH - 16 Locations

POWER/LEVERAGE - 13 Staff, 252 Volunteers

ON RAMPS - 44

42 Spiritual Fitness Groups

2 WTR

## AREA OF OPERATION

### NORTHEAST

#### JEFF AND MARY MCCORMACK

##### LOOKING BACK Q1:

- George Mason University - The exciting, new partnership with Valor continues to grow as mentoring for 8 cadets and students is well underway.
- Joint Base Myer-Henderson Hall - The new, mid-week, Chapel service initiative called Connection Point had a successful virtual launch two weeks ago.
- Two military couples at the WTR in Norfolk were newlyweds and were at the event as part of their honeymoon. One couple was planning to divorce, but after the WTR felt renewed and equipped to fight for their marriage.



##### LOOKING FORWARD Q2:

- Using video recorded devotionals for the recruits at NSGL (pending Chaplain approval)
- Doing an online Vertical Marriage for Marines at MCB Quantico and in the Fleet
- Implementing discipleship classes inside the wire at WPAFB
- Continued development of online opportunities to witness and disciple men and women on bases throughout the NE

#### KEY MEASURES:

EVANGELISM DECISIONS - 87

WEEKLY CONNECTIONS - 365

REACH - 16 Locations

POWER/LEVERAGE - 12 Staff, 154 Volunteers

ON RAMPS - 15

3 REBOOT

1 Art of Marriage

1 Weekend to Remember

10 Spiritual Fitness Groups

# International



DARYL & MARTHA JONES

When the early church was experiencing new and daunting challenges that directly impacted their faith, the Apostle Paul wisely penned some encouraging words, which we find in the book of Philippians, "Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God." (Philippians 4:6, NIV)

As Cru Military's International Directors, we feel a deep sense of responsibility for the "pastoral well-being" of our missionary families serving with over 400 dedicated volunteers in over 35 nations. Recently, we have found ourselves wrestling with the immediate and oftentimes immense impacts of COVID-19 upon our plans to advance the Gospel.

We are sharing with all of our leaders and volunteers to take the Apostle's words to heart, as we all join together, "...by prayer and supplication with thanksgiving" seeking God's loving hand to both comfort and heal our hurting world.

We firmly believe the best way to characterize this past quarter is "spiritual flexibility." Our entire global missionary family isn't wasting time lamenting missed opportunities caused by travel restrictions and "social distancing," but instead, we have seized upon opportunities close at hand.

Jeff and Carol Laughlin (AOD-Europe) and emerging leaders, Roman and Jenika Pikulik (Ukraine Directors) are diligently using the travel restrictions and cancelled cadet outreach in Odessa, to strengthen their local team and new full-time staff members, Dima and Svetlana Brovko. This renewed focus has also taken the form of a renewed focus on "virtual MPD," strengthening this vital aspect of the team's ministerial health for when the doors of ministry open wide again.

Our Latin American Director, Gen. Rodolfo Interiano and Eva, have refocused efforts on expanding ministry here in the US through supporting the chaplains ministering at the Western Hemisphere Institute for Security Cooperation (WHINSEC) at Ft. Benning. They are actively engaging local pastors of Spanish-speaking congregations to provide the chaplains with a pool of volunteers to support their work when current travel restrictions are lifted.

Steve Cooper (Area of Operations Director-Africa) is working with the local team at Great Lakes teaching at their Alpha class when able, while Al and Linda MacKinnon (Area of Operations Directors-Asia) took the time freed up from a cancelled trip to Mongolia and redirected their efforts to support a small retreat of New Zealand Defense Force (NZDF) Chaplains.

Despite the ongoing challenges and adjustments being made around the world, as a team and ministry family, we are assured by the Spirit's comfort and encouragement given through Paul as well that reminds us all, "...being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus." Our good work continues and He WILL complete it as that day approaches!

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## LINES OF EFFORT

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### **PEOPLE:**

We are seeing fabulous progress on the recruitment of new team members for the International Team. Two new couples have joined us full-time as members of Ukraine for Christ Military Ministry. These additions will facilitate acceleration and expansion of more volunteers, specifically in the Odessa region. We are making continued progress on the Badrakh family's transition to join our team here in the states and ask prayer for the favorable conclusion of the last of their remaining visa approval journey.

We are making strides to support a regional training event in eastern Africa, likely Rwanda, in September 2020. This training is tentatively scheduled to include leaders and volunteers from 5 eastern African nations, as well as all of the International Area of Operations Directors. Finally, we're prayerful that Jason and Stephanie Ellsbury will complete their MPD soon and join the team in San Antonio to add depth and support to our outreach to internationals there.

### **EXPANSION:**

We have added an additional African ministry and a new Military Ministry Director in the nation of Ethiopia with a face-to-face meeting before the COVID-19 travel restrictions were recommended. Our hope is this leader and our key volunteer will join our regional training event in Rwanda this coming fall. We have submitted a funding proposal to Cru to fund expansion into the nation of Brazil to leverage the successful November 2019 outreach in Paraguay. We have also received exciting news that our new Military Ministry Director in Nigeria is excelling at a "revitalize" ministry in this strategic nation on the continent!

### **ORGANIZATION:**

We're happy to report that our strategic emphasis on International's Development efforts this year continues to be a bright spot on the international team's horizon. Our International Development Coordinator, Sherry Barron, has brought new and exciting ideas and we expect the end of this fiscal year will see the largest number of dedicated international supporters...ever!

## AREA OF OPERATION

### ASIA PACIFIC



AL AND LINDA MACKINNON

#### LOOKING BACK Q1:

- We've shifted our ministry's operational approach throughout the region to focus on virtual/online ministry to connect with our military personnel and families. Right now, on average, each leader and ministry laborer is connecting with 3-5 individuals daily for mentorship, discipling and even evangelism as some we're reaching are seeking a spiritual understanding of what they are experiencing. Despite the physical restrictions due to social distancing, we're seeing the Holy Spirit bring us relationally closer to our people, and to one another.
- In Philippines, the staff are online, using cell connections with cadets and officers which has brought a revived passion to pray more for all leaders.
- In Nepal, it's joining with hundreds of women at a women's online "Praise and Prayer" webinar. The encouragement it brings is ministering in the women's space including active duty military women and wives of those serving.
- In New Zealand, God has opened doors to minister with chaplains "one-on-one" as they minister to troops while they support our nation's COVID19 response efforts.

#### LOOKING FORWARD Q2:

- More virtual ministry.

#### KEY MEASURES:

EVANGELISM DECISIONS - 0

WEEKLY CONNECTIONS - 229

REACH - 6 Locations (working to add Papua New Guinea)

POWER/LEVERAGE -12 Staff, 31 Volunteers

ON RAMPS - 0

## AREA OF OPERATION

# LATIN AMERICA

RODOLFO AND EVA INTERIANO

### LOOKING BACK Q1:

- DC Ministry: Evangelistic outreach at Inter-American Defense College (Senior officer of Latin America)
- Recruiting volunteers for future work in WHINSEC, Ft. Benning GA.
- Recruiting volunteers for future work in Guatemala



### LOOKING FORWARD Q2:

- Zoom prayer meetings with:
  - \* 2 groups of leaders from South America (Ecuador and Paraguay)
  - \* 2 groups of leaders from Central America and the Caribbean
  - \* 1 group of generals from Latin America

### KEY MEASURES:

EVANGELISM DECISIONS - 177

WEEKLY CONNECTIONS - 86

REACH - 10 Locations

POWER/LEVERAGE - 2 Staff, 14 Volunteers

ON RAMPS - 0

## AREA OF OPERATION

### EUROPE



### JEFF AND CAROL LAUGHLIN

#### LOOKING BACK Q1:

- A highlight in the ministry is the progress at Mikolaev. They have graduated one group of REBOOT (couples from both summer's military family camps!) and are beginning two more! About 30 people are involved in it now. Hopefully the third group will be led by a veteran who has graduated.
- A big praise is that a chaplain who had had marriage problems (his wife was divorcing him) is now attending the second group, and is back together with his wife!
- A REBOOT group is also in process in the city of Zaparozhe.
- Two baptisms this past quarter.

### KEY MEASURES:

EVANGELISM DECISIONS - 0

WEEKLY CONNECTIONS - 65

REACH - 2 Locations

POWER/LEVERAGE - 5 Staff, 9 Volunteers

ON RAMPS - 1 REBOOT

## AREA OF OPERATION

AFRICA

STEVE COOPER

### LOOKING BACK Q1:

- Added Ethiopia
- January Chaplain training in Chad
- Marriage retreat in Rwanda
- Ministry continues under pandemic conditions

### LOOKING FORWARD Q2:

- Pastors training in Chad (emphasis on combat trauma ministry)
- Combat trauma ministry training in Cameroon (online)
- Translation of "Combat Trauma Healing Manual" into French



### KEY MEASURES:

EVANGELISM DECISIONS - 350

WEEKLY CONNECTIONS - 200

REACH - 15 Locations

POWER/LEVERAGE - 15 Staff, 46 Volunteers

ON RAMPS - 26

    2 Art of Marriage

    24 Spiritual Fitness Groups

MINISTRY SUPPORT CENTER

REPORT



NICK BAIR  
CHIEF OF STAFF

Cru Military®'s Ministry Support Center has gone above and beyond during the current global crisis. From expediting online initiatives and virtual training, to team care and crisis management, I have been very impressed by our team of professionals. Their dedication to the mission and serving to enable field team members to build movements among the global military community, even while quarantined, has been exemplary. I am proud of the MSC.

Ministry  
Support Center

team.

The following primary initiatives have been supported by the MSC team:

**Spiritually Fit Ready to Serve (SFRS)** aims to provide faith leaders with the tools and information necessary to consistently and relevantly equip service members to explore the Bible and grow in their faith. SFRS also provides the next iteration of our Connection Initiative for online virtual ministry. To learn more about this flagship solution, contact [info@crumilitary.org](mailto:info@crumilitary.org) and request our SFRS Overview guide.

**Serving Those Who Serve (STWS)** provides a framework and tools for recruiting new team members to join the mission. Our team members engage in local ministry, serve in leadership positions, engage in online discipleship, and much more.

We desire that everyone in the global military community know someone who truly follows Jesus. To make this vision a reality, we need a historic movement like that at Dunkirk, when hundreds of concerned citizens took action to deliver needed aid to the military they loved.

[www.crumilitary.org/serve](http://www.crumilitary.org/serve) is the best place to learn.



# Fund Development



DIRECTOR  
OF FUND DEVELOPMENT  
DAVID PHILLIPS

Our Development Team has always used virtual space, but when the COVID-19 impact made it the only space available, adjustments were needed. As Marine General Oliver Smith stated regarding the 1st Marine Division's retreat from Chosin Reservoir (December 4, 1950), "Retreat! ... We're not retreating, we're just advancing in a different direction." Our Development team continues to advance relationships with our partners, just from a different direction!

Our focus to stay connected and engaged in the ministry of Cru Military also took a redirection to simply join our ministry Area Operations Directors and Local Directors in their virtual space engagement, supporting and praying with the global military community we serve.

## LINES OF EFFORT

### PEOPLE:

- Our team of highly motivated caseload and communications managers continue to elevate the development team and ministry effectiveness through their professionalism and encouragement.
- In this year's Best Christian Workplace Institute (BCWI) survey, Cru Military's participation rate, 86%, was the highest participation rate we have ever experienced, and the results were equally high. So high, we are now considered one of BCWI's Best Christian Workplaces, out of some 350 other Christian organizations and churches across America!

### DEVELOPMENT:

- The Development Team's fundraising effort fiscal year to date is on target, but we have a ways to go!
- In 2019, Cru Military had its best fundraising year since FY13, with a 12.4% increase. This accounted for 1.3% of all Cru ministry raised funds (same as last year).

## **FUND DEVELOPMENT METRICS**

### **WEBSITE ANALYTICS:**

Total Web Users - 10,331 YTD

(Highest percentage of users 39% are under the age of 35; 53.6% are female)

Top User Nations - United States, Nigeria, Canada, India, Phillipines

Top Three Article Visits - Seven Steps of Faith, What Not to Say to Someone with a Spouse Deployed, What Not to Say to Combat Veterans and Why

### **SOCIAL MEDIA ANALYTICS:**

Total page likes: 31,767 (FaceBook)

Total Followers: 31,062 (FaceBook)

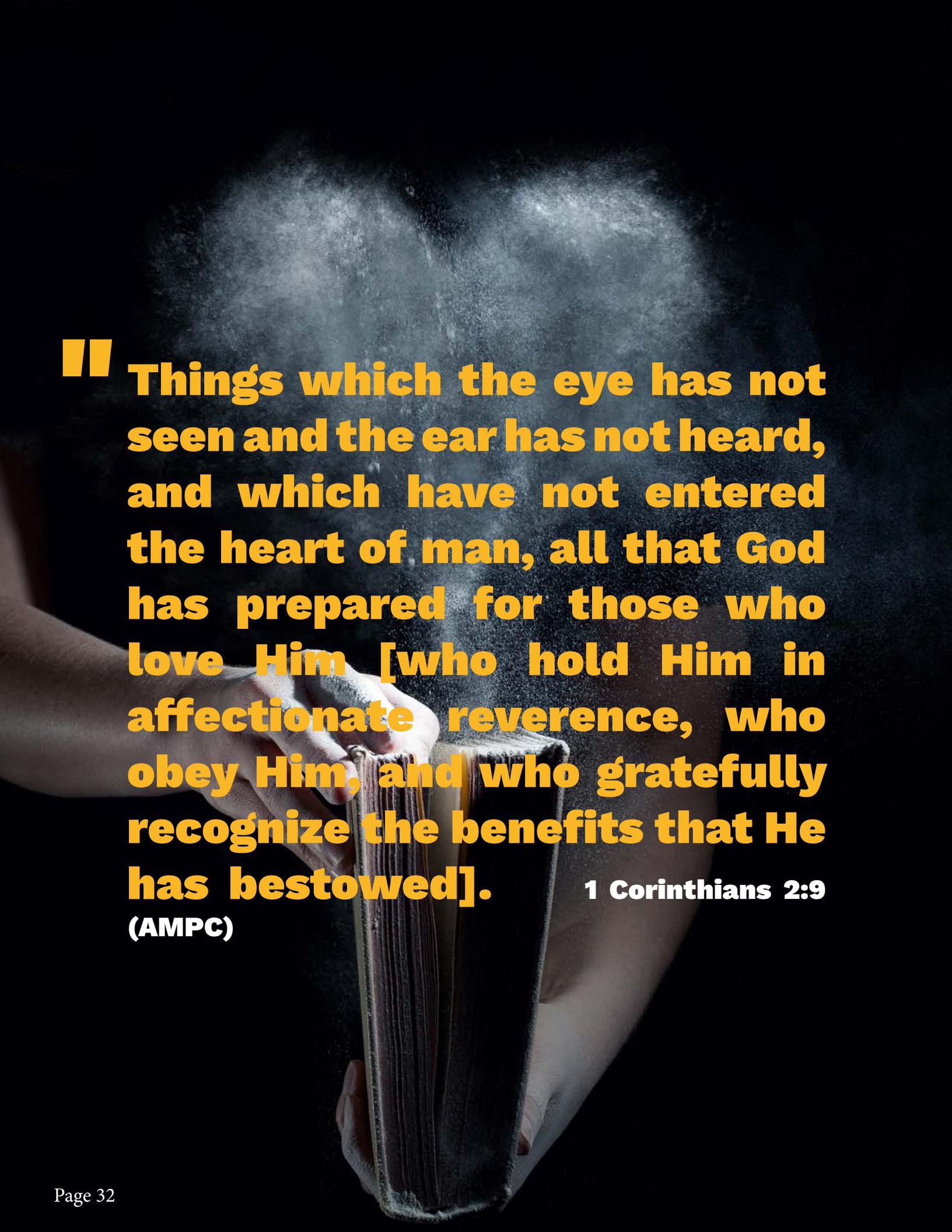
### **PERIODICAL SUBSCRIBERS:**

7,930 Cru Military Newsletter/Appeals

9,134 Prayer Guide

138 Welcome Series (newly enrolled)

565 Prayer Points

A close-up photograph of a person's hands holding an open Bible. The pages are visible, and the hands are positioned as if presenting the book. The background is dark and moody.

**"Things which the eye has not seen and the ear has not heard, and which have not entered the heart of man, all that God has prepared for those who love Him [who hold Him in affectionate reverence, who obey Him, and who gratefully recognize the benefits that He has bestowed].**

**1 Corinthians 2:9**

**(AMPC)**

# Prayer



DIRECTOR  
OF PRAYER  
KAREN TRIMBLE

In February, the Prayer Team attended the She Loves Out Loud prayer event in Dallas, Texas which gave us the opportunity to meet and pray with military spouses from around the U.S.

In March, we were invited to Fort Bragg, the largest military installation in the world with more than 50,000 active duty personnel. Carrie spoke to the Protestant Women of the Chapel and there were many opportunities to pray with and minister to military spouses. The prayer team joined with others to pray and walk through the installation.

In March, Karen met with the Senior Ministry Leaders and U.S. Area Directors to present a ministry-wide prayer strategy in response to the COVID-19 pandemic.

We praise the Lord that we now have two of our U.S. Areas of Operation Prayer Coordinators in place, the Southeast and Central regions! Thank you for your continued prayers for Prayer Coordinators for the U.S. Northeast and West areas.

The first quarter of 2020 gave us many opportunities to engage in virtual prayer, both locally and globally.

Plans have changed from in-person ministry opportunities to virtual connections and new prayer strategies are coming to life.

- Attend “Strength to Thrive” a virtual conference sponsored by Planting Roots, a community of believers connecting military women and spouses to each other and Christ.
- Plan and mobilize CCCI World Wide Day of Prayer for our teams.
- Restructure weekly and monthly digital prayer publications.

## PRAYER METRICS

**Prayer Guides** - 9,134 monthly subscribers

**Prayer Points** - 565 weekly subscribers

# Human Resources



DIRECTOR OF LEADERSHIP DEVELOPMENT  
HUMAN RESOURCES (LDHR)  
BARBARA PEAK

As our LDHR department and staff adjusted to life and ministry in light of COVID-19, we were at first surprised, then overwhelmed by all the new activity, followed by being absolutely amazed by all the wonderful new initiatives and results that emerged.

Initiatives like virtual new staff orientations, virtual trainings, Institute of Biblical Study (IBS) Classes made available ONLINE, Cru Military training now available for our team members across the US, and opportunities to develop more capacity in our ministry and in our department. All of these have resulted in greater opportunities of influence, networking and relationships for Cru Military that will result in the future!

## LINES OF EFFORT

### ORGANIZATION:

#### LDHR COVID-19 RESPONSE

The health and safety of our staff members and partners are the Cru Military's highest priorities. Below are COVID-19 Responses:

- We have a team of COVID-19 Designated Care Persons (DCP) to help team members deal with COVID-19 issues. Karenanne Payton, Lynn Torrenti and Barbara Peak are DCP's responsible for various areas of the ministry. The goal is to help those affected by the virus.
- Leadership has been intentional to make training a priority to equip team members with essential tools, resources, and best practices for effective ministry in the global military community. Cru Military's eLearning and a new Core Leadership training tool has been in development with a launch date the first week in May.
- Cru Military's LDHR team is tracking closely the Ministry Partner Development of New and Senior Staff during the pandemic/economic crisis, to encourage and assist.
- Medical insurance has been adjusted to cover COVID-19 medical expenses at 100%.
- 403B Retirement plan has been adjusted to allow withdrawals with no penalty, allowing hardship withdrawals of up to \$100,000, previously \$50,000.



## NEW VIRTUAL ORIENTATION TRAININGS AND IBS CLASSES ONLINE OPPORTUNITIES

- VIRTUAL Weekend Orientation training for Part-time Field staff and Interns.
- Cru is working on a virtual NEW STAFF ORIENTATION for the SUMMER NSO for Full-time Missionary applicants.
- ONLINE IBS (Institute of Biblical Studies) Classes are now being offered to our staff.

## 2020 ENGAGEMENT SURVEY RESULTS

Military Ministry of Cru earned the coveted title of a Certified Best Workplace. Our score results reflect we are now considered one of the Best Christian Workplaces, out of 350 other Christian organizations and churches, across America!

- This year's Survey results are a confirmation of the successful implementation of our 5 Year Strategic Plan. We gained the superior rating of a Best Workplace, scored the highest overall engagement rating of all Cru ministries and saw positive gains in every facet of our efforts to engage the global military community. One of the identified areas of growth for the future is to establish a Biblical conflict resolution model within our Cru Military culture. The Conflict Resolution workshop is currently in development, as well as individual leadership coaching for every member of our team.

## PEOPLE:

### NEW CRU VIRTUAL INITIATIVES AND STAFF OPPORTUNITIES

Most recently Cru implemented a VIRTUAL Part-time Field Staff Orientation Weekend. We had one new Part-time Field Staff Applicant attend April 24- 27 from his home, Terry Habegger – Northeast Area of Operations Local Leader – Ft. Wayne IN.

Please pray for 4 additional new staff possibilities for RMO and Part-time Field Staff to attend Summer Orientations.

### New Affiliate Staff/Volunteers

- Josh Sparks – SEAO Hampton Roads team
- Jeff Granger – West AO, in Albuquerque, NM
- Emma Sterwerf – NEAO Social media & web design.
- Michael Schick – Central AO, Randolph AFB
- Lee and Pam Swengel – Central AO, Texas
- Justin & Abby Wellington – SEAO Beaufort, SC

## EXPANSION:

2020/2021 Strategic Mobilization/Recruiting Plan for Military of Ministry of Cru developed and moving forward.

## Military Ministry of Cru®



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