

MINISTRY REPORT

**Growing in
Prayer** pg 6

**Using Technology to
Reach the Military** pg 8





LETTER FROM THE EXECUTIVE DIRECTORS



Dear friends,

The pressures facing our military leaders are enormous. The Navy is struggling with the affects of longer deployments while trying to meet increasing responsibilities. The Air Force is dealing with the highest active duty suicide rate in its history. The Army is investigating the command climate of their largest base in an attempt to deal with suicides and murders. And the Marines are wrestling with the challenge of gender integration at basic training, to the extent that they are considering closing down Marine Corps Recruiting Depots Parris Island and San Diego. In the midst of all of this, COVID is affecting the force in ways no one could have imagined. But I believe there has never been a time when our ministry can have a greater impact!

As you read this quarter's report you will see a ministry team who is leaning into the future, running to the fight, and dealing with the challenges face on. As a result we are seeing more and more people wanting to join us. Our recruiting levels are at an all time high. Our finances are strong because of the generosity of our wonderful partners. And military chaplains are telling us that they are working to get us back on the bases as quickly as possible. God is going before us and He is reaping a wonderful harvest. He is changing the world by drawing the men and women of the military to His Son, Jesus Christ. I am very thankful for the historic opportunity the Lord has given to us.

Thank you for your interest in our ministry. We are pressing forward despite the many challenges because we know that the stakes have never been higher.

Blessings,

Joe & Lydia Ludwikowski





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To order a copy of the Military Ministry of Cru 5 Year Strategic Plan,
please e-mail info@crumilitary.org.

“Four things let us ever keep in mind: God hears prayer, God heeds prayer, God answers prayer, and God delivers by prayer.” E. M. Bounds

Growing in Prayer

What started out as a call to prayer for those in Eva and Rodolfo Interiano's ministry circle of friends, family, partners and disciples has turned into a dynamic and growing prayer movement among military leaders throughout Latin America. The directors of the International Military Ministry for all of Latin America have invested in expanding the groups who are praying and reading scripture together on a regular basis. Not only have the Interianos grown closer together, as well as to God, they have learned to trust His direction. As a result, they are seeing amazing multiplication taking place among these leaders through their use of their regular Zoom prayer calls.

Their initial prayer gatherings included 33 generals and admirals from ten countries who were challenged to read and meditate on 2 Chronicles 7:14. Everyone was moved by the challenge to see how God could intervene if the people would humble themselves, pray, seek God's face and turn from their sins. The Interianos' call to prayerful reflection and intercession seemed to have been just the right catalyst to engage these leaders in seeking God's direction and strength to discern their steps in these COVID-19 days. The group of Christian generals in Honduras, led by General Mejia, a Cru Military Director, expressed their desire to pray for the Chairman of the Joint Chiefs of Staff and all the commanders of Army, Air Force, and Navy. They asked the Chairman and he excitedly said, "Yes, please do it!"

"If my people, who are called by my name, will humble themselves and pray and seek my face and turn from their wicked ways, then I will hear from heaven, and I will forgive their sin and will heal their land." (2 Chronicles 7:14 NIV)

The plans for the gathering were made and during their interaction, thirteen retired generals prayed for the active duty general commanders and the whole Armed Forces. They first praised God thanking Him for His protection, and finally asked Him for wisdom for all the leaders. Before hanging up, all on the call agreed to have a similar time of prayer once a month.

Seeing God move in these leaders, Rodolfo approached the Secretary of Security in Honduras to offer a time of prayer and encouragement for him, the directors of the National Police and his key leaders. The answer was an enthusiastic, “Si, por favor!” as well! The police went above and beyond—they invited city police directors and officers with a total of 150 leaders on the call! It was a powerful time and they too want to have a regular time of prayer for all who serve in the police force of Honduras.

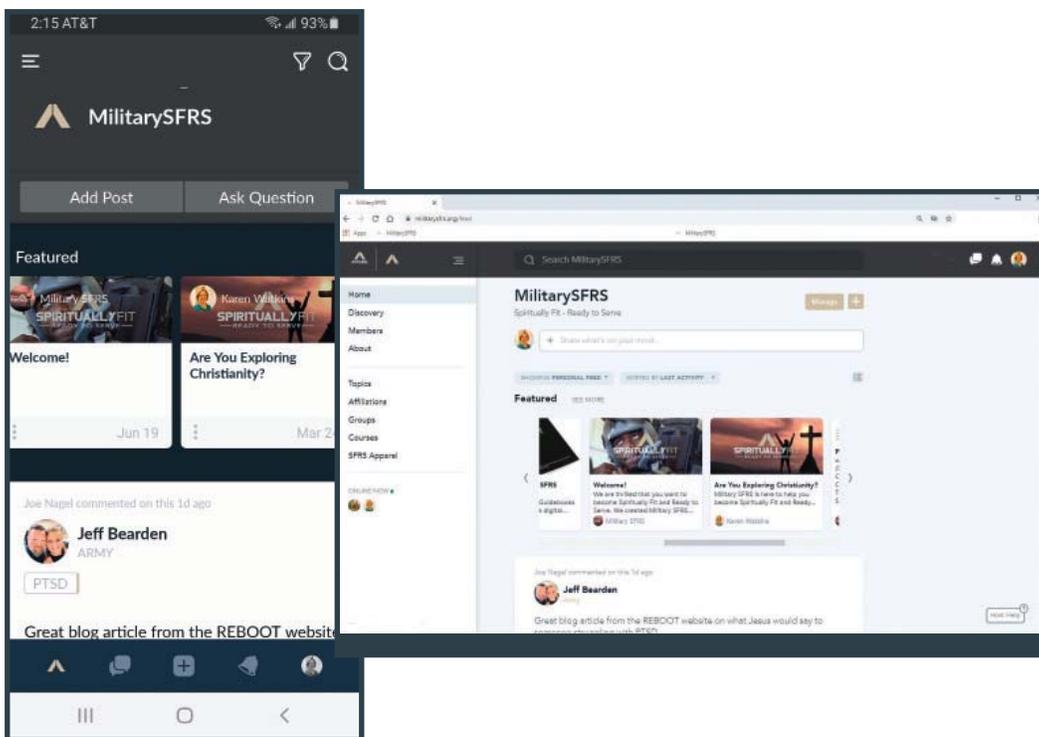
It is apparent God is drawing people closer to Him as He changes the lives and focus of the leaders in the military and police, not only in Rodolfo’s home country of Honduras, but He is drawing leaders to prayer calls among several other countries in Latin America. This amazing work among military leaders throughout Latin America is a great testimony of that truth as they continue to invite and connect hearts that need God’s touch.

"The reality is that everyone has been so affected by this virus in all of our countries and around the world, turning to God as a group has inspired and energized those who were on the call to prayer." - Rodolfo Interiano



NATIONAL STORY OF THE QUARTER

Using Technology to Reach the Military

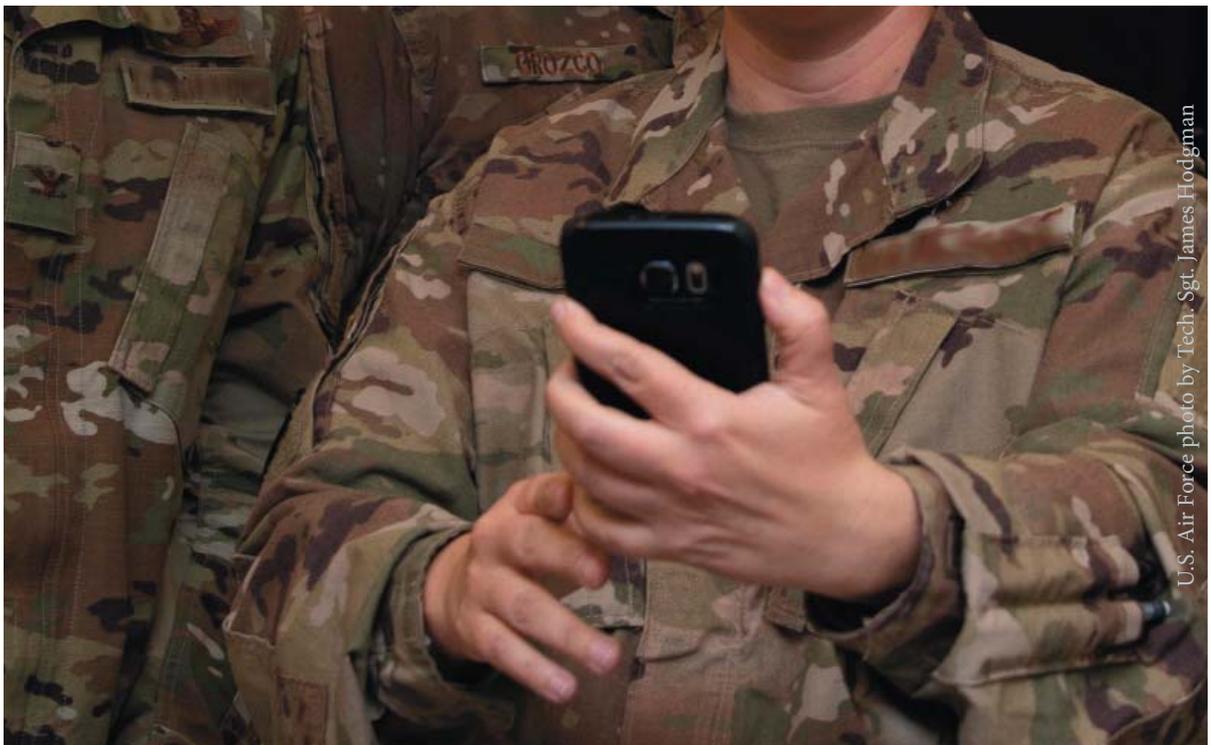


This summer Cru Military developed the next step in the Connection Initiative: a mobile app on a platform called Mighty Networks. It provides team members with the tools necessary to consistently and relevantly engage and equip service members to explore the Bible and grow in their faith. Our network within Mighty Networks is MilitarySFRS. The MilitarySFRS network is also available as a website (www.MilitarySFRS.org). Download Mighty Networks through either Google's or Apple's App stores, and choose the "MilitarySFRS" network in the app.

MilitarySFERS first and foremost utilizes the social constructs of "community" to help encourage military service members to engage other like-minded believers and become stronger in their Christian faith. MilitarySFERS is the virtual add-on to the Spiritually Fit-Ready to Serve (SFERS) program which is provided at all the gateways and many of the military's technical training schools.

Here's what you can expect from this new platform:

- Get exclusive content and conversations you can't find anywhere else.
- Meet people who share your interests who live near you, who do the same things, or who care about the same topics.
- Make better, more well-informed decisions about the things that are most important to you.
- Swap stories, experiences, and ideas (not necessarily advice) around our shared mission.
- Find daily inspiration, thought-provoking conversations, and expert perspectives.



U.S. Air Force photo by Tech. Sgt. James Hodgman



EVANGELISM

CONNECTION

RE

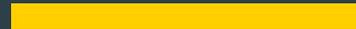
MEASURING SUCCESS

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.

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.

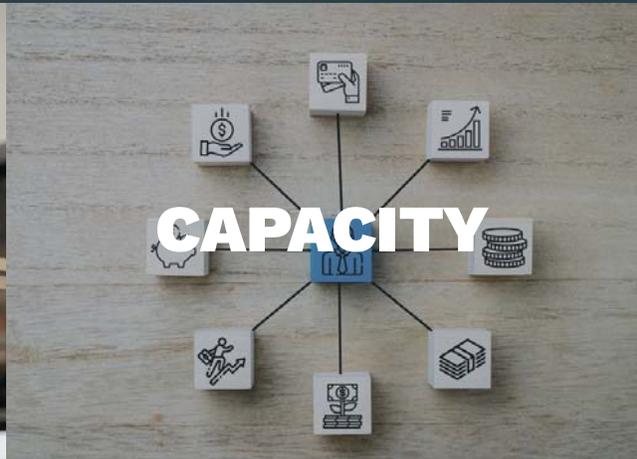
Actual 3,031



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 1,696 weekly
7%





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 51 Locations
 106%



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 112 Staff
 38%



Goal 3000 Volunteers
Actual 704 Volunteers
 23%



CAPACITY - Measures current annual revenue including corporate, local, and staff fund development.

Goal \$11.8 Million
Actual \$6.0 Million
 51%



NATIONAL REPORT



Steve and Carleene Myer

In the midst of this time of COVID-19, political turmoil, social unrest, fires and hurricanes, we must rest in God's assurances from Psalm 16:5-8:

"Lord, you alone are my portion and my cup; you make my lot secure. The boundary lines have fallen for me in pleasant places; surely I have a delightful inheritance. I will praise the Lord, who counsels me; even at night my heart instructs me. I keep my eyes always on the Lord. With him at my right hand, I will not be shaken."

In spite of all that is going on around us, God continues to move, to write his story and call people to himself; we are trying to follow hard after him.

While access to our Gateway installations remains restricted, the Gateway Next team led by Dave Eatman, and strongly supported by

the Ministry Support Team (MST), Gateway leaders and field representatives, have continued to press on with our Spiritually Fit-Ready to Serve (SFRS) program. We have received our first printing of this new evangelism and discipleship booklet SFRS. This is a wonderful integration of the fundamentals of the Christian faith and its application to military values, training and the warrior ethos, all written to speak to the GenZ culture.

The SFRS program is intended to motivate service members to be "Spiritually Fit" by being in a right relationship with God, which will empower them to be "Ready to Serve" those around them and live out their military duty with honor.

Nearly 75% of new trainees that attend our Religious Education Classes are unchurched. What an opportunity! On September 19th we had a SFRS kickoff training for all our team members that work in the Gateways of Basic Training.

There are now eight gateway locations. Our new local director, Jason Burns, supported by Area of Operation Directors (AOD) Bryan Runkle and Dave Eatman, as well as Fort Benning Director Jeff Bearden, met in September with Fort Sill Chaplain leaders and local volunteers to prepare to begin ministry at this gateway as soon as restrictions allow. A great team effort.

Carleene and I have been able to "virtually tour" a number of our locations this quarter to include Fort Leonard Wood, MO; Fort Leavenworth, KS; Fort Hood, TX; Fort Sill, OK; Little Rock AFB, AK; Hampton Roads, VA; The National Capital Region (NCR); The US Military Academy, West Point, NY; and the Naval Academy, Annapolis, MD.

The message from the field has been consistent: God is on the move and we are following him. Our team has been continuing to minister through the COVID-19 restrictions and more opportunities are opening up to us across the US.

LINES OF EFFORT

PEOPLE:

- Increase ministry capacity by recruiting new staff and volunteers. There are ten new staff raising support.
- 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. Ten locations visited this quarter. The eight gateway locations will be visited physically or virtually next quarter.
- Develop Women's Ministry Program.
- Pray for our ministry leaders, team members, and those military men, women and families we serve.

EXPANSION:

- Initiate Gateway Ministry at Fort Sill.
- Shape ministry opportunities and identify leaders for key education installations at Fort Leavenworth; Maxwell Air Force Base; Newport, RI; and Quantico.
- Develop Advanced Training presence at Fort Gordon, GA and Fort Huachuca, AZ.

ORGANIZATION:

- Hiring Area of Operation Associates to support each AOD (3 out of 4 hired so far!)
- Developed AOD Prayer Coordinators.
- Continue development of On Ramp processes and materials through the GatewayNext, Family Task Force and REBOOT teams.
- Implement/Transition SFRS Program at the Gateways during COVID-19 pause in Basic Training.

DEVELOPMENT:

- Conduct Integrated Development events in San Antonio, San Diego, and Fort Benning.



U.S. Army photo by Pfc. Lisa Orender, Operations Group, National Training Center

AREA OF OPERATION

WEST

DAVID AND MICHAEL COOK



LOOKING BACK Q3:

- Continued strong attendance for the Naval Postgraduate School Bible study via Zoom.
- Inter-ministry prayer support by the local Monterey Military Ministries continued via Zoom and was encouraging as they dealt with restrictions.
- The Military Heroes Festival at Liberty Station in San Diego was a big success, especially for the daughter of a mother whose husband was deployed. This young girl picked the winning number that won her a free laptop from Cru Military.
- Two successful Art of Marriage seminars held at Marine Corps Air Station (MCAS) Miramar in San Diego.

LOOKING FORWARD Q4:

- The Monterey Military Ministries Team will be launching their first seminar via Zoom after a 7-month hiatus.
- Anne Keltner will be offering a Significant Woman study in November via Zoom.
- Glenn Westburg will be offering more Art of Marriage seminars at MCAS Miramar.

KEY MEASURES:

EVANGELISM DECISIONS - 0
WEEKLY CONNECTIONS - 15
REACH - 12 locations
POWER - 5 Staff
LEVERAGE - 45 Volunteers
ON RAMPS - 2 Art of Marriage

AREA OF OPERATION

CENTRAL

BRYAN AND BETH RUNKLE

LOOKING BACK Q3:

- Established a new and active ministry team in Little Rock, Arkansas, serving near Little Rock Air Force Base and among Arkansas National Guard chaplains.
- Hosted a virtual REBOOT Combat Recovery course with participants from twelve different states and three time zones, including active duty service members, retired military personnel, and veterans from the Vietnam War, Gulf War, Operations Enduring Freedom and Iraqi Freedom.
- Successfully completed the initial planning and coordination meeting with chaplains at Fort Sill, OK, to launch a new gateway ministry for the thousands of young soldiers attending basic training.

LOOKING FORWARD Q4:

- Re-commence weekly gateway ministry engagement to the basic trainees at Lackland Air Force Base and Fort Leonard Wood using the new Spiritually Fit-Ready to Serve resources and curriculum.
- Launch Vertical Marriage studies in Little Rock and Colorado Springs.
- Initiate Bible studies at Fort Hood focused on military spouses and PTSD recovery.
- Finalize planning and develop a team to conduct gateway ministry at Fort Sill.

KEY MEASURES:

EVANGELISM DECISIONS - 4
WEEKLY CONNECTIONS - 126
REACH - 11 locations
POWER - 23 Staff
LEVERAGE - 114 Volunteers

ON RAMPS - 2

1 REBOOT

1 Art of Marriage



AREA OF OPERATION

SOUTHEAST

DAVE AND LAURIE EATMAN



LOOKING BACK Q3:

- Marine Corps Air Station Cherry Point ministry is thriving, including Bible studies in the enlisted barracks, officer housing area, enlisted housing area, Officers Morning Prayer Group, Officers Wives Group, Enlisted Wives Group, Spouses General Group, and Young Marrieds Group.
- Naval Air Station Pensacola student ministry continues to meet in person and is seeing increasing attendance.
- Bill Payton (Ft Bragg) and Jason Brindle (Naval Air Station Pensacola) completed their initial Ministry Partner Development (MPD) assignments and reported to the field!

LOOKING FORWARD Q4:

- Implementation of the new Spiritually Fit-Ready to Serve curriculum at our Basic Training locations.
- REBOOT Combat Recovery launching at Ft Benning.
- Continuing to look/pray towards more in person ministry opportunities opening up.

KEY MEASURES:

EVANGELISM DECISIONS - 7

WEEKLY CONNECTIONS - 85

REACH - 16 Locations

POWER - 12 Staff

LEVERAGE - 253 Volunteers

ON RAMPS - 1 REBOOT, 8 Spiritual Fitness Groups

AREA OF OPERATION

NORTHEAST

JEFF AND MARY MCCORMACK

LOOKING BACK Q3:

- We had a special REBOOT Combat Recovery segment and ministered to a member of the Israeli Defense Force. During this time, he was able to put much of his combat experience in proper perspective and was also able to have some closure to difficult parts of his past.
- The second Virtual Vertical Marriage study at Marine Corps Base Quantico was a success! Eleven couples were reached, both locally and in the fleet. One of the couples is launching their own Vertical Marriage study.
- Despite challenges from COVID-19, each of the locations in the Area of Operation (AO) has expanded their reach in studies to members who were involved but had PCS'd (permanent change of station). They are reengaged and being disciplined through Zoom or a similar technology.



LOOKING FORWARD Q4:

- We will be partnering with Cru Valor at Regent, George Mason and possibly two other Universities to disciple ROTC Cadets.
- Launch a student-led ministry at the Coast Guard Training Center, Yorktown, where student leaders will be identified, trained, and mentored to assist the chaplain in delivering religious education and training within their cohorts. We will use the SFRS as a base document.
- Between Hampton Roads, National Capital Region, Wright-Patterson AFB and Naval Station Great Lakes we are looking at the potential of five Art of Marriage or Vertical Marriage events over the next 2½ months.
- Partnership with the Armed Services Ministry (of American Bible Society) continues as we prepare for a nationwide Bible reading campaign, including the National Capital Region.

KEY MEASURES:

EVANGELISM DECISIONS - 13
WEEKLY CONNECTIONS - 248
REACH - 12 Locations

POWER - 14 Staff
LEVERAGE - 169 Volunteers
ON RAMPS - 4
2 REBOOT
2 Art of Marriage

INTERNATIONAL REPORT



Daryl and Martha Jones

“So do not fear, for I am with you; do not be dismayed, for I am your God. I will strengthen you and help you; I will uphold you with my righteous right hand.” (Isaiah 41:10, NIV)

This scripture reminds those of us called to serve and minister to the worldwide military community, especially in these challenging times, to remember His promises. He is always there for us—in His power to strengthen us for the tasks and challenges ahead, to guide us through the perils that will inevitably find us, and to provide for us assurance in our times of need.

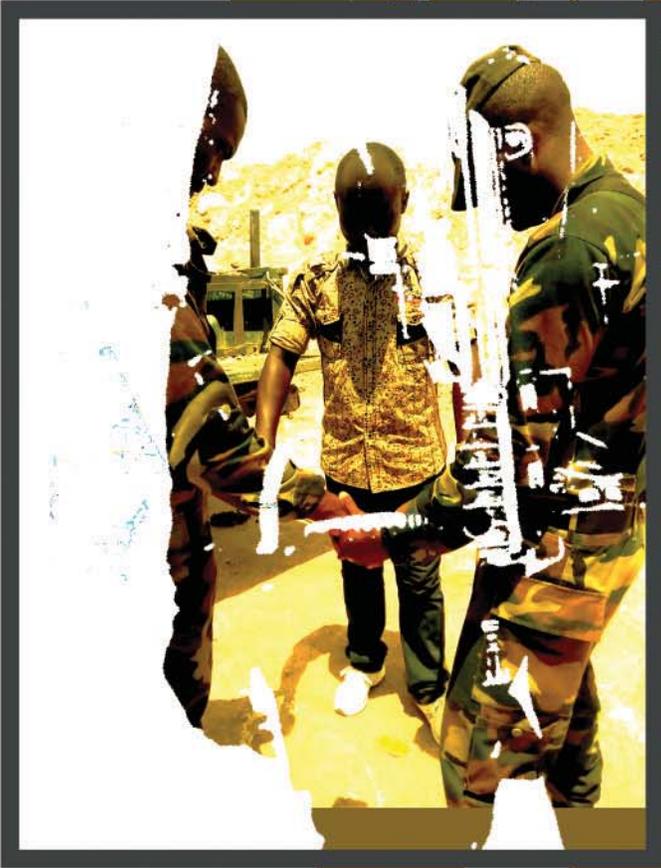
The Lord is still moving among the global military community despite the COVID-19 pandemic and social distancing restrictions! We see His hand in ongoing activity and face-

to-face ministry in nations where the pandemic is not impeding His “righteous right hand” from winning uniformed men and women to Christ! As the International Directors, we thank the Lord for the opportunity to assist CCCI Global Vice-President Dr. Dela Adadevoh in hosting the African Forum on Religion and Government (AFReG) webinar series, “Africans Rising Together African Identity, Dignity and Justice in the 21st Century.” Hundreds of leaders from over 60 nations were able to attend and learn more about advancing God’s cause of reconciliation.

Our Area of Operation Latin America Director, Gen. Rodolfo Interiano and his wife Eva, have expanded efforts on multiplying ministry through their increased social media access. This is evidenced by the numbers of Latin American military and police academies joining with senior officers from throughout the region for a time of prayer and encouragement. No doubt this engagement is setting the stage for a great time of “in person” ministry when their pandemic restrictions are eased.

Steve Cooper, the Area of Operation Director-Africa, shared the great work which continues with in-person ministry on the continent, specifically among those seeing combat operations in northern Cameroon and Chad.

We also rejoice with Centurions Ministry, the Military Ministry in Mongolia, whose summer outreach to border troops and their families saw scores hear the Gospel and respond to Christ’s invitation to be reconciled to God.



The LORD i S o n

The MOVE in

AFRICA

Finally, Jeff and Carol Laughlin, Area of Operation Directors-Europe, and emerging leaders, Roman and Zhenika Pukulik, who are Ukraine For Christ, Military Ministry Directors, continue to not only strengthen their team as they rework plans to address a post-COVID-19 Ukraine, but have finished translation of a new trauma resource for a closed country in preparation to truly “give ministry away”!

The entire international family of Military Ministry of Cru remains both encouraged by one another and confident that the Lord’s righteous hand is not only holding us, but propelling us all forward toward our best future to reach the worldwide military community for Christ!

LINES OF EFFORT

PEOPLE:

- Increase ministry capacity as we enhance discipleship and ministry volunteer opportunities. Three new staff are attending Mongolian New Staff Orientation, September 28 – October 2.
- Begin Military Ministry Leaders’ Bible study for Francophone leaders.
- Continue to mobilize senior officers throughout Latin America through ongoing Bible Studies, monthly Prayer/Share gatherings and a multiple-nation cadet mentoring initiative.
- Review the Military Ministry of Ukraine Team Strategic Plan.
- Follow-up from the Ugandan prayer, evangelism, training seminar hosted in mid-July which focused on pre-deployment training to include spiritual preparation, substance abuse issues and family care at home.
- Equipping identified volunteers in Nigeria to assist in open doors with National Police.
- Support new couple team integration for international outreaches in San Antonio through Defense Language Institute (DLI) and InterAmerican Air Forces Academy (IAAFA).

EXPANSION:

- Shape ministry opportunities at two Central Asian nations requesting ministry support via resources and site visits.
- Completion of post-traumatic stress translation for middle-eastern closed nations. Resources are planned to be provided to partner ministries to support interested churches and volunteers.
- Follow-up volunteer senior officer referral in the nation of Ghana.

ORGANIZATION:

- Develop and seek a new hire for the International Area of Operation Associate to support International AODs.
- Continue recruitment of regional Prayer Coordinators.
- Development concept of operations and requirements for International “MilitarySFRS” equivalent. Focus will be on ministry leader/volunteer equipping and overseas partnership support.

AREA OF OPERATION

ASIA PACIFIC

AL AND LINDA MACKINNON

LOOKING BACK Q3:

- Five staff from Centurions Ministry went to Southern Gobi during Summer '20 outreach August 5-10.
- New volunteer couple established to minister to three southern provinces.
- Chaplain outreach in New Zealand at Woodburn Air Base and Camp Burnham.

LOOKING FORWARD Q4:

- Outreach to support ministry requests in Fiji (pending).
- Expansion to two Central Asia nations requesting ministry visit/equipping.
- Centurion Ministry (Mongolia) New Staff Training September 28 - October 2.
- Focusing on Onboarding and On Ramp Introductory Training.

KEY MEASURES:

EVANGELISM DECISIONS - 3
WEEKLY CONNECTIONS - 142
REACH - 5 Countries
POWER - 11 Staff
LEVERAGE -30 Volunteers
ON RAMPS - 0



AREA OF OPERATION

EUROPE

JEFF AND CAROL LAUGHLIN

LOOKING BACK Q3:

- Completed translation of the Spiritually Fit-Ready to Serve (SFRS) Guidebooks for a closed nation's future use.
- Began prayer mobilization for Ukrainian chaplains and other east and west European military families.
- Ukrainian veteran outreach to Kiev local veteran organization where REBOOT Combat Recovery group options presented.
- Support continues for chaplain outreaches to naval units in Asof Sea, Ukraine.

LOOKING FORWARD Q4:

- Outreach to reunion of last two FamilyCamp participants to include future Bible study.
- Romanian cadet semester/training began and working COVID-restricted outreach strategy.
- Plan to introduce "Moral Injury" training to chaplains and leaders in multiple nations and languages to minister to veterans.
- Integration efforts continue with use of International MightyNetwork platform.

KEY MEASURES:

EVANGELISM DECISIONS - 0
WEEKLY CONNECTIONS - 40
REACH - 7 Countries
POWER - 7 Staff
LEVERAGE - 9 Volunteers
ON RAMPS - 0





STEVE COOPER

LOOKING BACK Q3:

- The creative ways our brothers and sisters are winning, building, and sending under very difficult conditions.
- A government official from another major world faith group, a faith group which is normally antagonistic to the gospel, granted Christian military members in his regions support, resources, and authorization to worship.
- Marc Toingar (Military Ministry Director, Chad) created a platform on WhatsApp only for Soldiers named, The Soldiers Of Jesus. This platform has 40 members. Augustin Tchenkoua (Military Ministry Director, Cameroon and Francophone Coordinator) also is in the group.
- Dickson & Joy Obwoya (Military Ministry Directors, Uganda) report since the beginning of COVID-19, opportunities to minister to various people and different platforms simply 'exploded', including teaching over the radio. Many times their home resembles a call center with each of their children on social media teaching, preaching, or counseling. They continue to get encouraging reports of new converts in the armed forces. They held a Zoom concert of prayer in July.

LOOKING FORWARD Q4:

- Expanded online prayer time with African teammates.
- God-willing, travel to Africa.
- Introduce updated SFRS training to African teammates.

KEY MEASURES:

EVANGELISM DECISIONS - 0

WEEKLY CONNECTIONS - 1000

REACH - 15 Countries

POWER - 22 Staff

LEVERAGE - 43

ON RAMPS - 30 Spiritual Fitness Groups

MINISTRY SUPPORT TEAM REPORT



NICK BAIR
CHIEF OF STAFF

Have you heard the phrase “the tip of the spear”? When I hear the phrase, I think of military Special Forces penetrating enemy lines, providing a path for concentrated forces to mop up any further resistance.

Cru Military’s 5-year strategic plan depicts an arrow with a very “pointy tip.” We use this arrow illustration to give a framework to facets of our organization and leadership structure. God laid down His bow of wrath. His Church is the new bow, designed to penetrate the darkness with the light of His love through the gospel of peace. Military Ministry of Cru is an arrow in His quiver.

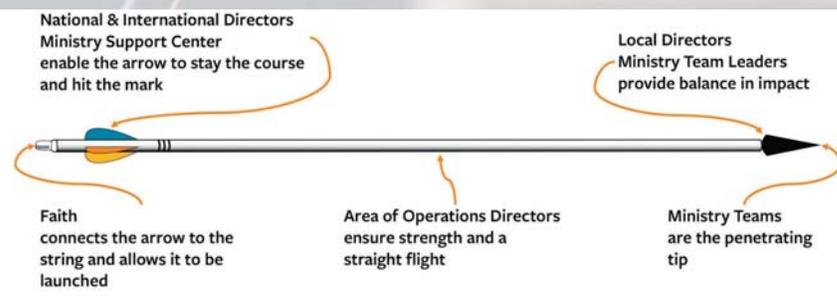
The Ministry Support Team (MST) is dedicated to enabling that arrow to stay the course and hit the mark. Looking back to a year ago, we introduced you to the role of our ministry support team. As well, we shared two primary objectives that we began to engage. The two key objectives were:

- Developing resources and platforms for field teams to share the gospel at bootcamps and operational locations.
- Recruiting faithful leaders so that we have the right people in the right places of service to ensure mission success.

The first objective has become the Spiritually Fit-Ready to Serve (SFRS) program. After a year of hard work, most of the SFRS deliverables are completed and field teams love them. They include resources such as gospel booklets, a mobile app, challenge coins, and more!

The HR team and field leaders have done a tremendous job in meeting the second objective, and dozens of new team members have been added to our ranks over the past year. Enjoy reading more about this in the following Human Resource report by our new Leadership Development & Human Resource (LDHR) Director, Karenanne Payton.

Please continue to pray for our field teams and our Ministry Support Team as we serve Jesus and seek to hit the mark.



Fund Development



DIRECTOR
OF FUND DEVELOPMENT
DAVID PHILLIPS

As fall arrives and winter is ahead, the impact of COVID-19 is flattening and, in a few areas, declining. The virtual space remains our primary ministry venue, while we ready the ministry to step into the reopened access expected this spring — we pray sooner! This increased global ministry readiness challenges us with increased revenue requirements.

To this challenge, we are planning, in late October, our first restart with an in-person event in Florida, taking part in a civilian air show. Our goal is ministry awareness, recruiting ministry volunteers and new financial partners. Through such events, coupled with our many faithful financial supporters, like you, God has met the overall financial challenges of Cru Military.

LINES OF EFFORT

EXPANSION:

IMPROVING DONOR GROWTH:

- Through team training and cohesion, we have improved connection with mid-level donors; the second phase of new donor acquisition (NDA) drops in January 2021

ENHANCING EXTERNAL COMMUNICATION:

- Our new integrated Com Team has developed the communication plan for implementing the new ministry readiness flagship, Spiritually Fit, Ready to Serve (SFRS)

PEOPLE:

IMPLEMENTING NEW DEVELOPMENT TEAM TRAINING:

- Completing scripts for Integrated Fund Development (IFD) training videos for ministry Local Directors (LD) and Area Operations Directors (AOD).

Prayer



DIRECTOR OF PRAYER
KAREN TRIMBLE (LEFT)

The goodness of the Lord has been seen in and through Cru Military. In our virtual world, He has made a way for His Kingdom to move forward in the blessing of service members, troops and families around the globe.

LOOKING BACK Q3:

- Mobilization of prayer continues, as we welcomed a new Prayer Coordinator, Christine Titko, for the Northeast U.S. Area of Operations. We are so thankful!
- Prayed for the success of the Gateway Next Summit which was the official launch of the ministry's newest On Ramp: Spiritually Fit-Ready to Serve (SFRS) for evangelism and discipleship.
- Joined the National Virtual Tour led by our National Directors to pray with and for our teams throughout the U.S.

- Developed prayer strategies working with our Senior Leaders, U.S. Area of Operations Directors, U.S. Prayer Coordinators, and the newest members of our team, U.S. Area of Operations Associates.
- We had the great joy of attending a national prayer gathering in-person. We were blessed to represent our ministry and pray for our military, our country and brothers and sisters around the world.

LOOKING FORWARD Q4:

- On October 6, we will join with our fellow Campus Crusade for Christ International ministries in our semi-annual Worldwide Day of Prayer.
- Prayer continues for the reopening of the basic training installations so that our field Teams are able to resume in-person ministry.
- Strategize for global prayer mobilization.

PRAYER METRICS

Prayer Guides - 9,342 monthly subscribers
Prayer Points - 570 weekly subscribers

LDHR



INTERIM DIRECTOR OF LEADERSHIP
DEVELOPMENT HUMAN RESOURCES (LDHR)
KARENANNE PAYTON

As we move into the fourth quarter with much of this interesting year behind us, the Leadership Development/Human Resources (LDHR) team continues to embrace challenges with grace and resilience. Barbara Peak retired after 22 years of selfless service, which has opened the door to continued change and also required growth. Our team is leaning in with excitement and enthusiasm as the Lord orchestrates a new thing in and through us. During this season of transition we are focusing on building team unity, assessing areas of strength and needed growth, and looking to hone our efforts in supporting our Field Teams.

LINES OF EFFORT

PEOPLE:

Change and innovation are the flavors of the Quarter! Remote working has become the rule rather than the exception. Maximizing virtual platforms, engaging and building relational equity via screen-time instead of “water cooler” moments is the new normal.

Our Ministry Partner Development (MPD) team has beautifully navigated not one but two virtual New Staff Orientations (NSO) this quarter with great success! Google Hangouts and Zoom meetings are allowing us to continue to engage in ministry, support our field staff and increase our productivity and effectiveness. Social distancing, sheltering in place and working from home has not slowed us down or hindered our impact.

EXPANSION:

The Strategic Mobilization, Recruiting and Onboarding Plan has transitioned into a robust strategy and implementation. In this past quarter we have recruited, vetted, and onboarded seven new staff members and are in-process with three more! God is on the move and growing our team! The LDHR team is working hard and smart to make this a strong, effective process:



- One new RMO* staff: Jonathan Engle
- One new Part-Time Field Staff (PTFS): Megan Brown
- One transfer from Affiliate to RMO: Carleene Myer
- New Area of Operations Associates (AOAs): Kelly Moore (Central AO), Beckie Little (Southeast AO) and Bruce Mount (Northeast AO)
- HR generalist: Samantha Brindle
- An interactive State/Metro dashboard providing information of each location's travel protocols and in-person ministry engagement guidelines.
- A two-part event planning guide with an Exposure Risk Calculator tool.
- Designated Care Persons (DCP) to connect with and support our staff who have been affected by the virus.

In the works:

- Associate Director of Development
- AOA for the West AO
- Digital Engagement Coordinator

Using various online resources, internal referrals, incentives and a proposed internship program is reaping wonderful results as we reach out with intention to those who are called to WIN BUILD and SEND throughout the global military community so that everyone knows someone who truly follows Jesus.

ORGANIZATION:

LDHR COVID-19 response:

Cru and Military Ministry of Cru are providing our staff members with many valuable tools to help navigate ministry during this global pandemic:

- Weekly updates on new, current and resolving cases throughout the organization.

Organizational Development:

We have transitioned two valuable team members into the LDHR area to assess, fine tune and develop policy, procedures and best practices for optimal support of our staff through online tools and platforms. Their efforts will help us to maximize our investments in our current resources and create greater capacity within the organization.

Training/Equipping:

The Training Team is close to the completion of our initial eLearning training modules. Our team members have anxiously awaited this resource to enhance the adoption and implementation of Cru Military history, culture, philosophy and strategies.

*RMO stands for Religious Missionary Order. We use this abbreviation to designate our full-time missionary staff members.

Military Ministry of Cru



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