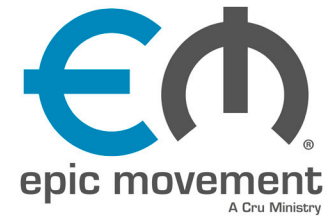


A caring community passionate about connecting people to Jesus Christ



GETTING TO KNOW
EPIC MOVEMENT



Dear Friend and Co-Laborer,

The landscape of the college campus is changing. Each year thousands of new ethnic minority and international students step onto campus for the first time. It is estimated by 2020 that more than half of all students will be ethnic minority. At the same time, opportunities are budding for ethnic minorities and those from other countries who are serving as faculty at every campus across the country.

In Cru, we've always dreamed that every student and every faculty would have the opportunity to know Jesus in their own heart language and that they'd be able to share His love with friends, family, community and world. In Ethnic Field Ministry, we intentionally reach out to students and faculty from ethnic minority and international backgrounds and trust the Lord for movements to spring up around them.

As partners together in sharing the love of Jesus with every student and faculty, and in seeing new ethnic movements planted, we've prepared this Epic Ministry partnership guide. The partnership guide represents a collaborative effort of Campus Field Ministry, Ethnic Field Ministry and all of our National Ethnic Ministries. It is designed to help further clarify the critical steps needed as we partner together to see scores of new ethnic ministry movements planted.

May the Lord richly bless you as you take steps of faith to believe Him for new ethnic movements on your campus!

Godspeed and God bless!

Sam Osterloh
Executive Director
Ethnic Field Ministry





EPIC MOVEMENT'S "DNA"

This document assumes the context of USCM vision and values and is meant to be paired with a conversation and discussion to process what this all means in having an Epic Movement.

We believe that God wants to use Asian American college students and faculty in a unique way to reach the world. We aren't just reaching Asian American students and faculty, we are reaching the world through Asian-American students and faculty.

We are asking God to see "Movements Everywhere." That is an environment where everyone in every subculture on a campus is seeing and hearing the gospel in the language and form of their culture – in ways that they can embrace it if they choose.

This gospel infiltration comes from growing movements of Christ followers where personal, spiritual, and emotional growth fuels leadership reproduction and intentional learning of other cultures.

MISSION: Turn Asian American students and faculty into Christ-centered laborers

VISION: We envision Asian American students and faculty whose lives have been transformed by the Gospel, and who are...

- Growing in their understanding of and relationship with Jesus Christ
- Embracing the value of their culture through Christ's redemptive love
- Taking their place in God's redemptive plan by building missional movements that impact their families, peers, community, and world with the power of the Gospel

WHAT DO WE ASK OF EPIC MOVEMENTS?

- Make Jesus central as individuals - love and follow Him, live in the power of His Spirit. The building blocks of a growing movement are individual changed lives who are growing in community centered on Jesus.
- Be a Win movement
 - Take opportunities to tell your story personally and tell the gospel story with people in your personal networks and to people all over your campus.
 - Choose an area of campus apart from the Asian-American community where you'd like to see a movement established, pray for that together as a movement.
 - Find an International location where you'd like to see a movement established among students, pray for that together as a movement. (Ask for help identifying a place if you need it.)
- Be a Build movement
 - Establish a leadership team who embrace our mission and vision and are willing to grow and learn as leaders while they are leading.
 - Look for ways to empower people in ministry constantly (pass on ministry skills, responsibility, leadership opportunities).
 - Have intentional conversations about how the gospel is reflecting some of your shared cultural experience as a movement as well as some of the cultural differences that are experienced among you as a movement.
- Be a Send movement
 - Look for ways to utilize Epic Movement opportunities to serve your movement's growth and service - bring others to Epic Conference and Epic Summer Projects to expand peoples' vision and capacity beyond just your location.
 - Prepare people for living lives centered on Jesus as Lord and King in their lives for the rest of their lives, not just their years in college.
- Always be moving toward the 9 elements of a Leadership Reproduction Culture. Epic is about...

- | | | |
|--------------------------------------|-----------|---|
| •Story | •Identity | •Servant Leadership |
| •Empowerment and Reproducing Leaders | •Faith | •Emotional Maturity and Holistic Transformation |
| •Integrity and Nerve | | •Hope |
| | | •Love |

<http://resources.epicmovement.com/the-nine-elements-epics-commitments-in-leadership/>



PARTNERING USCM GUIDING PRINCIPLES

TO PLANT AND GROW movements that bring the reality of Jesus to every student and every faculty member will require a radical level of cooperation within the movement of Cru, as well as the greater body of Christ. As leaders in the USCM, we work in overlapping spheres of responsibility, influence, and scope, but with a common aim and mission.

All of the above necessitates having agreed upon principles for working together and partnering. These principles are presented in order to lay a foundation.

Our hope is that we will be able to build on them and capture this moment in history when God has given us so much, and yet, there are so many who remain untouched and unreached.

PARTNERING USCM GUIDING PRINCIPLES



TIPS FOR PARTNERING WELL

1. Don't use email as your only communication.
2. Carve out time to be face-to-face.
3. Invite partners to participate with you in strategic planning and direction setting.
4. Include partners at strategic venues.
5. Learn about majority/minority context & issues.
6. Ask questions to discover where your vision and plans connect, or don't seem to fit, or you just don't understand what is being said.

RELATIONSHIPS FIRST

The bedrock to effective partnering is trusting relationships built between leaders over time. Trust grows and understanding increases as relationships are built.

This will take time and money, but an investment made in relationship builds the foundation of trust necessary to weather the storms of problems and confusion when they come. The ease or inability to address partnership problems is directly related to the quality of relationships between leaders.

Mistakes will be made, problems will come up, but there must always be a commitment to full disclosure, not silent toleration. This could include dealing with wounds of the past, trust issues that have surfaced and moving towards forgiveness. "Relationship First" means building trust, communicating fully, and honoring one another at all times, privately and in public.

PARTNERING AS PEERS

Every leader comes to the table as a peer and as an adult, not one-up, or one-down. We view one another as being both in need and in having something to offer. It is not healthy to only send or only receive. Learning to humbly receive and generously give is for growth and maturity for each person and each ministry. Every plan should include ways in which partners both give and receive in the mission.

SHARED RESPONSIBILITY IN SHARED SCOPE

No single entity has all the necessary resources, but when we work together we can help fulfill our mission in reaching each student and faculty member of every culture, in the United States and globally.

Shared responsibility opens access for collaboration in leadership expertise and knowledge, and allows us to learn of opportunities to contribute that go beyond just people and money. There is an open handed spirit that says to other leaders, "We need you, we can't do this alone, and don't want to do this alone." We affirm a commitment to strong mutual, urgent and specific goals and partners should strive to that end.

In the case of reaching ethnic minority and international students within the United States, our organizational norm is to plant and grow contextualized movements in partnership with the National EFM Ministries.

MUTUAL STEWARDSHIP OF GOD'S PEOPLE

We share stewardship for the students and faculty of the world. We are not the sole stewards.

Partnership means moving from...

» sole stewards to mutual or shared stewardship

» personal responsibility to shared responsibility

» autonomous working to collaborative working

» Isolated to connected

» "mine" to "ours"

» single to multiple

» independent to partnered

» insulated to communal

VALUE CONTEXTUAL EFFECTIVENESS

The strength of a global organization grows in its ability to regularly bring together contextual insights, organizational expertise, skill-sets, etc. This promotes a great exchange of ideas and best practices, allowing us to truly be a ministry that is always learning better ways to reach the lost and build multiplying disciples. This ripple effect will increase the campus ministry global effectiveness because of regularly embracing and implementing contextual insights. We approach partnering as humble learners.

A UNIFIED PLAN

There will be confusion unless there is a firm commitment by the partnering leaders to speak with a united voice. Without this, frustration will result for the teams and trust will erode between leaders. Building bridges of understanding between potential partnering leaders is an essential responsibility and skill for the ministry leadership. If understanding is built between leaders, then they can move effectively toward the objective as the Lord calls forth laborers and provides financial resources.



ETHNIC FIELD MINISTRY VALUES

FAITH

We rest in the faithfulness of God and we boldly take steps of faith in accordance with the promises of His Word. We are people of faith that lead by faith. (Hebrews 11:6; II Corinthians 5:7)

FRUITFULNESS

We desire to see lasting spiritual fruit produced, both in our development as Christ-like leaders and in the fruit of our ministry through changed lives in every ethnic community. (Galatians 5:22,23; John 15:16)

GROWTH

We aim to be humble learners that realize that being in community with others of different cultural backgrounds will enable us to experience the truth, grace and love that is needed to become the people that God has created us to be. (Proverbs 4:5-6; I Peter 3:8)

ADVOCACY IN PARTNERSHIP

We view one another as being both in need and in having something to offer. We acknowledge that trust can only be built when relationships are prioritized. We will choose to believe the best of one another and live out power-giving leadership in which we seek the development of leadership within every ethnic community. (Romans 12:4-5; Philipians 2:3-5)

HONOR

We respect and platform the unique experiences and contributions that each person and each culture brings to the body of Christ. (Romans 13:7; Matthew 7:12)

COMMUNITY

We value a safe, open, honest gospel community that is, in our approach to ministry, not dichotomized from family, church, and other communal connections beyond campus life. (Exodus 20:12; Acts 2:42)

UNITY IN DIVERSITY

We affirm our oneness within the Body of Christ and our desire to see the gospel flourish within every ethnic group on the planet. Biblical unity recognizes that each culture possesses a unique identity and expression of faith that can bring glory to God and contribute to the fulfillment of the Great Commission. (John 13:34-35; Matthew 28:18-20)

ETHNIC MINISTRY LAUNCH PROCESS

CFM NDs, LD ND's, EFM NDs and National Ministries.

As the USCM continues to move forward, there are two evident things happening in our midst. First, we are seeing an increasing number of ethnic minority and international students and faculty on our campuses. Second, we are seeing a greater number of Cru staff and volunteers intentionally reaching out to ethnic minority and international students and faculty.

To assist National Directors and National Ministry leaders, we have created this Launch Process flowchart in order to guide us as we partner together in planting and growing ethnic movements.

DETERMINE PRIORITY LOCATIONS

National Ministries determine and communicate their priority locations (along with the criteria used to select these locations) to the EFM National Team. CFM & LD will receive this information from the EFM National Team (e.g. each National Ministry submits priority locations to the EFM Director's Team each spring and they will disseminate it from there). CFM MTL's, in partnership with their CFM ND & EFM ND, determine their EFM priority after decoding their campus(es). Note: National Ministry Context Directors should also be involved in this process if they are present.

ENTER INTO PARTNERSHIP

EFM ND (or another representative from the EFM National Team if no EFM ND is present) and CFM ND's take the information from National Ministries and MTL's and determine what ethnic ministry launches should be prioritized in a geographic location. As a value, we want to ensure that we are "in this together" and desire strong collaboration between our local missional teams, CFM ND's, EFM ND's and our National Ministries. As an organizational norm, National Ministries (Exec. Directors, Field Directors, coaches, etc.) should have a conversation with the EFM ND about a specific team or campus within a geographic region before speaking to MTLs about a potential partnership. This values the contextual insights of those most knowledgeable about that location.

EFM ND's or a leader (e.g. a Context Director) with the National Ministry discusses the Guiding Partnership Principles and the Partnership Agreement of that National Ministry with local missional teams, helping them to understand the partnership between their local team and the National Ministry. MTL's bring the partnership agreement to their team for agreement. EFM

ND communicates new launch partnerships to National Ministries and Regional Leadership Team.

LAUNCH A NEW MOVEMENT

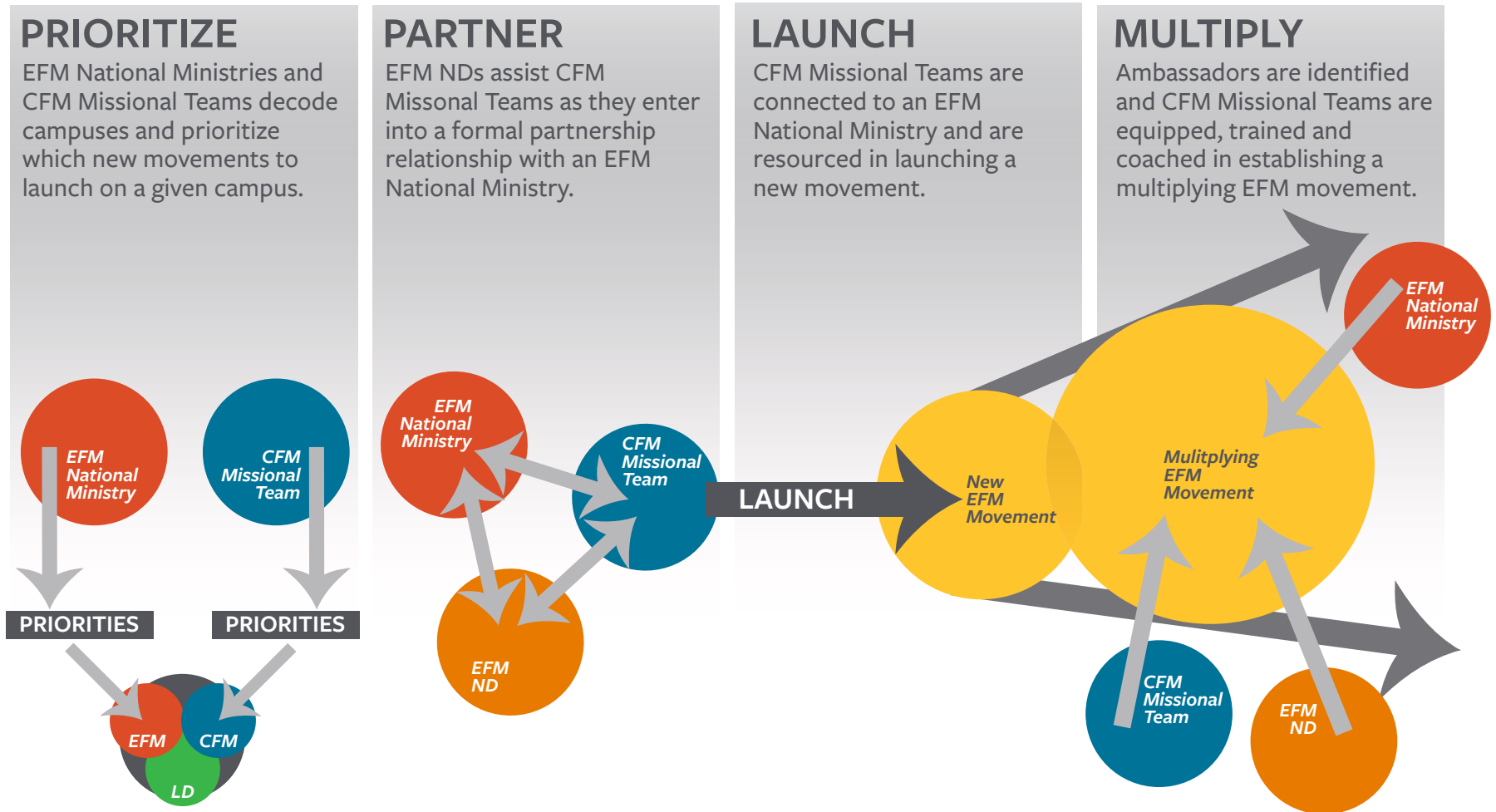
Local missional teams make a connection to the National Ministry in order to establish a relationship, build trust and learn the values of that National Ministry. The National Ministry winter conference may be the first point of formal connection for staff member and/or students but informal connections (e.g. e-mails, phone calls, etc.) will likely occur before then. Resources will be shared with the local missional team such as the Five Postures article and other resources from National Ministry.

MULTIPLY THE MOVEMENT

Local missional teams, in partnership with the National Ministry, steward the partnership and seek to identify an Ambassador for the team (if they haven't already done so). However, it should be teams, not individuals, that steward the partnership. The local missional team receives on-going training, equipping and resources from the National Ministry, in partnership with LD, to assist them in the process of planting and growing an ethnic movement.



EFM Launch Process



CFM-Epic MOVEMENT PARTNERSHIP AGREEMENT

WHAT DOES IT MEAN TO PARTNER WITH EPIC MOVEMENT?

In Epic Movement we believe that God wants to use Asian American college students and faculty in a unique way to take the gospel to the world. We focus our energy on college students and faculty because through them we see the world.

As a result, we in Epic Field Ministry seek to partner with and provide coaching for Epic staff, staff or volunteers with other ministries in Cru, Pastors or volunteers from Churches. We'll work with anyone who has a heart to see Asian American campus ministry flourish. Our coaching focuses in the arenas of setting direction, strategy development and implementation, helping see nuances of the Asian American context, and leadership development for Epic Movements throughout the US.

WHAT PARTNERSHIP LOOKS LIKE: In Epic Movement everything flows out of relationship so if we partner together we want to have a relationship with you.

Our partnerships are best described in relational terms not a formula. Our Epic Field Ministry (FM) team serves as coaches for Epic movements locally through a key leader or volunteer who we refer to as an Ambassador, or with a student leadership team. The following items describe how we picture a partnership relationship with a FM Coach. (The Ambassador term comes from the Cru context where we also gladly work within the USCM Partnership Guidelines.)

- Servanthood – Epic FM Coaches desire to serve Ambassadors as they coach (many times cross-culturally) and serve Epic Movement student leaders. The core of this servanthood is shown by listening to one another and empowering each other to do what they alone can do in their role.
- Regular Communication – FM Coaches desire to provide resources for Ambassadors in order to help see the mission/vision/values of the Epic Movement lived out. This necessitates:
 - Good, consistent communication in order for trust to be built, insight to be gained, and partnership to be lived out through focused goals. The aim would be a minimum of once every other week.
 - Occasional connection with student leaders to help them feel connected to Epic beyond their campus as well as being able to reinforce the Ambassador's role as a coach with student leaders.
 - Ambassador pray and work student leaders toward specific goals for each academic term.
 - Agreeing on a system of monthly entering the success criteria in the campus database so the FM Coach track with progress of the Missional Objectives.
- Cultural Guides - We are all learners. None of us have all the answers as we work together toward our vision. There are times when the FM Coach can offer cultural insights to help understand working with students and the leadership values in the Asian American cultural context. An openness and desire to learn about Asian American culture will help an Ambassador build trust with the student leaders.
- Multiplication – Our heart and desire is to live out a Movements Everywhere environment - an environment where everyone in every subculture on a campus is seeing and hearing the gospel in the language and form of their culture. It is the simple vision of the Great Commission, asking all to make disciples (learners) in every tongue, tribe, and people group. We will work together to see that students hear this vision and see a direct modeling so they can buy in and live it out.
- Student Leadership Empowerment – We believe that students know best how to reach their peers as incarnational learners and doers of the Gospel. To that end, empowering them to have their own dreams (within the values of USCM and the Epic Movement DNA) and the freedom to live those out is vital. Given the cultural context, Epic Movement affirms women in particular, intentionally making sure they have a voice and feel heard/valued for what they have to offer as followers of Christ and as leaders.

- Creativity, Innovation and Failure - We will see the Movements Everywhere environment work itself out very differently in each location. If a particular strategy or approach doesn't contribute to Movements Everywhere we don't want to encourage it. In the process of pushing the envelope and learning mistakes will be made, and failures will happen. Although mistakes and failures are a challenge within the cultural context, we want to affirm student leaders to see mistakes and failures normative as a way to learn.
- Community and Development – We value helping ministry take place in community. We will work in partnership with Ambassadors and student leaders to insure the kind of community and development needed - even when it doesn't fit our picture of what is traditional in a Cru movement with staff. We affirm that each individual is responsible for owning their development process because all of us need outside resources.
- Local Partnership – We as FM Coaches know that we don't have all the resources it takes to reach the scope that we desire so we work with Ambassadors and student leaders. It's also important for Ambassadors and student leaders to seek out other individuals, groups, and churches with whom to partner. This is for the purpose of sharing resources, preparing for the importance of church life post-college, and embracing the reality that we can not fulfill the mission by ourselves.

This is a Starter conversation which might be helpful to personalize and work out a partnership framework:

WHAT THE Epic MOVEMENT COACH HAS TO OFFER:

- Movement launching and coaching insight
- Culturally relevant outreach tools
- Access to Epic national events, training, resources

WHAT THE Epic AMBASSADOR HAS TO OFFER:

- On the ground insight with the campus and students
- Regular tracking with student leaders
- Outside viewpoint of Epic

HOW WE LIVE THIS OUT PRACTICALLY / HOW CAN WE HELP EACH OTHER:

- Aim to communicate every other week minimum.
- Support each other, particularly as we communicate with students
- Bring concerns to each other first, before bringing others into the conversations
- Work out the agreed upon events expected. Expected Events: _____ For Whom: _____

Signed _____ Date _____
Campus Field Ministry Representative

Signed _____ Date _____
Epic Movement Representative

ARTICLES FOR FURTHER READING

Five Majority Culture
Postures Towards
Ethnic Minority Ministry
<http://is.gd/5postures>



Six Postures Of
Ethnic Minority Culture
Towards Majority Culture
<http://is.gd/6postures>



The Nine Elements:
Epic Movement's Com-
mitments in Leadership &
Reproducing Leaders
<http://is.gd/9elements>

