

**The Foursquare Church**  
**NATIONAL CHURCH OFFICE**  
**National Church Ministries & Operations Team**  
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## 2015 STATISTICS

Statistics as of February 1, 2016

### FOURSQUARE U.S. CHURCH SPIRITUAL STATISTICS

|      | Salvations | Water Baptisms | Holy Spirit Baptisms | Members & Adherents |
|------|------------|----------------|----------------------|---------------------|
| 2013 | 102,776    | 18,697         | 9,436                | 249,405             |
| 2014 | 94,241     | 12,901         | 8,781                | 243,354             |
| 2015 | 91,560     | 13,337         | 8,931                | 255,136             |

### FOURSQUARE U.S. CREDENTIALLED MINISTERS STATISTICS

|      | Ministers |
|------|-----------|
| 2013 | 6,615     |
| 2014 | 6,594     |
| 2015 | 6,581     |

### FOURSQUARE U.S. CHURCH STATISTICS

|      | Churches | *Congregations |
|------|----------|----------------|
| 2013 | 1,650    | 429            |
| 2014 | 1,622    | 422            |
| 2015 | 1,593    | 374            |

## Age of Credentialed Ministers by Gender – 2 Years at a Glance

2015

| Age of Credentialed Ministers | 2015 Male | 2015 Female |
|-------------------------------|-----------|-------------|
| 20's                          | 137       | 81          |
| 30's                          | 562       | 295         |
| 40's                          | 755       | 425         |
| 50's                          | 1039      | 555         |
| 60's                          | 1048      | 611         |
| 70's                          | 399       | 290         |
| 80's                          | 179       | 142         |
| 90+                           | 21        | 36          |
| No age listed                 | 2         | 4           |
|                               | 4142      | 2439        |

2014

| Age of Credentialed Ministers | Male | Female |
|-------------------------------|------|--------|
| 20's                          | 109  | 65     |
| 30's                          | 538  | 292    |
| 40's                          | 744  | 421    |
| 50's                          | 1045 | 566    |
| 60's                          | 1072 | 629    |
| 70's                          | 409  | 290    |
| 80's                          | 191  | 150    |
| 90+                           | 25   | 46     |
| No age listed                 | 2    | 0      |
|                               | 4135 | 2459   |

## Age of Sr Pastors by Gender – 2 Years at a Glance

2015

| Age            | Male Sr Pastors | Female Sr Pastors | No appt |
|----------------|-----------------|-------------------|---------|
| 20's           | 4               | 2                 | 0       |
| 30's           | 161             | 5                 | 0       |
| 40's           | 345             | 13                | 0       |
| 50's           | 488             | 37                | 0       |
| 60's           | 392             | 31                | 0       |
| 70's           | 54              | 12                | 0       |
| 80's           | 8               | 2                 | 0       |
| 90's           | 2               | 0                 | 0       |
| No pastor appt | 0               | 0                 | 37      |
|                | 1454            | 102               | 37      |

2014

| Age            | Male Sr Pastors | Female Sr Pastors | No appt |
|----------------|-----------------|-------------------|---------|
| 20's           | 5               | 2                 | 0       |
| 30's           | 166             | 3                 | 0       |
| 40's           | 340             | 15                | 0       |
| 50's           | 507             | 29                | 0       |
| 60's           | 393             | 31                | 0       |
| 70's           | 57              | 11                | 0       |
| 80's           | 10              | 4                 | 0       |
| 90+            | 1               | 0                 | 0       |
| No pastor appt | 0               | 0                 | 48      |
|                | 1479            | 95                | 48      |

## Number of U.S. Churches by Attendance – 2 Years at a Glance

2015

| Church Attendance | # of Churches |
|-------------------|---------------|
| over 3000         | 9             |
| 2000-2999         | 6             |
| 1000-1999         | 22            |
| 500-999           | 50            |
| 250-499           | 94            |
| 150-249           | 143           |
| 100-149           | 153           |
| 66-99             | 253           |
| 65 & under        | 722           |
| non-reporting     | 141           |
| <b>TOTAL</b>      | <b>1593</b>   |

2014

| Church Attendance | # of Churches |
|-------------------|---------------|
| over 3000         | 9             |
| 2000-2999         | 10            |
| 1000-1999         | 19            |
| 500-999           | 45            |
| 250-499           | 85            |
| 150-249           | 134           |
| 100-149           | 153           |
| 66-99             | 250           |
| 65 & under        | 783           |
| non-reporting     | 134           |
| <b>TOTAL</b>      | <b>1622</b>   |

## Number of Transitions/Closures/Opens

|              | Sr Pastor Transitions | Church Closures | *Churches Opened |
|--------------|-----------------------|-----------------|------------------|
| 2010         | 97                    | 101             | 58               |
| 2011         | 87                    | 105             | 41               |
| 2012         | 108                   | 114             | 47               |
| 2013         | 100                   | 88              | 46               |
| 2014         | 86                    | 68              | 40               |
| 2015         | 100                   | 74              | 45               |
| <b>Total</b> | <b>578</b>            | <b>550</b>      | <b>277</b>       |

*\*This number does not include congregations.*

### Tithe Reallocation of New Churches and Congregations returned to funding partners for Further Multiplication

| 2015         |               | 2014         |               | 2013         |             | 2012        |             |
|--------------|---------------|--------------|---------------|--------------|-------------|-------------|-------------|
| Q1           | \$ 161,154.00 | Q1           | \$ 80,487.00  | Q1           | \$25,972.00 | Q1          | N/A         |
| Q2           | \$ 177,330.00 | Q2           | \$ 123,551.00 | Q2           | \$36,549.00 | Q2          | N/A         |
| Q3           | \$181,919.00  | Q3           | \$109,173.00  | Q3           | \$46,751.00 | Q3          | N/A         |
| Q4           | \$203,694.00  | Q4           | \$140,215.00  | Q4           | \$67,406.00 | Q4          | \$10,269.00 |
| \$724,097.00 |               | \$453,426.00 |               | \$176,678.00 |             | \$10,269.00 |             |

*The focus of our efforts in 2015 was further implementation of Stake 2, "Align the national and district offices to a catalytic culture." The personnel committee of the board interviewed supervisors per the catalytic leader profile and appointed or reaffirmed 12 leaders who serve as "1 team 12 districts." In mid-summer 2015 Kimberly Dirmann felt her season would be coming to a close after Connection 2016. We are in the process of discerning direction for the Southwest District and a supervisor will be appointed soon. Kimberly will continue to facilitate NextGen with the district representatives.*

#### SUPERVISOR MISSIONAL OBJECTIVE TEAMS

- *Leadership Formation/NextGen* (Sam Rockwell, cohort leaders / Kimberly Dirmann, NextGen leader, Ron Pinkston, Juan Vallejo)
- *Church Multiplication* (Dave Veach, cohort leader, Bill Gross, Fernando Castillo, Gabe Barreiro)
- *Church Transformation* (Dennis Easter, cohort leader, Peter Bonanno, Dan Mundt, David Coffey)

*The supervisors met three times in 2015 and developed the following framework to provide national continuity with local contextualization:*

#### *Leadership Formation Objective Framework*

- Every Foursquare pastor and planter will craft a written vision for her life and ministry and a plan for leadership formation toward its fulfillment. The districts will provide training opportunities and tools to develop and resource them. To model this, Foursquare leaders will participate first – the executive team, Board of Directors, district supervisors and their teams.
- The plan for leadership formation will include: (P) the personal life of the leader, (O) organizational leadership skills, and (D) domains of expertise in areas of personal calling or interest.
- Our definition of a healthy leader is one who is "becoming more alive, more concerned, more sensitive, more reverent, more human, more passionate, and more responsible."

- Each district will provide a system for leadership formation that includes catalytic training events and relational processes that connect these events to sustainable results, such as coaching/mentoring, cohorts, and online dialogue.
- Training opportunities are open access so pastors can bring their teams and potential leaders. This “pool” of leaders provides a vital source of new pastors for the coming decade.
- Canvas Learning Management System – utilized by every district and the NCO to provide free, accessible training to every licensed minister.

### ***Church Multiplication Objective Framework***

The district supervisors have developed the following national framework giving each the opportunity to contextualize as needed for each plant.

***Church Planting Inquiry*** – one national inquiry form available on our website with applications on each district site. The inquiry form forwards to the respective district.

***Assessments*** – we believe in the importance of good assessments and will utilize one of the following four according to church planter/model/context:

- Forge Network (Lance Ford)
  - Missional Communities
- MULTIPLY (Mac Lake)
- Lifeway (Ed Stetzer)
  - offered in English and Spanish
- Church Planters Profile (Gateway Leadership Initiative)
  - offered in English and Spanish
  - <http://www.churchplanterprofiles.com/files/about/UsingtheSpanishISA.pdf>

***Training*** - we are not model specific; we are calling and context specific. Districts use a 9-12 month cohort model.

Topics include: self-awareness, strengths and weaknesses, personal family health and relationships, gift assessment, contextualization, Kingdom of God, theology, missiology, ecclesiology, discipleship, leadership, cross-cultural skills, church administration.

***Coaching*** - each district will be responsible to see that a competent church planter coach is chosen for each planter through the training and development process and for a season following launch. The cohort models also provide for peer coaching.

***Funding*** – we provide all processes and training for planters (up to \$10k value) and church plants may be funded within a range of \$25,000-\$55,000 with benchmarks for adults committed to the plant and matching funds according to district fund availability, model, and commitment of the planter to the process.

*\*Multiple models are encouraged as our process is flexible according to context (i.e. congregations as previously defined, simple church networks, partnerships with U.S. mission endeavors). Also, for local churches that have a proven process the district serves only as a support and partner in funding.*

### **Church Transformation Objective Framework**

#### The BIG 5 Categories

##### THEOLOGICAL FOUNDATIONS

1. Our efforts will be rooted in missiology over ecclesiology
2. Missiological orientation to all new pastoral appointments (plants & existing)
3. Each district will work to include this conversation with NextGen

##### PASTORAL TRANSITIONS

1. All transitions will include a missional and administrative orientation
2. All transitions will involve a collaborative discernment process
3. All transitions will include congregational & community profiles
4. All transitions will require a new pastor profile
5. All transitions will have intentional mentoring/coaching for the 1<sup>st</sup> year

##### CONGREGATIONAL INTERVENTIONS

1. Utilize the congregational life-cycle system as a framework for working with our existing churches.
2. Protocols for dealing with moral/crisis issues will be developed with Care Leaders with a focus on prioritizing the creation of a “first-response” team.
3. Create an assessment culture beginning with Supervisors sharing their District Plans with Senior Pastors in their district for accountability.

##### ASSESSMENT RESOURCES

1. Congregational
  - Transformational Church Assessment Tool (TCAT)
  - Church Health Assessment Tool (CHAT)
  - APEST (Apostles, Prophets, Evangelist, Shepherds & Teachers)
2. Pastoral
  - APEST
  - EQI (Emotional Intelligence)
  - Stand Out (Strength Finders focused)

##### METRICS/DASHBOARD

1. Hub-based hard data (admin & spiritual) combined with field-based soft-data.
2. Create a robust Dashboard through The Hub
3. Create metrics that both “count” and “measure”

***NextGen Missional Objective Framework*****Kimberly Dirmann, National Rep**[kdirmann@foursquare.org](mailto:kdirmann@foursquare.org)

NextGen continues to align training and resourcing with the national objectives of leadership development, church multiplication and church transformation. Led by Kimberly Dirmann in partnership with the district representatives the following objectives and goals were identified and supporting resources have been developed.

**NextGen Leadership Development**

Team: Kelly Fellows (Southwest), Jeff Pruett (Mid-South), Chad Garrison (Heartland), Shawn Shoup (Gateway), Christina Wagaman (Northwest), Bunny Correa (Hawaii)

Objective: To develop and identify core competencies, training pathways, and resources for Foursquare NextGen Leaders.

**Goals:**

1. Standardize core competencies for those who minister to the next generation (IE: Children, Youth and Young Adult leaders)
2. Identify platforms for regular/consistent district-level training for NextGen leaders

**NextGen Leadership Multiplication**

Team: Chris White (Central Pacific), Ashton Fish (SoCal),

Objective: To help launch Kids, Youth, Young Adult ministries in churches that don't have these ministries established.

**Goals:**

1. Identify churches with no NextGen ministries that would like to start a NextGen ministry
2. Identify candidates (new NextGen leaders)
3. Offer training and coaching (through the LAUNCH program)
4. Pass off to the Leadership Development Team for further development.

**NextGen Church Transformation**

Team: Lesli Klinglenmeier (Northeast Atlantic), JC Vallejo (Districto Hispano), Ryan Brown

Objective: To resource local churches in the development of discipleship pathways.

**Goals:**

1. Identify and engage churches that have effective discipleship pathways.
2. Create a template for Discipleship Pathway training.
3. Identify and offer discipleship resources.

**National Office Ministries:*****Leadership Health*****Larry Spousta, Leadership Health Coordinator**[lspousta@foursquare.org](mailto:lspousta@foursquare.org)

Leadership Health is coordinated by Larry Spousta and includes Chuck Shoemake, Paul Kuzma and Robby Booth. *We want to express our deepest thanks to Chuck Shoemake for his many years of service and his vision for CARE ministries and later for CSR. He has helped countless number of pastors and their families offering hope and healing for some in desperate situations and others who simply needed healthier rhythms. Chuck, his wife Ruby and Tisha Lazare have faithfully served our pastors and kept leader care at the forefront of our conversations through the years. As Chuck retires from NCO in July 2016 he will continue with a private counseling practice in Southern California.*

The Foursquare Church has a focused commitment to multiply disciples and leaders, who in turn multiply churches and movements. Far from a mere slogan, this *is* our mission! The foundation of successful multiplication hinges on a shared value for “**leadership health**.” Holistic individual and organizational health is essential for ongoing multiplication at every stage of ministry.

**STAGE ONE:** Foursquare credentialing is establishing robust pre-service educational opportunities and health assessments. Our hope is that a more comprehensive approach will insure an increased number of vital, qualified licensed ministers in the years to come.

**STAGE TWO:** In-service health and renewal is in progress as we implement a comprehensive soul care strategy that solidifies the leader’s emotional and spiritual health. Pre-service and in-service care will benefit a reproducing organization by creating both a preventative and restorative culture. Protocols for intervention, healing, restoration, and reinstatement are being developed and field-tested in cases of leadership failure or burnout. Appropriate professional evaluations are used in the development of a prescriptive plan for a leader’s personal and domestic life. District/National teams will extend ongoing support and care for local church congregations and/or individuals affected by leadership failure. When the prescribed process of restoration has been followed and district and leader believes he/she is ready to submit for license reinstatement, the restoration will be confirmed by an Ethics Committee review and then sent to the Foursquare Board of Directors for reinstatement.

**STAGE THREE:** Leadership health includes post-service preparation. In order to release the next generation of Foursquare pastors, the present generation of leaders must be prepared to effectively transition from their current assignments and embrace the call to engage future seasons of ministry. This area of leadership health/development is crucial to enhance the multi-generational makeup of our Foursquare senior pastor leadership.

*CARE & Center for Spiritual Renewal*

Chuck Shoemake, CARE Director

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Robby Booth, CSR-W Director

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Paul Kuzma, CSR-E Director

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The NCO leadership health team has defined their ministry of soul care as a roadmap for flourishing in life and ministry from beginning to end.

Foursquare offers two locations for the Center for Spiritual Renewal (CSR), a ministry that provides Foursquare ministers and their immediate family (both US ministers and missionaries) a place for sabbaticals and study breaks, as well as personal counseling ranging from preventive care to crisis intervention. CSR East is housed in the CrossPointe Conference Center in scenic Southwest Virginia; CSR West's counseling office is located at House on the Hill in Los Angeles. In addition, the locations provide venues for other Foursquare therapists, training, resourcing pastors with current material for their own personal growth and development. CSR also offers consultations for potential interventions. In addition to CSR, we continue to offer our CARE ministry with a toll-free phone number to receive counseling and care, 800.717.4171

| CSRE/CARE<br>- Chuck<br>Shoemake | New<br>Contacts | Repeat<br>Contacts | Total Contacts | Hours |
|----------------------------------|-----------------|--------------------|----------------|-------|
| 2014                             | 437             | 2280               | 2717           | 2476  |
| 2015                             | 363             | 1619               | 1982           | 2111  |

| CSRE - Paul<br>Kuzma | New<br>Contacts | Repeat<br>Contacts | Total Contacts | Hours |
|----------------------|-----------------|--------------------|----------------|-------|
| 2015                 | 119             | 249                | 368            | 340   |

| CSRW -<br>Robby<br>Booth | New<br>Contacts | Repeat<br>Contacts | Total Contacts | Hours |
|--------------------------|-----------------|--------------------|----------------|-------|
| 2014                     | 101             | 158                | 259            | 2283  |
| 2015                     | 88              | 132                | 220            | 1768  |

***Hispanic Multiplication*****Daniel Prieto, Missional Coach**[dprieto@foursquare.org](mailto:dprieto@foursquare.org)

The national Hispanic ministry works with the district leadership to accomplish the missional objectives in the context of the Hispanic churches in the United States. Daniel chairs the National Hispanic Commission and together they strive to accomplish the following:

- Advancing the mission, vision, purpose, and strategy of The Foursquare Church in the context of the Hispanic church in the U.S.A.
- Be a channel of ministerial and missional connection across the nation and between the U.S. Hispanic Church and the Latin-American Church
- Be a conflict resolution facilitator upon request of the NCO or BOD.
- Be a promoter of evangelism and discipleship within the Hispanic community
- Be a promoter of church multiplication, leadership development (including NextGen) and church transformation.

**Leadership Development & NextGen (Hispanic):** Building a Hispanic leadership community by identifying and developing leaders; Promoting growth through personal and ministerial development of pastors and local leaders; Identifying emerging leaders (the Hispanic bilingual/bicultural generation) and prepare them for ministry in the Hispanic community, helping establish Bible Institutes, local leadership programs and residencies in the districts.

**Church Multiplication (Hispanic):** Developing healthy, responsible, reproducing Hispanic congregations; Sponsoring and/or helping develop church multiplication programs in the districts; Mobilizing local churches and the resources of the district for the evangelization and the starting of the new churches

**Church Transformation (Hispanic):** Identifying inside and outside Foursquare resources for church transformation; Helping the district to initiate transformation processes in local Hispanic churches.

***Foursquare Chaplains International*****Jason Reynolds, Director**[jreynolds@foursquare.org](mailto:jreynolds@foursquare.org)

Foursquare Chaplains International is composed of two primary branches:

- 49 Military chaplaincy postings (Army, Navy, Air Force, National Guard, Reserves, Civil Air Patrol, and Veterans Affairs Chaplains) comprised of:
  - 18 Active Duty Chaplains, 9 Reserve Chaplains, 8 National Guard Chaplains, 6 Military Chaplain Candidates, 6 Civil Air Patrol Chaplains, 2 Veterans Affairs Chaplains.
- 188 Institutional/Industrial chaplaincy appointments comprised of:
  - 25 Fire Chaplains, 32 Hospice Chaplains, 56 Hospital Chaplains, 39 Prison & Jail

Chaplains, 41 Law Enforcement Chaplains, and 38 Specialized Chaplains.

Together our Military and Institutional/Industrial chaplaincies currently total 232 chaplains, which represents a 7% growth rate over the previous year. These 232 chaplains are currently serving in 280 chaplaincy positions, representing a 4% growth rate of places served over the previous year. 28% of our endorsed chaplains are women.

Foursquare Chaplains are called to a missional ministry of presence in a variety of settings, and often minister to people experiencing trauma and crisis both in the U.S., and in military settings globally. These Foursquare ministers were very involved in active spiritual and mind/body/soul ministry, which resulted in 1,932 who accepted Jesus as Savior and rededicated their lives to Him, 487 Holy Spirit baptisms, and 343 water baptisms. Additionally, a number of our chaplains led their own “congregations” totaling 120 missional congregations worldwide (119 in the U.S.).

We connected our chaplains together with our annual Chaplains Conference, a multi-day chaplain specific training event at the Anaheim Sheraton Hotel in Anaheim, CA just prior to the start of the annual Foursquare Connection. It was our largest Chaplains Conference to date with 150 in attendance. During the 2015 Chaplains Conference seven chaplains were ordained.

### ***U.S. Mission/Affinity Networks***

**Ted Vail**

[tvail@foursquare.org](mailto:tvail@foursquare.org)

The Urban and Multicultural Department has been a part of the Foursquare Church since the late 1990's and was originally developed and led by Ken Bringas, then Art Gray and currently by Ted Vail. This ministry sits between NCO and FMI and often serves to bridge people of other nations as they come to the US. This is both in effort to reach those who come in need of the Gospel, as well as those who come with the Gospel and endeavor to partner together with the Foursquare Church in the USA.

There is a renewed focus in the “UMC” department to take a stronger role in Stage 1-2 ministry with people groups. While the consultancy and advocacy of the UMC towards stronger existing people group movements within Foursquare still remains, the heart of funding from the UMC in a much tighter budget is towards advancing the gospel among people groups and contexts that are not being reached.

### **Highlights for 2015**

**Bhutanese Pastors Network launched.**

Bhutan is a Buddhist nation situated between India and China. They speak the language of near neighbor, Nepal. The few Christians of the nations along with large numbers of Hindus were expelled in the 1990's and were placed in UN refugee camps on the Nepal border. The few Christians began ministering in the power and demonstration of the Holy Spirit and saw thousands of Hindus come to Christ.

Some of these pastors are now refugees to the USA and some have joined Foursquare. Having experienced the power of the Holy Spirit, the Bhutanese love Foursquare. The network is facilitated by the UMC department in conjunction with leaders at Beaverton Foursquare and Light of the Nations (Denver). Forty Bhutanese pastors have attended a polity event and many are finding their way to planting new churches or bringing their existing ones into Foursquare.

We now have “Doing What Jesus Did” in Nepali in a 2<sup>nd</sup> edition that is even more contextually accurate in the text.

#### Native American Advancement

Native Americans are not a single people group, but rather, over 500 distinct tribes and nations residing throughout the USA (and North America) in cities, towns, and on over 300 reservations.

Foursquare is disproportionately blessed to have great Native leaders. 2015 saw a meeting of Native elders, Ken Pretty-on-top, Black Buffalo, and Frank East with Glenn Burris and Tammy Dunahoo. This meeting solidified the vital role of Native leaders leading the Native American movement in Foursquare. Their initiatives include education and equipping non-Native churches and leaders to more effectively partner with Native leaders and minister on reservations.

#### US Missionaries to Native People

Rod and Teresa Koop have served as Foursquare Missionaries to the peoples of Alaska leading “North of Hope”. The breakthroughs and redemption stories of 2015 are encouraging and amazing. Notably, the North of Hope team saw redemptive breakthrough among both Haida and Tlingit tribes on Prince of Wales Island. Other doors to tribes are opening.

Yaseer and Monique Handall were approved in 2015 as Foursquare Missionaries to Native Americans. This came with the full blessing of our Native Elders. Monique is Native American and Yaseer is from Mexico. They have experienced a supernatural favor and opening even on reservations that won’t allow a church. They are seeing Native youth from many tribes come to Christ, initiating training of Native leaders, and investing in the hard work of restoration and reconciliation.

#### Refugee Network

As the refugee crisis continued to mount in the Middle East, a network of experienced Foursquare leaders and members began to gather, plan, and work together to create resources and information for USA Foursquare churches to reach out to refugees as they come. Leaders like Beth Seremet of the NEA District, Mark Nicklas of Beaverton, Sam Johnson of FMI Menaca, and others are working together in a network coordinated by Sue Spousta.

### Other immigrant groups

2015 saw a surge in church planting as well as missional communities among the Chinese and modest growth among Bhutanese, Vietnamese, Korean, Nigerian, Brazilian, and Arabic speakers. Because the Hispanic movement is now fully empowered (stage 3-4), Hispanic ministry is not under the UMC Department and not included in this update.

### 2016 Initiatives

- Foster the growth and the wave of Chinese church planting
- Develop resource to reach out to Native Americans and minister on reservations
- Pursue a more robust refugee outreach and church planting movement
- Catalyze the expansion of all immigrant church movements in Foursquare USA; connecting them with their districts, clarifying administrative protocol, furthering affinity networks, and identifying/sponsoring young leaders.

### Sue Spousta, Affinity Network Coordinator

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Affinity Networks afford our movement an opportunity to support leaders and promote missional activity with distinctive purposes. Connecting leaders who share like passions for the social issues of our day creates space for (1) mutual encouragement, (2) an organic exchange of ideas and resources, (3) opportunities for collaboration, and (4) healthy multiplication of ministry in the spheres or sectors of society where the Gospel is greatly needed. The networks, in cooperation with U.S. districts and churches, are a part of the holistic, kingdom-focused mission of God and Foursquare's call to multiply disciples, leaders, churches, and movements. Below is a list of networks that have recently formed:

#### Compassion Ministry Network

Directors of urban Dream Centers, shelters/missions, and other relief and development oriented ministries join monthly to address relevant topics such as "Donor and Volunteer Care"; "Utilizing Short-term Mission Teams"; "Maximizing Corporate Sponsorships"; etc. Their highly practical approach is balanced with an equal measure of relationship that, in turn, creates mutual support and friendship.

#### Campus Ministry Network

Rich discussions and attainable dreams mark this network. Together they are re-examining the missional character of campus ministry. Often the size of a city, universities offer untold opportunities to reach students of diverse backgrounds and ethnicities. Campus ministry directors and college chaplains envision a Foursquare presence on multiple campuses that enhance God's present work and transform the lives of countless young adults. Currently represented are leaders from University of Oregon, University of New Mexico, Chemeketa Community College (Salem, OR), and Harvard. The group, respective of their assignments,

consists of practitioners with a willingness to learn and offer their expertise, as well as collaborate with other organizations for Kingdom effectiveness.

#### Foster Advocacy Network

Foster Care offers an open door for the church to rescue, serve, and love modern-day orphans. While the issues surrounding the system are many and complex, this group is bringing together a number of leaders passionate to “make it work!” The desire to connect churches to one another and to available social services, is preparing the way for a variety of ministry opportunities from practical support to fostering and adoption. The network hopes to develop awareness as it advocates on behalf of children in need of families and the Family of God.

#### Anti-Human Trafficking Network

This present-day version of slavery encompasses the sex-trade industry, forced labor, and debt bondage. The issue is often underestimated or incorrectly perceived as a large city problem or the fault of trafficked victims. This network is committed to a tireless effort of education, awareness and action for the eradication of all forms of human slavery. Giving voice to those who cannot speak for themselves, this group is greatly influenced and guided by existing ministries such as Compassion First and In Our Backyard. With U.S. and international implications, network members are discovering new points of collaboration with local city and national governments and a variety of NGO’s as they rescue and restore those who have been inhumanely exploited for profit.

#### Refugee/Immigrant Network

There are an increasing number of Foursquare leaders, pastors, and churches concerned with a scriptural response to the current refugee crisis. This network, acting as a task force of the Urban Multicultural Committee, is made up of experienced and knowledgeable men and women. Their desire is to contribute viable solutions for the refugee and immigrant populations present in the U.S.—and those yet to come. As more families are resettled in U.S. cities, the network hopes to provide up-to-date information, easy-to-navigate ministry resources, and stories that compel us to live as loving neighbors to the “strangers” among us.

#### Business as Mission Network

Business as Mission, or B.A.M., is connecting Foursquare pastors, missionaries, and workplace leaders for the advancement of the Kingdom. This network hopes to restore the dignity of work and vocational calling as a means for spiritual, social, economic, and environmental transformation. Beyond doing good work as an employee or business owner, Christian leaders are finding that effective ministry encompasses church and marketplace; and the Gospel, in its fullest sense, embraces the whole of life. B.A.M. is currently practiced by Foursquare church planters in several urban settings and by missionaries in places such as Costa Rica, Brazil, and

Cuba. The network is host to quarterly informational calls known as B.A.M. TALKS for pastors and business entrepreneurs.

For more information on any of the above networks, suggestions for potential members, or to express a need for the formation of additional networks, please contact Sue Spousta at [sspousta@foursquare.org](mailto:sspousta@foursquare.org).