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**REPORT FROM
THE COMMITTEE ON MISSION TO THE WORLD
TO THE FORTY-EIGHTH GENERAL ASSEMBLY
PRESBYTERIAN CHURCH IN AMERICA**

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ADDENDUM to 2020 MTW Report to the General Assembly

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Our 2020 GA report was written before the COVID-19 crisis. This addendum reflects how we have seen God go before us in preparing us for the challenges we are experiencing.

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Member Care Network: A few years ago, we created a member care network made up of men and women in all our regions to bring member care closer to the field. Instead of depending upon a small team in Atlanta, we now have folks spread across the globe to give counsel, prayer, and encouragement to our missionaries during this difficult season. As the COVID-19 virus spread throughout the world, our network quickly reached out to each of our missionaries. God has gone before us.

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Decentralization and Dispersed Teams: In our desire to mobilize and serve the whole PCA, we started regional MTW hubs a few years ago. This forced us to create dispersed teams, where we adopted and adapted to virtual meetings. This has also led to investing more in software platforms that are cloud based, enabling our staff to work from anywhere there is an internet connection. All these investments made in the past few years have prepared us well for the temporary closing of our office and the need for all our staff to work remotely. God has gone before us.

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Prayer Initiative: What has also prepared us for this crisis was the creation of a new prayer initiative led by missionaries Ken and Tammie Matlack. A few years ago, Ken was asked to develop a ministry that equips our MTW community toward intercessory prayer. At the start of 2020 he initiated what we are calling First Friday Fast (FFF). We have set aside the first Friday of each month for prayer and fasting asking for personal and corporate renewal, unity and love among us, and kingdom advance. This prayer initiative has helped many in our community weather the storms that COVID-19 has brought. God has gone before us.

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One of the questions we have been asking is whether all that has happened is actually part of an answer to our prayers. We have been praying for revival and renewal of the North American Church, the fruit of which would be the sending of at least 1% of our adult members for missions. Could this pandemic lead us in North America to repentance and faith, resulting in the growth and vibrancy of the church? Could this be the precursor to a movement of the Spirit that produces an army of missionaries? This has been our prayer. Would you pray with us to this end? Thank you!

1 **MISSION TO THE WORLD**
2 **REPORT TO THE FORTY-EIGHTH GENERAL ASSEMBLY**
3

4 **Vision:** *The gospel of the kingdom advancing throughout the world ~*

5 We want the gospel to spread throughout the world, the Church to grow, Satan’s
6 kingdom destroyed, and Christ’s reign extended to the ends of the earth.

7 **Mission:** *Making disciples among all nations ~*

8 We are called to be obedient to the Great Commission by teaching people to follow
9 Jesus as Lord and Savior, to be baptized, and to obey all that Jesus commands.

10 **Values:**

- 11 • *Church ~*
12 The establishment, growth, and maturity of the Church in all our ministry efforts.
- 13 • *Grace-based ~*
14 Community life and ministry shaped by God’s grace for us in His Son, Jesus Christ.
- 15 • *Reformed and Covenantal ~*
16 A ministry that is guided, inspired, and shaped by our theology.
- 17 • *Mercy, Justice, and the Love of God ~*
18 A love for God that is demonstrated through acts of mercy and justice.
- 19

20 We rejoice that many plans and initiatives are moving ahead and that key positions are being
21 capably filled. We are grateful for a new IT infrastructure that will enable us to scale up for
22 growth. We are thankful for our regional hubs and the good progress being made through their
23 efforts. We are grateful for our new Safeguarding Director, Heidi Harrison, who is making
24 good progress toward the recommendations from GRACE (Godly Response to Abuse in a
25 Christian Environment). We are excited about the response to the 1%; over 100 churches have
26 made the pledge. Yes, indeed, there is much for which to rejoice and celebrate. *Please give*
27 *thanks with us for God’s blessings on our efforts.*

28

29 At the same time, we are experiencing internal and external opposition. Many of our key
30 leaders and/or their children have experienced unusual sicknesses, surgeries, cancer, and
31 emergency room visits. We have also experienced team conflict, sin, and brokenness. And
32 several of our missionaries have been kicked out of their country of service. We are reminded
33 of the words in the book of Acts, “... through many tribulations we shall enter the kingdom
34 of God” (Acts 14:22). *Please pray for courageous faith and perseverance through our trials*
35 *and for God’s deliverance from evil.*

36

37 As a result of many concerns over our implementation guidelines related to CMTW’s
38 statement on valuing women, MTW leadership has engaged with several of our missionaries
39 and constituents and redrafted the guidelines. We believe the new guidelines address the
40 concerns and help us move forward together. *Please pray that we would all exhibit a humble,*
41 *learning posture in this discussion and unity around these new guidelines.*

42

43 Lloyd Kim, Coordinator

1 **2020 GLOBAL MINISTRY HIGHLIGHTS**

2
3 **ASIA-PACIFIC**

4 **East Asia** — A report from MTW missionary Tim M. on the situation with Wang Yi and
5 Early Rain Covenant Church:

6
7 On Dec 9, 2018, we celebrated my oldest son’s birthday. At the same time local
8 and federal officials rounded up and arrested over 100 members and attendees
9 of the Early Rain Covenant Church. On December 26, 2019, after over one year
10 of detainment and on the day of his wife’s birthday, the senior pastor of Early
11 Rain Covenant Church, Rev. Wang Yi was tried in a local court. Denying him
12 of his constitutional right to choose his attorney, the court appointed him a state
13 approved attorney. On December 30, 2019, Rev. Wang Yi was sentenced to
14 nine years in prison for Subversion and Running an Illegal Business. These
15 trumped up charges and the trial that took place to convict him were a mockery
16 of justice. The real reason Wang Yi is in prison is because he has faithfully been
17 preaching the gospel.

18
19 When I arrived in China on July 7, 2010, with my family (five of us total), Wang
20 Yi greeted us at the airport. We had met each other one month prior to that at a
21 Redeemer City to City intensive training in Manhattan. From 2010 to 2018 we
22 labored together along with another pastor, Paul Peng, to establish a local
23 seminary (Western China Covenant Theological Seminary), and a local
24 presbytery (Western China Presbytery) that spread to five other regions
25 throughout the country. A fledgling denomination (Presbyterian Church in
26 China) was started in 2016 with a gathering of the budding presbyteries that
27 Western China Presbytery had helped to cultivate. These six presbyteries have
28 forged a common book of church order that continues to move forward to this
29 day, and we hope to have our first General Assembly within five years.

30
31 The underground seminary has continued operating classes after the December 9,
32 2018, crackdown and we just finished our 2019 academic year with over 100
33 matriculating students in three degree programs including M.Div., M.A., and
34 M.A.C.S. degrees operating entirely online out of necessity.

35
36 Pastor Wang Yi and his family are not only internationally known figures,
37 featured in articles from the *Wall Street Journal*, the *New York Times*, and *The*
38 *Economist*, they are personal friends and our ministry partners. This partnership
39 is what kicked off a vibrant and growing Reformed and covenantal ministry
40 focused on the gospel.

41
42 **Cambodia** — Mission to the World Cambodia has been partnering with a Khmer medical
43 clinic that also partners with our local churches. The team has been blessed because included
44 in this partnership are anti-trafficking ministries that trust the medical clinic and MTW enough
45 to send girls and women who have been trafficked to the clinic for medical care. Mark

1 Ambrose has been providing medical care for many of these girls. He shares his experience
2 with one of his patients.

3
4 It was the same every time. I attempted to engage Srey (name changed) like I
5 do with all of the girls. Trying to make her laugh or trying to create a non-
6 threatening environment. My attempts were always met with silence from her.
7 Not a shy silence, but a “no one's gonna hurt me again” silence. Respecting
8 her boundaries, I have cared for this thirteen-year-old very often over the
9 course of a year. She remains silent, hardly acknowledging my presence. One
10 day while gently bandaging her new surgical wound, she broke the silence.

11
12 “Why did you come to Cambodia?” she asked.

13 “Jesus sent me here.” I said

14 “Why?” she asked.

15 “To take care of you.”

16
17 The hard shell cracked open and Srey started to cry. She began sharing about
18 her family and how she misses them so much. She started to trust.

19
20 **Australasia** — When the missions arm of four denominations from the U.S., New Zealand,
21 and Australia got together in Auckland, New Zealand, in October 2018, they were excited to
22 form the “Island to Island” project, but didn’t know what to expect. They first committed the
23 next 18 months towards research and development and selected five priority island-nations
24 (Fiji, Tonga, Samoa, American Samoa, and Vanuatu). Next, they conducted an in-depth
25 assessment of the islands’ gospel needs and made a priority of identifying local island partners.
26 With this being MTW Australasia’s initiative, MTW missionaries (Jim Jung, Steve Williams,
27 and David Choi) formed the field leadership and began to visit the islands one by one. By
28 God’s grace and providence, after a full year and a round of visitations to all the islands, they
29 now have local partners in each place and are ready to form a strategic planning session. Each
30 step of the way, it was apparent that God wants this to go forward as unexpected doors were
31 opened, and they met “hidden” gospel partners one by one with heart-wrenching testimonies
32 of gospel deprivation and hunger. As suspected before the trips, these islands are plagued by
33 many cults, both major ones like the Mormons and Jehovah’s Witnesses as well as new and
34 small ones, liberal mainline denominations, prosperity gospel, and cultural nominalism/
35 syncretism. But they are excited for what the Lord will do again in this “Forgotten Mission
36 Field of the Pacific!”

37 38 **EUROPE**

39 **Mission Completed** — Often the question is asked, “How many new church plants have you
40 started?” There is something thrilling about starting a new initiative. There is a synergy and a
41 sense of anticipation for what could be. But it is not as often asked, “How many church plants
42 (or ministry initiatives) have been *completed*?” And yet, isn’t that the goal? To plant self-
43 supporting, self-sustaining Reformed and covenantal church-planting churches? This year we
44 have blessed with several such testimonies:

1 For many years Jay and Holly Eastman have been nurturing a church plant in Altglienicke, a
2 southeastern suburb of Berlin. Three years ago, the congregation was ready to take the step of
3 calling their own pastor. Money was raised and set aside for the pastor’s salary. And yet each
4 time there was a promising candidate, the plans fell through. They write that this past fall, *“the*
5 *church plant in Altglienicke, our former project, has hired a full-time pastor to lead the church*
6 *into the future. We have been praying and working on this for three years and it's a huge*
7 *blessing and joy to have the provision of someone with a heart for the area and ability to lead*
8 *and coach up the members of the church plant to reach the community and multiply disciples.”*
9 They have now begun to work on a new church-plant in Southwest Berlin.

10
11 Rob and Jenny Ilderton have been working in a church plant that began shortly after their
12 arrival in the West London suburb of Brentford. The church plant is already nearing the point
13 of being self-sustaining. They write after a short HMA in 2019, *“We were overjoyed to return*
14 *to find new folks coming to the church. One of our prayers was that Immanuel Church would*
15 *thrive in our absence so that we could be released to begin looking to the next church plant.*
16 *This has largely been the case.”* They will begin outreach in a new area in South London
17 (Hammersmith) with the prayer *“that God would raise up people who are hungry to know*
18 *Jesus.”*

19
20 We have several missionaries who are in the process of retiring. They leave behind stronger
21 ministries and faithful legacies. Retiring team leaders Johnny and Annette Johnson share, *“We*
22 *are sad ..., but joyful over what we have seen God doing here.”* The Johnsons have labored
23 for nearly 10 years in Zlin, Czech Republic, to see a stronger church with capable leadership
24 in place. Praise the LORD for this church that is the result of the Johnson’s (and their team’s)
25 hard work, dedication, and faithfulness to the LORD. They leave behind an important legacy.

26
27 Clay and Darlene Quarterman have poured their hearts into the Evangelical Reformed
28 Seminary of Ukraine (ERSU). Among other things, Clay has served as president of the
29 seminary, recruited visiting faculty (as well as teaching classes himself), and spearheaded a
30 campaign to raise funds for scholarships, major building renovations, and a new library. After
31 a couple of years of work and numerous setbacks, the new seminary facility celebrated its
32 grand opening and dedication in October! The Quartermans shared in a recent prayer letter,
33 *“It was especially thrilling to see the students taking joy in THEIR seminary library! They're*
34 *even taking SELFIES in the library! They are absolutely loving their new building. Praise*
35 *God!”* The Quartermans officially retired from MTW on December 31, 2019, after 42 years
36 of faithful service. Praise the LORD for the Quartermans’ decades of service. Pray that the
37 new ERSU facilities will be used for training future generations of godly men and women to
38 serve the church in Ukraine and beyond.

39
40 **Mission Started** — With the 1% Challenge before us, the Europe Strategy Team has been
41 discussing how they can prepare the field for a significant increase in field workers over the
42 next 10 years. We are seeking to open new works throughout the continent but need to begin
43 training leadership now to spearhead those works and to provide training and care for the
44 newly arriving missionaries. Additionally, a significant number of our veteran team leaders

1 will be retiring in the next five years. How do we *develop* new leaders to spearhead new
2 initiatives, rather than simply *appointing* leaders to fill a position? This is the task that is
3 before us.

4
5 International Director David Stoddard, with the collaboration of the Europe Strategy Team,
6 has developed a two-track leadership development program, which was officially
7 implemented this past year. After successfully completing a Leadership Assessment, new
8 team leaders (TLs) will be required to participate in track one of the new leadership
9 development program. The first training session was held in May via videoconference, with
10 the topic of *Partnerships*. In future months topics of self-awareness (via review of Right Path
11 and Hogan assessment tools), administrative/policy responsibilities of team leaders, strategic
12 planning, conflict management, team foundations, reaching and leading the next generation,
13 and the like were offered. Additionally, the new TL's one-up will be responsible for providing
14 mentoring in God-centered leadership. Although these modules are designed with the new
15 team leader in mind, anyone is welcome to participate.

16
17 Track Two of the Leadership Development program will be comprised of modules of general
18 interest, and open to all personnel. To this end, an online discussion of a European version of
19 Tim Keller's *Center Church* was initiated in June, with 27 people expressing interest, and 22
20 participating in the first call. This group met monthly through February 2020.

21
22 Please pray as this endeavor gets off the ground—that our field personnel will be encouraged
23 and better equipped to lead in a Christ-like manner.

24
25 We are thankful to work alongside national partners who have a vision for planting church-
26 planting churches. This year marks the end of an era—the leaving of veteran missionaries like
27 the Quartermans, Johnsons, Lesondaks, and Meiners, and transition of ministries into national
28 partners' hands. I also look at 2020 as the beginning of a new era. The Lord is raising up new
29 leadership. We assessed and have been training four couples for leadership positions.
30 Additionally, we should also see the start of new ministries in places like Milan, Paris,
31 Stockholm, Hammersmith (London), Zehlendorf (Berlin), and Helensburgh (Scotland).

32 33 **SUB-SAHARAN AFRICA**

34 **International Director** — The end of 2019 marked completion of the second year under the
35 capable leadership of the ID, Dr. Victor Nakah. He continues to bring new initiatives across
36 Sub-Saharan Africa (SSA) in coordination and involvement with fellow missionaries, national
37 pastors, and key PCA churches desiring to partner with the expanding Presbyterian, Reformed
38 and covenantal church planting initiatives.

39 40 **New Initiatives for SSA**

41 **South Africa** — In November 2019, Victor Nakah and MTW SSA missionaries hosted the
42 first ever All Africa Presbyterian Conference, held in Cape Town, South Africa. Key
43 Presbyterian national partners representing eight African countries were able to attend
44 alongside their respective MTW missionary co-workers. All 102 in attendance from across
45 Africa as well as the United States and Brazil came together in one location to worship, pray,

1 network, and plan for national and regional church planting. MTW missionaries serving in
2 West Africa, their regional director, and some national partners (from Muslim-majority
3 countries) were also able to attend. As a result of the conference, national Presbyterian pastors
4 with fellow MTW teaching elders formed regional working groups to expand church planting,
5 with ministries developing from the various church plants (i.e. formation of presbyteries and
6 newly established Presbyterian church denominations, church revitalization, university
7 ministry, community development, children and youth work, discipleship, and pastoral
8 training).

9
10 **Francophone (French Speaking) West Africa** — Discussions for the organizational move
11 of Francophone West Africa from Enterprise to SSA began mid-year 2019. West Africa
12 (Muslim majority) as well as all other areas of SSA are tribal, black African countries. MTW
13 missionaries, to a lesser or greater extent, minister where Islam is present. Therefore, working
14 together as one region, which in the past had not been possible, is now a reality. This
15 organizational change resulted in five additional countries coming under Dr. Nakah's
16 leadership, as well as 11 missionary families. A transition team consisting of the Enterprise
17 international director, director of field operations, resource team director, and Dr. Nakah was
18 formed to assist in the move and will continue through 2020.

19
20 **Malawi** — July 2019 marked the beginning of a newly established Malawi Presbyterian and
21 Reformed church-planting initiative. Confex and Mwai Makhaira finished five years in the
22 United States during which time Confex completed seminary with an M.Div. degree, was
23 ordained as a PCA teaching elder, applied to MTW, and was accepted. Confex, Mwai, and
24 their two children, all of whom are Malawi citizens, returned to Blantyre, Malawi, to begin
25 church planting. Ministry has begun with three Presbyterian nationals working as church-
26 planting interns under direct supervision of Pastor Makhaira. Plans are underway to launch a
27 university ministry as well.

28
29 **Ethiopia** — This past year saw the arrival of a newly assigned MTW family, Tim and Laura
30 Love, with their three children. Upon completion of Amharic language training, the family
31 will move to a rural setting where Dr. Tim Love, board certified surgeon, will minister in a
32 mission hospital. Tim will be training Ethiopian doctors in surgical procedures and
33 techniques, utilizing evangelism and discipleship, as well as modeling a medical practice from
34 a Christian world and life view.

35
36 **AMERICAS**

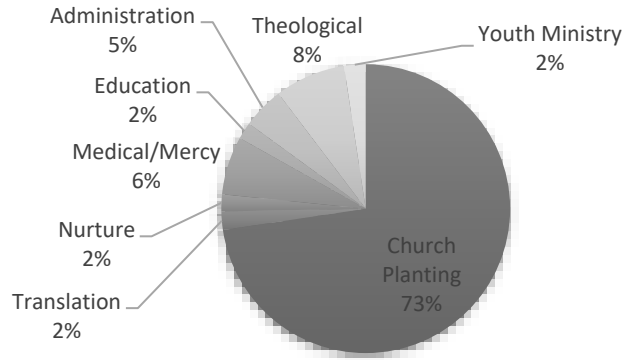
37 **Mexico** — In June, the Church Planting Institute (CPI) held another church planter assessment
38 in the city of Guadalajara, evaluating eight candidates. Of the eight, six were approved to
39 move forward as church planting interns. CPI, in partnership with the National Presbyterian
40 Church of Mexico, continues to advance church-planting projects across Northern Mexico in
41 the cities of Durango, La Paz, Culiacán, Obregón, Ensenada, Monterrey, and Victoria. We
42 praise God that the project in Durango is now stabilized, through the efforts of the new planters
43 there, Noe Reyes and Manuel Santos, with the help of MTW missionary Susan Sundeen. In
44 May, MTW's church plant in Ensenada baptized 14 people. The church plant in La Paz,
45 Mexico, began public worship services in September.

1 **Bahamas** — Hurricane Dorian was the most powerful cyclone on record to strike the
2 Bahamas. The ensuing catastrophe is regarded as the worst natural disaster in the Bahamas
3 history. Many Northern Bahamians lost their lives and as many as 10,000 were displaced due
4 to flooding and the destruction of their homes. MTW Bahamas was engaged from the onset,
5 attending National Emergency Management Agency of Bahamas meetings, fielding phone
6 calls, and answering emails from the U.S. and the Bahamas. Every family knows someone
7 who has been adversely affected. The Russells have opened their home to 10 displaced
8 residents from Abaco until these people are able to find long-term arrangements in the U.S.
9 The storm changed not only the physical landscape of the island, but the social landscape as
10 well. Dorian has forced the various churches of the Bahamas including Covenant Life
11 Presbyterian to be more intentional in collaborating with one another in order to help meet the
12 physical, mental, and spiritual needs of those suffering from the storm. Recovery from the
13 storm will take years.

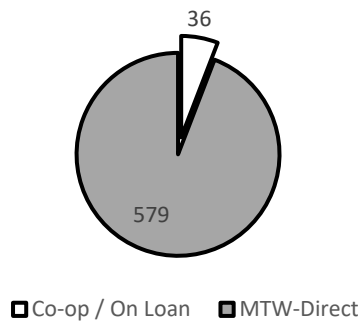
14
15 **Belize** — John and Karen Stodghill are firmly settled in Belize since transferring from the
16 Bahamas last summer. Since then, John successfully went through MTW Leadership
17 Assessment, and was approved as team leader in Belize. Their ministry focus is in western
18 Belize, primarily in the Cayo District. Currently, John is an “acting” ruling elder in the Cayo
19 church until a national is trained and ordained for that role. He is also assisting with preaching
20 at times, and is regularly leading Bible studies. Moreover, John has been granted both his R.N.
21 and paramedic licenses by the Belize Ministry of Health. As a healthcare provider, John is
22 leading medical in-services held at the church. Karen has involved herself in activities at the
23 Hope pre-school. Together, they are working with the Presbyterian Church of Belize to
24 organize and schedule MTW short-term teams to work in Belize in 2020. In addition to the
25 Stodghills, Ray and Michelle Call, who recently ended their work in Uruguay, joined the team
26 in Belize on February 8. The Calls will be based in the northern Corozal district where they
27 will work alongside the Spanish language Presbyterian churches there.

1	MTW MISSIONARY STATISTICS		
2			
3	As of December 31, 2019, the MTW missionary family consisted of the following:		
4			
5	1. CHURCH PLANTING		422
6	MTW-Direct	418	
7	Cooperative Ministries	4	
8			
9	2. THEOLOGICAL EDUCATION		46
10	MTW-Direct	44	
11	Cooperative Ministries	2	
12			
13	3. OTHER		131
14	MTW-Direct	83	
15	Administration	15	
16	Education	9	
17	Medical	22	
18	Nurture/Counseling	9	
19	Mercy Ministry	14	
20	Next Generation Ministry	14	
21			
22	International Associate Missionaries	18	
23			
24	Cooperative Ministries	30	
25	Administration	12	
26	Education	2	
27	Medical	2	
28	Nurture/Counseling	2	
29	Translation/Support	12	
30			
31	4. LEAVE OF ABSENCE		16
32			
33	TOTAL LONG-TERM MISSIONARIES		615
34			
35	COUNTRIES		97
36			
37	SHORT-TERM		
38	Two-Year		63
39	Intern: 2–11 Months		86
40	Two-Week		1,646
41			
42	NATIONAL PARTNERS		
43	Indigenous church-planting partners		809

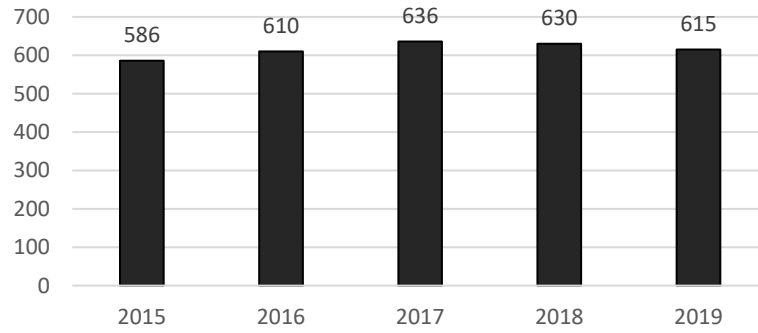
Long-Term Missionaries - Ministry Type



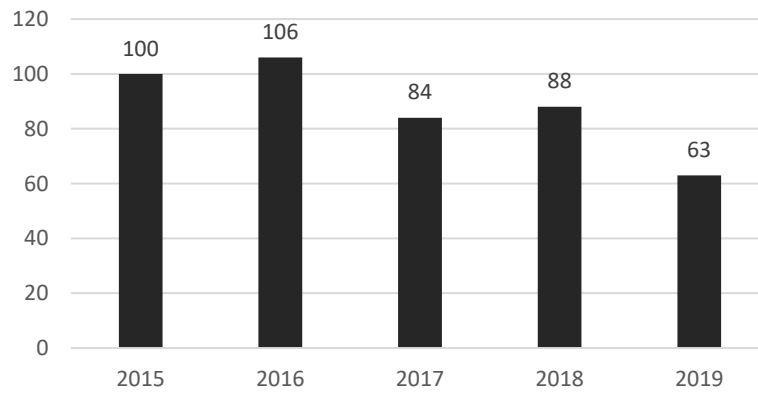
MTW-Direct vs. Co-op/On-Loan Missionaries



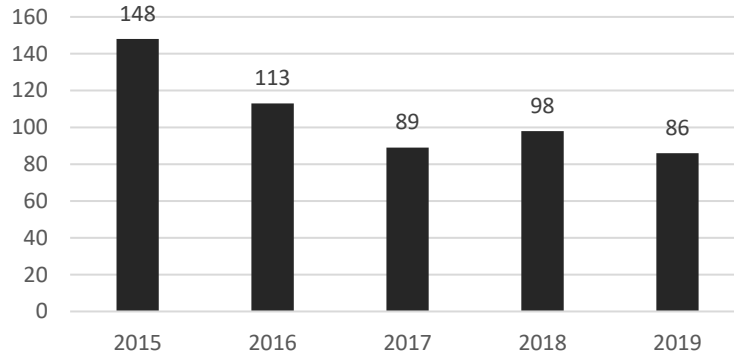
Long-Term Missionaries



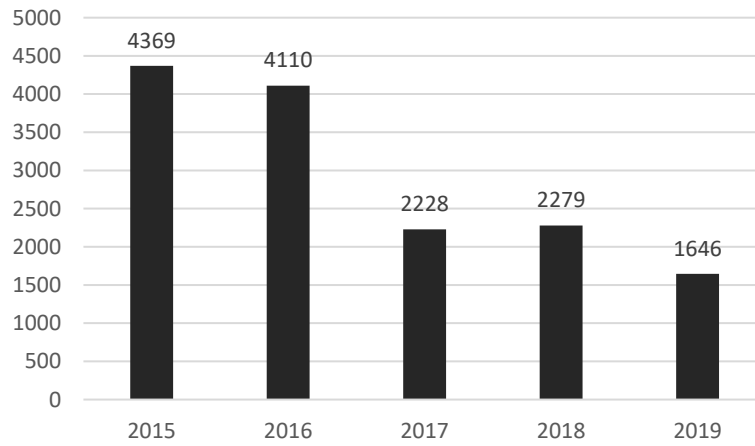
Two-Year Missionaries



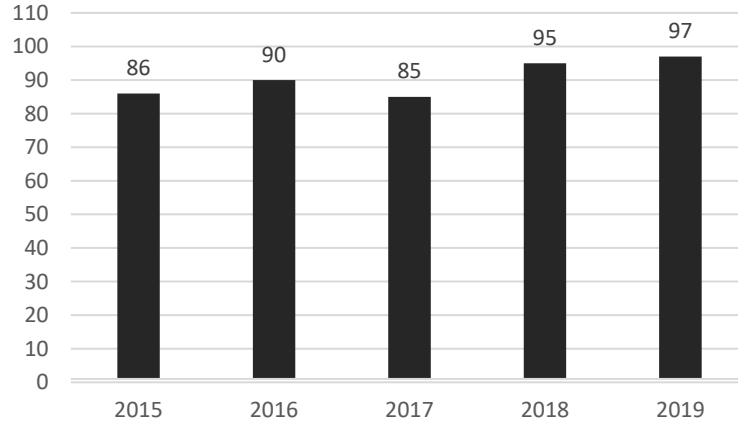
Interns (2-11 months)



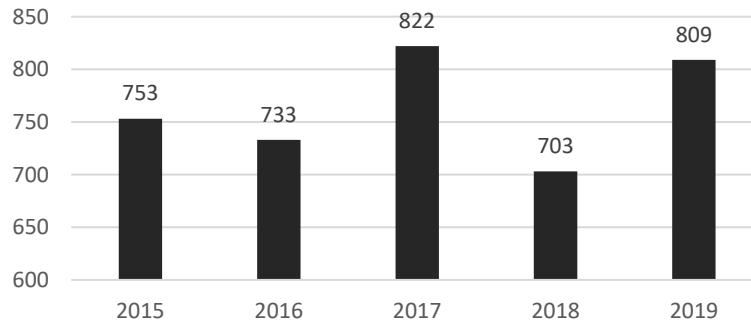
1-3 Week Trip Participants



Countries



National Partners



1 **Recommendations**

- 2 1. That the General Assembly urge churches to set aside the month of November 2020 as a
3 month of prayer for global missions, asking God to send many more laborers into His
4 harvest field. (MTW will offer a 30 Days of Prayer Calendar, which your church can
5 download from mtw.org in the fall, as well as other prayer resources);
- 6 2. That the General Assembly urge churches to set aside a portion of their giving for the
7 suffering peoples of the world; to that end, be it recommended that a special offering for
8 relief and mercy (MTW Compassion Offering) be taken during 2020 and distributed by
9 MTW;
- 10 3. That the General Assembly urge churches to set aside Sunday, November 1, 2020, as a
11 day of prayer for the persecuted church worldwide;
- 12 4. Having performed an annual review of our coordinator, we give thanks to our sovereign
13 Lord for his gift to the Church in the person of Dr. Lloyd Kim, who continues to serve and
14 lead humbly and effectively in the glorious cause of missions around the world. CMTW
15 enthusiastically recommends that Dr. Kim be re-elected coordinator.
- 16 5. That the proposed budget of MTW, as presented through the Administrative Committee,
17 be approved;
- 18 6. That the minutes of the meeting of CMTW of March 13-14, 2019, be accepted; and
- 19 7. That the minutes of the meeting of CMTW of September 25-26, 2019, be accepted.
- 20 8. Regarding MTW’s 2018 Financial Audit: That the Committee of Commissioners
21 reviewed the financial audit for calendar year ending December 31, 2018. They also noted
22 per CMTW’s minutes that CMTW had accepted the audit.
- 23 9. That **Overture 3 to the 48th General Assembly** from Heritage Presbytery, “Amend MTW
24 Policy Manual,” **be answered in the affirmative as amended** (~~strike-through~~ for
25 deletions; underlining for new wording):

26
27 **Therefore be it resolved** that Heritage Presbytery hereby overture the 48th General
28 Assembly of the PCA to direct CMTW to amend the MTW Policy Manual to include
29 the following statement:

30
31 MTW leaders in line authority over church planting or church development
32 ministry ~~should~~ will ordinarily be ordained elders. In extraordinary cases
33 where this policy is not followed, the appointment of ~~an unordained man~~
34 ~~who exhibits the qualities of an elder~~ another MTW-qualified leader is
35 permissible, but must be approved ~~annually~~ annually by a ~~three-quarters vote of~~
36 CMTW, and ~~there shall be a record of the reasons for such an appointment~~
37 included in CMTW’s minutes that are submitted to the General Assembly.”

38
39 All other leadership appointments in MTW, not requiring ordination, are
40 open to women and unordained men.

41
42 Be it further resolved that this statement be considered a “material change”
43 to the MTW Policy Manual, and that any change or removal of this
44 statement must be approved by CMTW and submitted to the General
45 Assembly through the usual process of reports of the Permanent Committees
46 and Agencies in accordance with RAO 4-21.j and RAO 14-11.d, f,g,h

1 **Grounds:**

2
3 We are grateful that Heritage Presbytery has changed their position to be more in line with
4 MTW’s revised implementation guidelines of CMTW’s statement on valuing women. To
5 be consistent with CMTW’s statement on valuing women, we seek to include in our policy
6 manual the affirmation of appropriate leadership opportunities for both women and
7 unordained men.

8
9 While we affirm the general principles outlined in the recommendation, we believe the
10 statements, “Whereas, the ‘Guidelines’ opened leadership positions with authority over
11 MTW church planting and development ministry to unordained men and women; and
12 Whereas a Committee of Concerned MTW Missionaries has authored an extensive
13 position paper raising their ‘serious concerns’ about the ‘Guidelines’ officially opening
14 line authority leadership over MTW church planting and church development ministry to
15 women and men who are not elders...” are misrepresentations of the original guidelines.
16 The original guidelines required non-ordained leaders in direct leadership authority over
17 elders serving in a church or church planting context to defer ecclesiastical matters to an
18 ordained leader in line authority.

19
20 The CMTW policy statement on valuing women states: “...we affirm that women may
21 serve in leadership roles within MTW, recognizing that only ordained elders exercise
22 ecclesiastical authority over church plants or churches.” The policy statement, previously
23 received as such by General Assembly, already reflects the understanding that only elders
24 can exercise ecclesiastical authority. Neither do the current “Guidelines” “open”
25 leadership over church planting and development to women and men who are not elders.
26 The current “Guidelines” state, “The ‘one-up’ (direct supervisor), ‘two-up,’ et al., of those
27 serving in the above roles will ordinarily be elders, since the oversight of church planting/
28 development work is typically done by elders.”

29
30 We also believe that Heritage’s clause, “an unordained man who exhibits the qualities of
31 an elder,” calls for an evaluation of character and doctrine that is left to the “judgment of
32 a lawful court of the Church,” according to *BCO* 16-1, which is a responsibility that cannot
33 be approximated or appropriated by any other group or agency. When we instead use the
34 proposed language of “qualified leader,” we are referring to those individuals who have
35 been identified and nominated for a leadership position by current leadership, and who
36 have undergone leadership assessment in MTW using 72 different competencies in 5
37 separate categories, and who, after passing assessment, are then proposed to CMTW for
38 approval as leaders.

39
40 The other amendments above do not change the substance of the recommendation but
41 bring the language to be more in line with MTW’s revised implementation guidelines and
42 the normal practice of CMTW in approving leadership positions and reporting to General
43 Assembly.

1 10. That **Overture 41 to the 47th General Assembly** from Heritage Presbytery, “Direct
2 CMTW to Amend its Guidelines to implement CMTW’s ‘Statement on Valuing
3 Women in MTW,’ so that only Ordained Elders Will Be Allowed to Serve in the Roles
4 of Team Leader, Regional Director, and International Director within MTW,”
5 (*M47GA*, 32, 33, 693) **be answered in the negative**. [Editorial note: Overture 41 to
6 the 47th General Assembly was recommitted by that Assembly to CMTW. This
7 recommendation (Recommendation 10 to the 48th GA) is CMTW’s response to the
8 48th GA. The Grounds, which are no longer included as a part of the recommendation,
9 have been amended as seen below (strike-through for deletions; underlining for new
10 wording).]

11
12 **Grounds:**

13
14 In formulating and finalizing its “Statement on Valuing Women,” CMTW carefully
15 considered the report of the ad interim committee to the 45th General Assembly and
16 believes that its statement on valuing women in MTW is wholly consistent with the ad
17 interim report in all material respects.

18
19 Mission to World, CMTW, and the General Assembly have approved unordained men
20 to the roles of team leader, country director, and regional director since 1983 and at
21 least 3 women since around 2006. We have identified at least 35 unordained leaders
22 appointed to these positions since 2003. CMTW and GA have never required these
23 positions be held exclusively by ordained elders.

24
25 MTW teams vary extensively across the globe. While the ultimate aim of all our teams
26 is to plant and revitalize churches, not all of our teams have ordained elders engaged
27 directly in planting churches. Some teams are focused on facilitative church planting
28 where our missionaries work alongside ordained national partners who are leading
29 churches and church plants. Others are focused on university ministries (Christ
30 College team in Taiwan), medical ministries, mercy ministries (Ethiopia), education
31 ministries, etc., to make disciples who fill local churches and church plants. In some
32 cases there are a variety of different ministries all under the umbrella of one team. The
33 overture would unnecessarily restrict unordained men and women from serving in
34 roles that do not require ordination.

35
36 The overture if passed would immediately affect 19 unordained missionaries who are
37 serving in these roles across the globe as well as their teams. These leaders would be
38 removed from their positions, receive less remuneration, and would have to find new
39 roles on the team. It would also require taking 19 ordained missionaries out of their
40 current ministry roles to take their places.

41
42 CMTW and MTW leadership have worked with ~~the coordinator are committed to~~
43 ~~working with~~ those whose consciences have been affected by our original
44 implementation guidelines. We have drafted a revised version of the guidelines that
45 address their concerns. ~~are affected by women or unordained men serving in leadership~~

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1 ~~in non-eccliesial roles over (ordained) men. We want to move forward together in a~~
2 ~~manner that does not hinder the work of the Kingdom.~~

3
4 ~~The principle that unordained leaders defer matters of the church to ordained leaders~~
5 ~~in line authority has been MTW's practice for many years. Women and unordained~~
6 ~~men in leadership over TE church planters routinely defer matters related to the church~~
7 ~~to other ordained supervisors. While this practice necessarily involves line drawing,~~
8 ~~in practice this line drawing has not proved to be an unsurmountable problem, and we~~
9 ~~pledge to continue to ensure that church matters be referred to the proper ordained~~
10 ~~authorities.~~

11
12 The authority given to team leaders for spiritual care of their members does not
13 necessitate ordination. Spiritual care can be given by unordained believers. Team
14 leaders can also delegate to others to provide spiritual care as is appropriate.

15
16 ~~Finally, w~~ While CMTW has non-voting women advisors, CMTW is not proposing
17 the addition of women to serve on CMTW through this statement.

18
19 Finally, Heritage Presbytery has changed their opinion on this matter as reflected in a
20 new overture (Overture 3).

- 21
22 11. That **Overture 14 to the 48th General Assembly** from Evangel Presbytery, “Revise
23 **MTW Manual” be answered with reference to Overture 3.**

24
25 Respectfully submitted,
26 TE Mark Bates, Chairman
27 Committee on Mission to the World

Attachment 1

LONG-TERM MISSIONARIES

(as of December 31, 2019)

Abbatiello, Mr./Mrs. Matt (Katie)	Chambers, Mr./Mrs. Garry (Anita)
Adams, Rev./Mrs. Trey (Kiki)	Chapin, Mr./Mrs. Craig (Yumiko)
Aeschliman, Rev./Mrs. Richard (Betsy)	Chaplin, Rev./Mrs. Carl (Becky)
Akovenko, Mr./Mrs. Jim (Sue)	Chase, Mr./Mrs. Matt (Carly)
Alms, Ms. Bethany	Chen, Ms. Diana
Ambrose, Dr./Mrs. Mark (Laura)	Cho, Mr./Mrs. Dale (Sunny)
Angert, Rev./Mrs. Chuck (Barbara)	Chung, Ms. Grace
Aschmann, Rev./Mrs. Rick (Betty)	Church, Rev./Mrs. Ben (Kim)
Bailey, Rev./Mrs. Richard (Teresa)	Clow, Mr./Mrs. John (Kathy)
Bakelaar, Mr./Mrs. Peter (Diane)	Cobb, Rev./Mrs. Donald (Claire-Lise)
Bales, Rev./Mrs. Cartee (Colleen)	Congdon, Rev./Mrs. Joe (Felicity)
Barnett, Ms. Ellen	Conroy, Mr./Mrs. Dennis (Rhonda)
Bauserman, Ms. Rachel	Cordell, Mr./Mrs. Bradley (Sara)
Baxley, Mr./Mrs. Andrew (Kelly)	Cosner, Rev./Mrs. Mike (Chrissy)
Bergmark, Rev./Mrs. David (Stacy)	Coulbourne, Rev./Mrs. Craig (Ree)
Bocanegra, Mr./Mrs. Mark (Megumi)	Craig, Mr./Mrs. Scott (Kathy)
Boling, Mr./Mrs. Peter (Jenny)	Crane, Rev./Mrs. Richard (Robyn)
Bond, Mr./Mrs. Stephan (Rachel)	Crocker, Ms. Cheryl
Bonham, Rev./Mrs. Nathaniel (Nikki)	Crusey, Rev./Mrs. Todd (Liz)
Bolton, Ms. Rosemary	Culmer, Dr. Dave
Bowles, Mr./Mrs. John (Julie)	Culbertson, Mr./Mrs. Ryan (Karen)
Box, Mr. Rick	Davidson, Dr./Mrs. Charles (Bonita)
Brink, Mr./Mrs. Daniel (Katy)	Davila, Mr./Mrs. Rodney (Jana)
Brinkerhoff, Ms. Jane	Davis, Mr. David
Brock, Rev./Mrs. Chris (Donnette)	Davison, Mr./Mrs. Jonas (Christina)
Brooks, Ms. Bobbi Jo	DeWitt, Dr./Mrs. Charles (Carol)
Brooks, Mr./Mrs. David (Gwen)	DeWitt, Mr. Jim
Brown, Mr./Mrs. Dick (Joanne)	Diaso, Dr./Mrs. David (Dawn)
Brown, Ms. Roberta	Dillon, Mr./Mrs. Scott (Meghan)
Buerger, Rev./Mrs. John (Ellen)	Dinkins, Ms. Ruth
Burkemper, Mr./Mrs. Jamie (Jennifer)	Dishman, Rev./Mrs. Peter (Lauren)
Burklin, Ms. Kay	Dix, Mr./Mrs. Taylor (Katherine)
Burnham, Mr./Mrs. Bob (Andrea)	Dortzbach, Rev./Mrs. Karl (Debbie)
Burrack, Ms. Pamyla	Doty, Rev./Mrs. Greg (Leanne)
Cain, Mr./Mrs. Adam (Michelle)	Dougherty, Mr./Mrs. Derek (Laura)
Cain, Rev./Mrs. Brooks (Riva)	Eastman, Mr./Mrs. Jay (Holly)
Call, Mr./Mrs. Ray (Michele)	Ebbers, Mr./Mrs. Derek (Shannon)
Camp, Mr./Mrs. Brenden (Ashley)	Eide, Rev./Mrs. Jonathan (Tracy)
Carr, Rev./Mrs. Bill (Susan)	Elswick, Mr./Mrs. Anthony (Amber)
Carter, Ms. Brenda	Etienne, Rev./Mrs. Esaie (Natacha)
Carter, Rev./Mrs. Michael (Cathalain)	Fitzpatrick, Rev./Mrs. Joe (Bev)
Cary, Ms. Elisabeth	Flores, Ms. Chery

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Floyd, Mr./Mrs. Ross (Angela)
Gahagen, Mr./Mrs. Craig (Heather)
Galage, Mr./Mrs. Tim (Therese)
Gee, Mr./Mrs. Jake (Anna-Claire)
Gildard, Mr./Mrs. James (Jacki)
Giles, Ms. Rebecca
Goeglein, Ms. Lydia
Goodman, Mr./Mrs. Bill (Carla)
Goodrich, Rev./Mrs. Richey (Keli)
Goodwin, Rev./Mrs. Sam (Elizabeth)
Graber, Rev./Mrs. Ben (Anna)
Grady, Ms. Miriam
Greete, Rev./Mrs. Richard (Crissy)
Gregoire, Mr./Mrs. Dan (Rebecca)
Grotton, Mr./Mrs. David (Danielle)
Grubb, Mr./Mrs. Glenn (Sharlene)
Gullett, Mr./Mrs. Foster (Laura)
Gutierrez, Mr./Mrs. Nathaniel (Alicia)
Hacquebord, Rev./Mrs. Heero (Anya)
Halbert, Rev./Mrs. Aaron (Rachel)
Hale, Mr./Mrs. Robert (Deborah)
Hall, Mr./Mrs. Jarett (Mary-Carole)
Han, Mr./Mrs. Beyongseob (Kyungsoon)
Hane, Mr. Andrew
Harrell, Mr. Frank
Harrell, Rev./Mrs. Joe (Becky)
Hatch, Mrs. Alice
Haynes, Rev./Mrs. Matt (Sarah)
Henry, Mr./Mrs. Paul (Crystal)
Henson, Dr./Mrs. Nathan (Kristen)
Hill, Rev./Mrs. Scott (Ruth)
Hinkle, Rev./Mrs. Lee (Shannon)
Holliday, Mr./Mrs. Tim (Kristy)
Honea, Ms. Ellie
Hoot, Mr./Mrs. Trevin (Ruthie)
Hurrie, Rev./Mrs. Shaun (Becky)
Ilderton, Rev./Mrs. Rob (Jenny)
Iverson, Rev./Mrs. Dan (Carol)
Jensen, Rev./Mrs. Ben (Julie)
Jesch, Mr./Mrs. Matt (Esta)
Johnson, Ms. Darlene
Johnson, Mr./Mrs. Johnny (Annette)
Johnson, Ms. Melanie
Jung, Rev./Mrs. Jim (Claudia)
Karner, Ms. Linda
Kim, Dr./Dr. Lloyd (Eda)
Kirkland, Rev./Mrs. Philip (Joy)
Knowlton, Mr./Mrs. Keith (Rachel)
Kooi, Mr. Brent
Kreider, Mr./Mrs. Derek (Catalina)
Lamos, Mr./Mrs. Jud (Jan)
Lancaster, Mr./Mrs. Bo (Brynne)
Lang, Mr./Mrs. Josh (Laura)
Larsen, Dr./Mrs. Eric (Rebecca)
Lee, Mr. John
Lee, Rev./Mrs. Michael (Tricia)
Lee, Rev./Mrs. Paul (Susan)
Lennox, Mr./Mrs. Patrick (Regina)
Lesondak, Rev./Mrs. John (Kathy)
Lim, Rev./Mrs. Tim (Moon Sook)
Linkston, Mr./Mrs. Chuck (Jimmie Lynn)
Love, Dr./Mrs. Tim (Laura)
Lowther, Mr./Mrs. Roger (Abi)
Lundgaard, Mr./Mrs. Kris (Paula)
Lupton, Rev./Mrs. Andrew (Laura-Kate)
Luther, Mr./Mrs. Phillip (Kay)
Lyle, Mr./Mrs. Joe (Ann)
Mailloux, Rev./Mrs. Marc (Aline)
Makhalira, Mr./Mrs. Confex (Mwai)
Marlowe, Dr./Mrs. Jeff (Mischa)
Marshall, Rev./Mrs. Verne (Alina)
Martin, Mr./Mrs. David (Jill)
Matlack, Rev./Mrs. Ken (Tammie)
Matthias, Ms. Elizabeth
Matsinger, Rev./Mrs. Jay (Nancy)
May, Dr./Mrs. Andrew (Krista)
McAlpin, Mr./Mrs. Brett (Valerie)
McCafferty, Mr./Mrs. Brennan (Becca)
McCall, Mr./Mrs. John (Lorena)
McGinty, Mr./Mrs. Coby (Pamela)
McMahan, Mr./Mrs. Mike (Robin)
McNeill, Mr./Mrs. Don (Fran)
McReynolds, Mr./Mrs. Bryan (Rebe)
Meiners, Rev./Mrs. Paul (Liz)
Mills, Mr./Mrs. Tim (Rhianna)
Mirabella, Rev./Mrs. Tom (Karen)
Mitchell, Rev./Mrs. Pete (Ruth)
Moore, Mr./Mrs. Brian (Megan)
Nairn, Mr./Mrs. Andrew (Megan)
Nakah, Dr./Mrs. Victor (Nosizo)
Nantz, Dr./Mrs. Quentin (Karen)
Newkirk, Dr./Mrs. Matt (Caroline)
Newkirk, Ms. Susan
Newsome, Rev./Mrs. Wayne (Amy)
Norris, Mr./Mrs. Kirk (Anna)
Oh, Dr./Mrs. Michael (Pearl)
Padilla, Rev./Mrs. Tito (Kim)
Parks, Mr./Mrs. Michael (Amy)

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Patterson, Mr./Mrs. Jim (Mary Alice)
Pawlowski, Mr./Mrs. Stan (Jennifer)
Pekarek, Mr./Dr. Ryan (Katie)
Pervis, Mr./Mrs. David (Erin)
Pettengill, Mr./Mrs. Mike (Erin)
Pfeil, Mr./Mrs. Jon (Sarah)
Phillips, Ms. Carolyn
Pike, Rev./Mrs. Mel (Martha)
Pohl, Rev./Mrs. Craig (Stacy)
Polk, Rev./Mrs. Jason (Liz)
Powlison, Rev./Mrs. Keith (Ruth)
Price, Ms. Robin
Purcell, Mr./Mrs. Graham (Sarah)
Quarterman, Dr./Mrs. Clay (Darlene)
Radke, Rev./Mrs. Sean (Lisa)
Ramsay, Rev./Mrs. Richard (Angelica)
Rarig, Dr./Mrs. Steve (Berenice)
Rayl, Rev./Mrs. Brett (Taylor)
Reiter, Mr./Mrs. Ryan (Joy)
Rice, Ms. Carrie
Richards, Ms. Debbie
Rieger, Rev./Mrs. Joshua (Gina)
Ringsmuth, Ms. Jessica
Robertson, Rev./Mrs. Steve (Amy)
Rockwell, Mr./Mrs. Larry (Sandra)
Rudd, Mr./Mrs. Marcus (Heather)
Rug, Rev./Mrs. John (Cathy)
Russell, Dr./Mrs. Julian (Christiana)
Rutledge, Mr./Mrs. Kevin (Jan)
Sabin, Mr./Mrs. Mike (Eli)
Sale, Mr./Mrs. Zach (Joy)
Saunders, Mr./Mrs. Jeff (Katie)
Scarborough, Dr. /Mrs. Charles (Rikki)
Schafer, Mr./Mrs. Jason (Mandy)
Schweitzer, Dr./Mrs. Bill (Pam)
Sexton, Mr./Mrs. John (Elizabeth)
Shadburne, Mr./Mrs. Andy (Missy)
Shelden, Mr./Mrs. Howard (Deidre)
Shepherd, Rev./Mrs. Doug (Masha)
Sinclair, Rev./Mrs. Bruce (Pam)
Sinclair, Mr./Mrs. Gary (Petula)
Smith, Rev./Mrs. Luke (Sokha)

Sproull, Mr. /Mrs. Todd (Cindy)
Stanton, Rev./Mrs. Dal (Beth)
Stephens, Rev./Mrs. Noah (Karleigh)
Stevens, Ms. Carla
Stewart, Mr./Mrs. Robert (Lisa)
Stoddard, Rev./Mrs. David (Eowyn)
Stodghill, Mr./Mrs. John (Karen)
Stogner, Rev./Mrs. Phil (Wendy)
Summers, Rev./Mrs. Marc (Sam)
Sundeen, Ms. Susan
Swanson, Mr./Mrs. Joel (Stephanie)
Sweet, Mr./Mrs. Robbie (Lydia)
Tafferner, Mr./Mrs. Mario (Elsbeth)
Tanzie, Rev./Mrs. Bob (Joanne)
Thornton, Rev./Mrs. Jamie (Julia)
Traub, Rev./Mrs. Will (Judi)
Troxell, Mr./Mrs. Mike (Ashley)
Vos, Ms. Nelly
Wadhams, Mr./Mrs. Michael (Lindie)
Wannemacher, Mr./Mrs. Bruce (Barbara)
Warren, Mr./Mrs. Andy (Bevely)
Watanabe, Rev./Mrs. Gary (Lois)
Wegener, Rev./Mrs. David (Terrienne)
Wessel, Rev./Mrs. Hugh (Martine)
White, Mr./Mrs. David (Robin)
White, Ms. Rebecca
Wiggs, Ms. Kelsey
Wilkes, Mr./Mrs. Larry (Mandy)
Williams, Mr./Mrs. Bert (Nancy)
Williams, Mr./Mrs. Steve (Rita)
Wilson, Mr./Mrs. Tom (Teresa)
Wixon, Ms. Linda
Wood, Mr./Mrs. Kenton (Adriana)
Wright, Dr./Mrs. Tom (Lucy)
Wroughton, Rev. Jim
Young, Rev./Mrs. Bruce (Susan)
Young, Rev./Mrs. Dan (Becky)
Young, Rev./Mrs. Steve (Sarah)

In addition to this list there are 71 long-term missionary units serving in restricted access countries.

Attachment 2

TWO-YEAR MISSIONARIES

(as of December 31, 2019)

Ball, Ms. Laura
Beck, Mr./Mrs. Norman (Julie)
Bentson, Mr. Tim
Bloom, Mr./Mrs. Nick (Theresa)
Brinkley, Ms. Elizabeth
Castillo, Ms. Deena
Cedeno, Mr./Mrs. Omar (Jen)
Choi, Mr. David
Cox, Ms. MJ
DeBoer, Ms. Shannon
Graham, Mr./Mrs. Eric (Anna)
Greene, Ms. Jessica
Jacobs, Mr. Joshua
Jean-Rejouis, Mr./Mrs. Davidson (Katie)
Kim, Mr./Mrs. Mark (Rachel)
King, Ms. Julia
Krieger, Ms. Karis
Letchworth, Rev./Mrs. Bill (Mae Lee)
Nam, Rev./Mrs. David (Susanna)
Norton, Mr./Mrs. Clarke (Khrystyia)
Nowland, Mr./Mrs. Joe (Hannah)

Peters, Mr./Mrs. John (Dylan)
Powell, Mr./Mrs. Jon (Olya)
Rabe, Ms. Rachel
Salo, Ms. Emily
Smith, Mr./Mrs. Robert (Jeanne)
Stockert, Mr./Dr. Corey (Kassi)
Stovall, Ms. Lauren
Stugart, Ms. Rachel
Thatcher, Mr./Mrs. Brian (Tonya)
Thompson, Mr./Mrs. Mark (Kelly)
Velez, Mr./Mrs. Angel (Wally)
Walker, Ms. Alison
Warren, Mr./Mrs. Randy (Debra)
Weber, Ms. Teresa
Whitley, Ms. Emily
Wong, Mr. Thomas
Wright, Ms. Barbara

In addition to this list there are five short-term missionary units serving in restricted access countries.

Attachment 3

RETIRING MISSIONARIES

The following missionaries have given many years of their lives in service of world evangelization with Mission to the World. We honor these deeply committed colleagues as they enter a new phase of ministry during their retirement years.

Lathrop, Mr. Robert/Mrs. Murray – Nicaragua
Effective September 30, 2019

Quarterman, Rev. Clay/Mrs. Darlene – Ukraine
Effective December 31, 2019

Talley, Rev. Jeff/Mrs. Esther – Slovakia
Effective May 30, 2019

Van der Westhuizen, Rev. Johan/Mrs. Stephanie – Chile
Effective October 31, 2019

Wroughton, Rev. Jim – Peru
Effective December 31, 2019