

Principles of Excellence in Integral Mission

Our work to end extreme poverty will be characterized as excellent when:



1. Our Christian faith is at the center of our identity, motive and manner of being.

As Christians, our approach to development work is viewed and implemented through the lens of our faith as understood through the Holy Bible. We are respectful when working with people from various religions, cultures, and backgrounds but not at the expense of our relationship with the living God or witness to the transformation that only Christ can bring.



2. We acknowledge the reality and significance of the spiritual realm.

We celebrate that God is powerfully at work in the world through the Spirit. We humbly accept the invitation to collaborate with Him in this work. We stand ready to battle the forces that will oppose this work with all the weapons entrusted to us in Ephesians 6:10-18.



3. The Church is central.

We recognize and respect the local church—the local fellowship of believers as manifested in the community—is central to restoring shalom to the community – physical, emotional, relational and spiritual health and wholeness. Our work strengthens the local fellowship of believers and is strengthened by it. Where there is no church, we will work to represent the global church in a faithful manner in bringing salt and light in the community.



4. Transformational practices start with us.

Our desire for humble, honest, mutually respectful, empowering, and sustainable practices with churches and communities around the world requires that we must be humble, honest, mutually respectful, empowering and sustainable practices within our organizations as leaders and as followers. Otherwise we lack integrity, and our witness as a model of integral mission is marred.



5. We recognize the whole system of poverty.

We see the whole system of individual, spiritual, structural and relational barriers that can keep the community trapped in poverty. From our organizational competency areas, our efforts at advocacy and empowerment address both immediate needs and the long-term systemic causes of the problems we seek to address.



6. In our relationship journey with the church, our local partners, and the community, we enter as guests, co-labor as partners, and continue as friends.

- **Enter as Guests:** Invited by the community, we demonstrate humility and a learner's heart to understand how the community sees its wealth and its poverty, to assess its existing strengths and to humbly envision together opportunities to collaborate around their areas of felt need. We recognize that we are merely visitors, but for the church and the community, this is home.
- **Co-labor as Partners:** We celebrate the reality that everyone involved in the work in the community has something valuable to contribute, and all partners strive to demonstrate, articulate and evaluate two-way accountability. We will value the church and the community's assets and wisdom as we value our own and will work to find common ground when our opinions differ. Together as equals, we will make the big decisions that will have lasting implications for the community itself.
- **Continue as Friends:** Success in the work together will be marked by the community's capacity to own and sustain the work, and by healthy relationships with the community.



7. We support local communities and churches in measuring all that matters.

Together with the local community, we will develop outcomes and indicators within our competency areas. The impact will be measured in both the observable metrics of local community members served and interventions implemented, as well as longer-term measures of community ownership, spiritual impact on agency and community, and the development of the community to carry it forward, and replicate it elsewhere, after the agency is gone.



8. We tell the story with integrity.

How we tell the story of the work, and what we choose to say, is a sacred trust between our organizations and the churches, communities, peers, donors, and the poor who work together with us. What we say about the work, to all parties, will be true and transparent, demonstrating the complexity of poverty alleviation, and giving credit everywhere credit is due. What we communicate will honor the view and the voice of those we serve, and reflect our humility and teachable heart by sharing even those hard lessons learned.