

# The Woman's Resource

CONNECTING THE STAFF WOMEN OF CAMPUS CRUSADE FOR CHRIST



Dear Staff Sister,

Our grandsons, Carter and Aidan Runyon, are growing up in their young years with a surprising truth: Grandmothers drive red convertibles. Really—both of their grandmothers drive red convertibles. Mine is an awesome Mustang, a gift from a very kind donor. And the other grandma—Paula Runyon—drives a red VW bug convertible.



Grandma Judy's red Mustang convertible.

SO WHY a red convertible? I've had several people ask me, "Aren't you a little old for a mid-life crisis?" But this isn't a crisis at all. It is a statement about the future.

Over the years I have driven sedans, stations wagons, vans—all big and rarely a color I would prefer. Now my kids are grown and I don't have to be sensible in my car size. I love red and I love sporty and I love wind in my hair. After waiting quite a few years, God was kind enough to give this to me.

But my car reflects a much more important message to me. So often when women—mothers—finish their primary parenting responsibilities (we know they don't really end), and their bodies begin to betray them some, they think it is time to relax, take it easy, put their feet up. I think the opposite is true: **It is time to put on my running shoes (or hop in my Mustang) and see where God wants me to go.**

I BELIEVE God wants me to be a good steward of all the experiences and lessons of my life. He has more people for me to touch for Jesus, more good works He has prepared for me to do, more opportunities (with my husband!) to grow and give—and now I have the freedom and wisdom and time to do them. My car helps me go, and the going gives me energy.

Read what Grandma Runyon says: *I consider this season of life often challenging and very rewarding. The freedom resulting from fewer family responsibilities has opened many new opportunities that I would not have had time for previously. I didn't for one minute expect God to ask me to do, or even think I was capable of doing, the things He is now asking of me. The things He had prepared for me have definitely taken me out of my comfort zone. But with His help, the rewards are more than I ever imagined.* (You can read the rest of her story at [www.GlobalStaffWomen.com](http://www.GlobalStaffWomen.com).)

IN YOUR CULTURE, it may not be a red convertible, or even a car. But however you get there, make sure you go. If you are at a turning point, whether it is an empty nest or just a time of transition, if you suddenly have new time and freedom, **ask God what He wants you to do, what new opportunities He has for you.** We are part of an amazing team seeking to build spiritual movements everywhere. God has given you so much, and He is not wasteful. Pursue His best next contribution for your life and ministry!

And take those grandkids with you!

Love and blessings,

*Judy*  
Judy Douglass



Grandma Runyon's red bug convertible.

# DESTINO: Educating and Engaging Hispanics for Christ

Mark and Gloria Vera



**“TRYING TO RAISE SUPPORT** for reaching Hispanic college students is like asking for money to minister to Paris Hilton\*.” Mark Vera, director of the Destino ministry in San Antonio, Texas, described one of the key challenges for Destino staff members—raising financial support within a culture that views college students among the elite. It is much easier to get financial support for the poor. Hispanics are a culture based on community and relationships. They believe

you should just go and trust God to provide all your needs. Campus Crusade's policy is to set your financial goals and raise everything you anticipate needing, then go out and serve.

Another problem with raising support for Destino staff members involves the concept of domestic missions. When Gloria was at the World Headquarters, she helped the internationals in Latin America, but much of Destino's ministry is focused in the USA. Education is needed to help develop the vision and generosity needed to build a regular support team. In addition, many Hispanics tend to be emotional givers, so they need to be impressed to give a steady monthly amount instead of one-time or special gifts.

DESPITE THESE PROBLEMS of raising their own team of partners, both Mark and Gloria persevered to raise support for the goal of reaching the Hispanic community. One of the goals in San Antonio is to bring the resources of Destino Campus Crusade to the local church. They want to teach the local church to expand ministry to college students, not just high school and youth. They realize few of the students they minister to will end up joining staff, but they will remain in a local church. So, they pour their hearts and lives into helping the students get involved in the local church for the purpose of fulfilling God's Great Commission.

Mark is excited about developing models of ministry for the Hispanic community. They are making major steps forward with the use of a short film, *WReck*, that the students developed on a summer project. In addition, they use other Campus Crusade tools such as *Soularium* and FamilyLife's resources for families. Mark and Gloria are thrilled to be a part of our global organization. They can share and gain inspiration from key leaders in Latin America and develop strategies and support one another as they partner to evangelize and disciple the Hispanic community for His Kingdom.

\*Paris Hilton is an American celebrity.

*“We sometimes have different ways of approaching the same situation, which can at times be difficult to accept or understand.”*

—Marie-Carmen Didier, France,  
on challenges to watch for with multicultural teams

# How to Work Together

by Pam Outlaw



As I reflect on my eight years on staff with Campus Crusade, my mind wanders to those who have pioneered the way, such as Tom Fritz, Gladys Hillman, Charles and Rebecca Gilmer and many

others. I thank them for their courage to follow God's call on their lives in the face of many obstacles.

Inspired by them, I've adjusted to being “one of few.” As believers, God has given us a higher calling. He wants us to live in community, to share our lives with one another. That is only possible when we embrace and appreciate our differences while connecting with our common ground.

I've heard my white friends say, “I've never had to think about race.” It's something I am conscious of every day. And I think this is true for most, if not all, ethnic minorities in America.

With that in mind, I want to challenge each of us in three important areas:

## 1. Don't overlook my ethnicity

When I served with a group of Caucasians on a short-term project, I shared with someone how I felt a bit out of place being the only African American. She responded by saying that she did not see my skin color. Although unintentional, it was a very hurtful thing to hear. I am African American and am proud of who God made me. When someone says they don't see my skin color, I feel they are dismissing a part of me.

God is an amazing Creator. He made us, the glory of His creation, in a variety of colors. Dismissing someone's ethnicity is like looking at the Grand Canyon and thinking it's the same as any other hole in the ground. You are not seeing the unique beauty God has created.

Heaven is going to be diverse, so we should start celebrating diversity here on earth. “After

*Continued on page 6*

PART 4

# Great Teams Don't Just Happen:

by Andrea Buczynski



We were halfway through dinner, three roommates seated around a small table, discussing what our family traditions had been growing up. One woman said, “When we came home from school every day, whoever was home came out and greeted us, usually my mom. And in the mornings when anyone was leaving, the whole family went to the window to wave good-bye until the person was out of sight. I get so

disappointed when I come into the apartment after time on campus and no one comes out to greet me, or when I leave and nobody walks me to the door.”

We were so surprised!

Neither one of

us had that kind of family experience. We had no expectations of being greeted or of greeting anyone other than a shout of “Hello—I’m home!” In my case, my mom was busy with other kids, so I would go to where she was to let her know I was home. My other roommate was active in sports and had a working mom, so coming home was also a different experience for her. That one difference had created some real hurt among us. We were giving a response that implied to the first roommate that she was not a part of the “family.” It was not her “normal.” We acted differently from her “normal family.” She felt rejected.

**How do you define “normal”?** In most situations people define normal as what they are accustomed to, in this case, what they grew up with. Those practices are part of us; they are the ways that we express value, closeness and belonging. That is different for each one of us. Rev. Peter Scazzero, in his book, *The Emotionally Healthy Church*, describes how our families lay the patterns for the way we communicate, the way we handle conflict or hurt, and the ways we signal belonging. They establish what is normal for us. He goes on to say when joining the family of God as new believers, we must be discipled into a “new normal,” in order to

become spiritually mature and emotionally healthy disciples.

We mix it all up when we create ministry teams! Each of us comes with our own practices, values, and different maturity levels. An increasing number of teams around the world are a mix of people from different cultures and countries, ages and experience. Each person on the team adjusts to the values and practices of the new team. We have to establish a new normal.

Applying Ephesians 4, and Philippians 2, as well as Romans 12 and Colossians 3, to our team relationships is the foundation. That “new normal” means that we become aware, sometimes painfully, of ways we need to change. The “old normal” may send pain-causing signals of which we are unaware, just as I did to my

roommate. Because of different experiences,

values and habits, one can easily undermine team unity by holding on to your comfort zone.

Some of our “old normal” behaviors we learned as children. They helped us get what we wanted. They may be defense behaviors that worked well at age 12, but are no longer productive or helpful in moving a team task forward. Neither are they respectful to others on the team. These may include:

- Passive-aggressive behavior\*
- Dominators
- Deflectors
- Topic jumpers
- The chronic objectors

# How do you define what is “normal”?

In addition to these problem behaviors, there may be more subtle signals related to belonging or not belonging. In 1973, Mary Rowe, PhD., found that people, in particular minorities (be they race or gender), were affected by subtle **messages of devaluation** that kept them from flourishing. These messages are called “micro-inequities.” Here are some examples:

- Constantly being interrupted\*
- Being excluded from discussions
- Not getting full attention from the listener (on cell phone, continuing to work while talking, etc.)
- Cutting down ideas before they can be entertained
- Mispronouncing or misspelling your name
- Change in voice pitch, rate or volume
- Change in body language

**These kinds of behaviors over time can**

**leave a person feeling**

**devalued.** They are a way to say “you don’t belong.” Part of the problem is that these behaviors may be unconscious behaviors, part of the “old normal” that we grew up with.

**Jesus gives us specific instructions** on how to deal with relational offenses or micro-inequities. They are the basis for our “new normal” in relationships. In Matthew 5 and Matthew 18, we are to go to someone when we become aware that he or she may have an issue with us, or that we have been hurt. Our roommate did

that—she took the initiative with us. She was the youngest of the three of us, so I don’t imagine it was easy for her.

Even if there’s a remote possibility of a problem, it’s better to go and check it out, rather than to simmer in vain imaginations. In either case, offender or offended, we take the initiative to go to the other person.

**If you recognize yourself in any of these behaviors, seek feedback from your teammates.**

Give them permission to let you know when you’re engaging in them. If you become aware of offending a teammate, repentance and seeking forgiveness are your first two steps. Take the initiative to go to the person. You know the rest!

*“People respond to small acts of affirmation.”*

In practice, differences tend to divide. People tend to befriend those who are most like themselves. **As believers, our “new normal” is that we reach out to people who are different from us.** Both Romans 12:13 and I Peter 4:9 tell us to practice hospitality, i.e. to love strangers, to make people feel “at home.” Interesting to note that in both passages, the commands to love and offer hospitality come in the context of differing gifts. As members of His body, we view our differences as good and necessary (I Cor. 14). God instructs us to encourage, to build up, to be kind,

to forgive and to speak the truth in love.

Research shows us that people respond to small acts of affirmation. Dr. Rowe shares that micro-affirmations need to replace micro-inequities. “Micro-affirmations are tiny acts of opening doors to opportunity, gestures of inclusion and caring, and graceful acts of listening.” Inclusion, caring, listening, generosity, giving credit, comforting, feedback—these micro-affirmations sound like love and hospitality to me.

**Great teams require courageous people who pursue right relationships before the Lord.**

They are willing to look foolish or weak in order to be at peace with each other, forsaking their pride, so that Jesus is honored. They don’t let offenses build up.

Team leaders need to pay attention, not only to the agenda or content of the meeting, but also to the small things, to the little ways we encourage or discourage each other. They have to pay attention to whether we are moving toward our “new normal.”

That night, with the three roommates around that dinner table, our differences resulted in hurt. Love and hospitality meant adopting a new practice at our home with each of us willing to change our “old normal” once we knew how left out our roommate felt. We developed our own “new normal.” That made all the difference in our home team!

\*More explanation and examples of the bulleted items can be found on [www.GlobalStaffWomen.com](http://www.GlobalStaffWomen.com).

## MULTIPLE MOVEMENTS: So All May Be One in Christ



Tommy Dyo family

**Let's begin with a question:** *Which culture on the college campus, historically, has the lowest GPA?\** For most of you, your answer most likely specified a race or ethnicity. When people hear the word "culture," why do they automatically assume it refers to race? **Culture does not refer merely to ethnicities, but also hobbies, interests, and so on.** This point was one of many made by Tommy Dyo while discussing cultural diversity specifically in light of his current ministry.

Tommy Dyo serves as national director for Epic Movement, which targets reaching Asian American students for Christ. His vision to reach Asian Americans began around 1983 when the Lord called him into ministry with college students. Although Tommy admits he does not need to be around Asian Americans to have faith or identity, he notes that many Asian Americans are only comfortable in that setting.

Tommy's vision is to reach not only Asian Americans, but everyone for Christ. Even among Asian Americans, he states that one Epic movement is not enough. Tommy believes that the only way to reach everyone is to form connections within numerous sub-cultures\*\*. Citing the example of volleyball, he described what the typical process would entail for a sub-culture ministry: starting by participating with volleyball players, developing friendships and showing yourself to be a fun individual. After establishing your connections with them, evangelism comes easily and naturally; you have earned the right to share the gospel message and be heard. Whatever passions you possess in life can be used for God's kingdom work.

*"There is a certain pressure that looking different on the outside entails."*

Still, it is often difficult for the majority culture to realize the differing mindsets of minorities. "There is a certain social pressure that looking different on the outside entails," Tommy explains. When you appear different on the outside, people assume you are representative of your ethnicity, somewhat of a fishbowl effect. This *tokenism*, as discussed by Harvard professor Ruth Kanter, is an issue pressing upon minorities within today's society. For example, once students on a recent summer project were guided to be "people feeling comfortable in their own skin," they immediately began building bridges for spiritual discussions with their families, as well as initiating evangelistic conversations with strangers.

The mission statement and vision for Epic Ministry is being redefined as Tommy and Epic staff move forward to reach Asian Americans, the largest unreached people group in the USA and steadily growing. Tommy sets a higher goal **to develop movements and to find a common identity in Christ**, not only on the college campuses, but also in the general Asian American community.

\*Answer: Athletes

\*\*Cultures within a culture

## Advantages to Having Multicultural Teams

by  
Marie-Carmen  
Didier

*From her leadership role on a multi-cultural team, Marie-Carmen shares some of the advantages she has observed:*

- If God sends those from other countries to come help us, we know it's because He wants to do something. He has need of workers and sends them, and that fact alone carries hope to me. God is at work and He is going to act, to do something great because He's gathering a team for Himself.

- Personally, their coming makes me want to further consecrate myself, to be more active in what God asks me to do. I am in my own homeland; others have left their countries, families and cultures to respond to God, and it has really cost them. As a result, I must accept my own price to pay here in my own country and culture.

- Internationals (or foreigners) bring with them their own know-how and unique experiences, which we need and which enrich our lives and ministries.

- Their coming creates ties and contacts with others from their sending countries.

- Their presence causes us to grow because they (Americans in particular) tend to be very positive and encouraging, whereas French culture tends to be more focused on faults or the negative.

- For our children it has been really super learning about other cultures and meeting people who come from afar. This has expanded their horizons!

- We have found treasures from other cultures in their practices, foods and recipes, holidays, etc. For example, our family has "adopted" Thanksgiving, and we have baked many brownies, banana bread, cookies, pancakes and much more! This is more the "human" side of benefits, but this all plays a part in making us a real multicultural team.



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this I looked and there before me was a great multitude that no one could count, from every nation, tribe, people and language, standing before the throne and in front of the Lamb” (Revelation 7:9).

## 2. Go into my world

In any relationship, it's important to learn about the other person. You have to go into the other person's world to truly know each other. One assumption that is difficult for me is when my white friends expect me to “fit” into their world, but they are unwilling to enter into mine.

My friend Sally and I were discussing how it hurts when our white friends don't make an attempt to come into our world. Sally was on an internship with only two African Americans in the program. Sally would invite her white friends to attend gospel rap concerts, visit African American churches, and to do outreach ministry with Impact. Yet every time she invited them, her friends declined. We both wished they were willing to take a step of faith and try one or more of these events, just as we delve into other's worlds.

If there is an opportunity to learn about other ethnicities, take it. Go to an ethnic community in your city. Or visit a church of a different culture and learn to worship in a new way.

## 3. Don't Lump Everyone Together

There's a disclaimer for this article. I only speak for Pam Outlaw. I don't speak for every African American. Unfortunately, people make this mistake often. That's an unfair burden to place on me or any person of another culture. Pray God would put people from different backgrounds in your life. He will give you the courage to enter into a relationship with them.

God has used my life experiences to help people. I've had friends ask me questions that they wouldn't feel comfortable asking just anyone about the African American culture. One time I had someone (who did not grow up among many black people) ask me if all black people were poor. I was that person she felt comfortable asking. Ignorance is what keeps stereotypes going. If someone is there to tell them the truth, that helps people learn. God has used my life experiences to help people. I pray that I continue to help build bridges among the diversity of Campus Crusade for Christ.

Some articles were shortened for this newsletter. Read more detailed versions (including more challenges of working on multi-cultural teams) by visiting [www.GlobalStaffWomen.com](http://www.GlobalStaffWomen.com).

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