



## Human Resources Philosophy

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Evangelism Explosion International is committed to creating and maintaining a culture that always points its team members to the Gospel of Jesus Christ.

EE recognizes the importance of our team members and understands the vital role each one has in implementing our Mission and achieving our Vision.

Our Vision is to see every nation equipping every people group and every age group to witness to every person. This means that for us to be part of changing the world by being a catalyst to Christ's Church, causing it to be a witnessing, multiplying Church, we as a ministry made up of God's people, must also be a witness for Jesus as we "do the work".

The motivations, desires, perspectives and goals of our team must be based on a true heart desire to proclaim the Gospel in our own lives. The idea that "every Christian is to be a witness" applies even as we work. EE's desire is to create a fertile "Gospel" climate for our team members that will encourage and promote:

- prayer,
- dependence on the power of the Holy Spirit,
- love for Jesus' church,
- love for Jesus and His commands,
- love for the lost,
- commitment to modeling,
- an open-handed nature,
- Biblical strategy; and,
- spiritual multiplication;

accomplished according to Godly principles, performance excellence and the highest standards of integrity.

EE places a high value on cooperation and teamwork. How team members work with one another is just as important as what they are striving to accomplish. Team members can work well together even when they have differences of opinion. They can "agree to disagree agreeably."

Team members are valued not only for their performance contributions to the ministry, but also because they are members of God's family. The ministry team is a "family" of people who care about and for one another. Individual accountability is a catalyst for team productivity. Team members must know they are accountable for their efforts not only to God, but also to one another. They must see how their individual efforts are crucial to ministry success—that the "chain" is no stronger than its weakest link.

A key aim is to help team members become more Christ-like and realize their potential in Christ. Motivation for ministry resides in the Holy Spirit, who empowers members of the EE team to serve with humility and sacrifice. This service is ultimately a partnership with God, built on prayer, faith and obedience.

EE strives to offer equitable compensation, comprehensive benefits, standardized performance appraisals, opportunities for personal training and development, to promote from within, and, to provide and expect open communications.

All we do in service to EE is accomplished in such a way as to point our team members to the Gospel.

At the foundation of EE's philosophy is "Excellence in all things and all things to the glory of God."