



PARACLETE
mission group

A Brief History

Paraclete began its life as a department of the US Center for World Missions in Pasadena, CA. President Ralph Winters gathered a few senior missionaries to work with the approximately 40 start up agencies that were a part of the missions lab of the Center, to give the wisdom and perspective that comes with experience. By 1988 Paraclete had become a separate organization but still bound by charter to serve the startup organizations of the Center. Over time Paraclete branched out and began serving elsewhere with missions, churches, schools, hospitals, and other evangelical organizations of the global missions community.

Ten years later Paraclete had grown to a group of 20 senior missionaries, and today Paraclete is comprised of 132 ministering associates. In 2023 paraclete associates worked in person or virtually in 95 countries, assisted 328 churches and organizations worldwide, and served as board members for 22 organizations.

Paraclete is a 501(c)(3) organization, recognized by the IRS as an association of churches. It was organized in the state of Illinois, and operates today as a foreign corporation in the state of Colorado. In its first 30 years, Paraclete had offices in California, Illinois, Arizona, and Colorado. In 2014 Paraclete closed its office in Gilbert, Arizona, moved all core systems online, and began working exclusively from home offices. We have more than doubled in size since making this move.

Paraclete still focuses on coming alongside, as our name would imply, with experienced associates, who average 24.7 years of service and missions. Associates offer a wide variety of services both domestically and internationally. The most requested are discipleship, encouragement, mentoring, Bible teaching, and coaching. Also a part of the mix are skills as diverse as accounting and medicine, spiritual formation, and community development. Paraclete does not have a single strategic focus like most organizations. Instead, Paraclete recruits senior ministers and missionaries who identify with our Mission, Vision, and Values, and frees them to pursue their callings, using the ministry tools at their disposal and the experience they have gained over the years.



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Goals and Objectives

Paraclete is committed to planning and evaluation. From the Paraclete Methodology Statement: *We practice the accountability of planning and evaluating our work, and teach others to do the same.* Planning is a part of accountability for us. All associates create a plan in September for the following year. The plan, typically in the format of Key Result Areas, serves as a foundation for budgeting in October, and it informs associate annual reviews. We view these plans as a part of stewardship, although we hold them lightly, open to God's corrective direction.

Associate plans form the strategic direction of the organization. There is no overarching corporate strategy. The CEO's plan is the most detailed plan, but it sets direction for the administration of the organization, not its strategies. We leave strategy to the associates, so long as their plans accomplish the Mission and Vision of Paraclete, and comply with the Methodology and Values. This approach results in a rich variety of services that Paraclete offers to the kingdom—a total of 161 services at present.

The CEO plan, which guides the administrative team, uses a form of Total Quality Management, based on operational fundamentals and breakthrough initiatives. Fundamentals have upper and lower action limits, and the CEO reviews them regularly. If performance falls between the action limits, no action is required. If performance is above or below the action limits, we investigate what happened and take action if it is needed. Breakthrough initiatives are comprised of paired objectives and strategies, and serve as an outline for project management.

The Paraclete Board of Directors uses a simplified form of Policy Governance, which guides its planning, largely a matter of policy formation, review and monitoring, paired with CEO reviews and succession planning to safeguard the future viability of the organization.

Torres Kearney

From: Glen Volkhardt <glen@paraclete.co>
Sent: Wednesday, April 10, 2024 12:16 PM
To: Torres Kearney
Cc: Chris Furr; Tona Bedford
Subject: RE: [External]RE: [External]EPC World Outreach and Paraclete Mission Group - Initiating the Cooperative Agency Agreement Process
Attachments: 2022 Guiding Statements June 10 2022.pdf; Paraclete Brief History.pdf; Paraclete Goals and Objectives.pdf; Paraclete Statement of Faith for signature w 2020 Logo.pdf; PMG FY 22 Audited FS (Signed).pdf

Dear Torres,

I am submitting a series of attachments for context and support of our request for a Cooperative Agency Agreement between World Outreach and Paraclete Mission Group. Paraclete has entered into similar agreements from time to time with other agencies, when the scope of the work of a Paraclete associate is largely related to the other agency. We believe that the ministry of Christopher and Kirsten Furr would be enhanced by such an agreement with World Outreach. Please reach out to Chris or to me, if you have any follow-up questions.

Blessings,

Glen

Glen Volkhardt, CEO



www.paraclete.net

From: Torres Kearney <torres.k@epcwo.org>
Sent: Tuesday, April 9, 2024 5:03 PM
To: Glen Volkhardt <glen@paraclete.co>
Subject: [External]RE: [External]EPC World Outreach and Paraclete Mission Group - Initiating the Cooperative Agency Agreement Process

You don't often get email from torres.k@epcwo.org. [Learn why this is important](#)

CAUTION:This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thank you for working on this Glen!

We hope to vote on approving Paraclete this Friday morning (4/12). If it is possible for you to send the information over to me before then, that would be great.

Best,

Torres Kearney
WO Executive Assistant



5850 T.G. Lee Blvd, Suite 510
Orlando, FL 32822

From: Glen Volkhardt <glen@paraclete.co>
Sent: Wednesday, March 27, 2024 7:09 PM
To: Torres Kearney <torres.k@epcwo.org>
Subject: RE: [External]EPC World Outreach and Paraclete Mission Group - Initiating the Cooperative Agency Agreement Process

Greetings Torres,

This all looks straight forward. I'll gather the information you have asked for and send it to you.

Blessings,

Glen

Glen Volkhardt, CEO



www.paraclete.net

From: Torres Kearney <torres.k@epcwo.org>
Sent: Wednesday, March 27, 2024 11:18 AM
To: Glen Volkhardt <glen@paraclete.co>

Subject: [External]EPC World Outreach and Paraclete Mission Group - Initiating the Cooperative Agency Agreement Process

You don't often get email from torres.k@epcwo.org. [Learn why this is important](#)

CAUTION:This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Glen,

It is nice to meet you. My name is Torres Kearney, and I am the EPC World Outreach Executive Assistant. Chris Furr gave me your contact information as the person who we will work with to hopefully craft a Cooperative Agency Agreement between World Outreach and Paraclete Mission Group. The EPC General Assembly has approved the establishment of working relationships with other evangelical mission agencies that welcome the services and teaching of missionaries holding the Reformed faith and polity. World Outreach is thus enabled to send candidates through them, as may seem best for the greatest effectiveness in proclaiming the Gospel. These missionaries work under the agency's auspices, while at the same time maintaining full relationship with the EPC.

An approved Cooperative Agency needs to check the following boxes:

1. Does Paraclete focus on working among an Unreached People Group (especially a Muslim UPG)?
2. Is Paraclete one with World Outreach and compatible (in terms of theology, strategy, and accountability structures)?
 - Theology – (Essentials plus Sovereignty of God, Plurality of Elders, Connectivity of local congregations)
 - Strategy – (MOU available, Jesus-centeredness explicit)
 - Accountability Structures – (written goals at local and region levels, resident overseer, monthly minimum frequency of overseer contact, annual written evaluation)
3. Does Paraclete make significant contributions to church-planting (or “significantly foster disciple-making movements”)?
4. Is this proposed ministry for the Furr's a full-time assignment?

You may initiate this process of cooperative agreement by sending to the World Outreach Committee of the EPC, a request for recognition as a Cooperative Agency. With the letter, we ask you to submit the following to help answer the above questions:

- A brief history of your organization, and description of current work.
- Your agency's mission statement
- Your agency's statement of faith
- The current goals/objectives of your agency
- Evidence of financial integrity (either membership in ECFA or the past year's audited financial statement).

The WOC would take up your request at its next meeting (April 11-12, 2024) and make a recommendation to the General Assembly. The GA would then vote on this recommendation at its annual meeting in June. This would work with the Furr's hopeful timeline.

If you could send your letter and supporting documents electronically to me (torres.k@epcwo.org) that would be wonderful! I can then add this request to the WOC's agenda for their next meeting.

Please let me know if you have any questions about this process.

Best,

Torres Kearney
WO Executive Assistant



5850 T.G. Lee Blvd, Suite 510
Orlando, FL 32822



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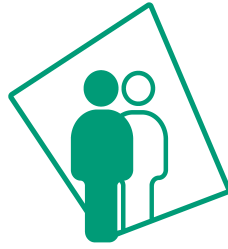
Title	STATEMENT OF FAITH
Source	Board
Target Audience	Board; CEO; Associates
Board Policy Type	2. Ethics and Standards
Board Policy #	2.11
Associate Section	3. Paraclete Fundamentals
Associate Policy #	3.03
Policy Summary	A summary of essential beliefs for all Paraclete board members, associates and staff
Policy Content	<p>We believe the Bible to be the only infallible, authoritative Word of God.</p> <p>We believe that there is one God, eternally existent in three Persons: Father, Son and Holy Spirit.</p> <p>We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and His personal return in power and glory.</p> <p>We believe that for the salvation of lost and sinful man regeneration by the Holy Spirit is absolutely essential.</p> <p>We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.</p> <p>We believe in the resurrection of both the saved and the lost, they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation.</p> <p>We believe in the spiritual unity of believers in our Lord Jesus Christ.</p>
Effective Date	
Effective Date Comment	Legacy

I agree with the Paraclete Statement of Faith.

Name:

Signature:

Date:



PARACLETE

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Our Mission

To come alongside Christian leaders around the world.

[\(More\)](#)

Our Vision

A flourishing, diverse global Church served by faithful, effective leaders.

[\(More\)](#)

Our Values

Servanthood

Action with Reflection

Respect

Justice

Excellence with Integrity

Heart for the Nations

[\(More\)](#)

Our Mission

To come alongside Christian leaders around the world.

Our Methodology (How we come alongside):

- *We operate in alignment with our Vision and Values.*
- *We serve as catalysts, without personal or institutional agendas.*
- *We stay only as long as needed and welcome.*
- *We view all our work as spiritual activity with eternal significance.*
- *We promote effective and Godly stewardship of resources as a model for business and ministry.*
- *We practice the accountability of planning and evaluating our work, and teach others to do the same.*

Our Recipients (Who we come alongside):

We give priority to those Christian leaders:

Who have limited resources

Who work among unreached peoples

Who work in the least reached places

We work with churches, para-church organizations and kingdom-minded business and professional men and women.

We seek out potential leaders, as well as those currently serving in leadership roles.

[\(Less\)](#)

Our Vision

A flourishing, diverse global Church served by faithful, effective leaders.

Long-term Results

(for the flourishing, diverse global church we envision)

Glory for our Father from...

- *Obedience to the Lord*
- *Jesus followers who do justice, love mercy, and walk humbly with the Lord*
- *Spiritual fruit evidenced by transformation of people, churches and cultures*
- *Strong missional, disciple-making communities*

[\(Less\)](#)

Our Values

Servanthood

We work with a heart of humility, and honor those we serve.

Action with Reflection

*We believe that God cares about both **being** and **doing**, so we practice and teach both **action** and **reflection**.*

Respect

We respect the God-given dignity of each person, embrace diversity, and model interdependence as members of the global Church.

Justice

We commit to equitable justice in our practices, pursue unity among multiple ethnicities in our partnerships, and advocate for justice in a suffering world.

Excellence with Integrity

We pursue high standards and transparency in all that we do.

Heart for the Nations

We love all peoples and give special attention to those who serve cross-culturally.

[\(Less\)](#)

Paraclete Missions Group Fiscal Year 22 Audited Financial Statement is a protected document. If needed, please contact the WO Office.