

Sept 29, 2003

Dear Friends,

Many thanks to everyone for your prayers and care for our family.

We are delighted to say we are back in Japan, and over the initial burst of business that follows a return from the summer.

We had a safe and pleasant ride back; pretty tiring to travel 24 hours through from Philly to Chicago to Tokyo and across Tokyo 3 hours in traffic to get home.

The first day back the kids went to school and I went to the office! I had to get one set of accounts closed for the year to report taxes by the end of August! Then the following Monday I was off to Thailand with 3 other staff for a conference on Human Resources and Staff Care with our East Asia area CCC leadership and staff trainers from our Orlando headquarters. That conference was a wonderful confirmation of some steps we have started taking in Japan and also need to take.

It was striking to me to realize in August that our staff and STINT (short termers) total has passed 100 people in Japan! This is a praise to the Lord and it is a blessing, and also a challenge, since we need to care for these 100 people through our human resources strategies. It is not quite accurate to say that Human Resources director was also one of my hats (responsibilities), but reality is that many of the functions of HR were being done by me and one other staff woman before the conference.

We learned a more "wholistic" model of Human Resources, that includes various levels of care for staff. The model develops 4 quadrants of Staff Services, Staff Care, Development, and Partnering. We also looked at ways of dealing with the reality of not having enough people assigned specifically to HR, including networking staff who are assigned on campus or community ministries who share a burden and skills to help care for staff.

After the conference another major event was the East Asia team visiting Japan for a Ministry Review, like an audit of our ministry, to see how we are doing overall, and what areas to emphasize or improve on. 95 interviews and 52 surveys were taken with staff and disciples and pastors to get a 360 degree view of our ministry and how it is perceived. It was encouraging to see the high level of staff enjoyment in serving the Lord in Japan with CCC! It is also good to know that Japanese staff numbers are increasing: we now have 41 Japanese serving in full or short term capacities!

The review also brought up the need to work on communications in various areas with our many staff. This relates a lot to the HR and staff care issues of the HR conference. One decision that came out of the review was to establish a HR team that includes the 4 staff who went to Thailand and one other Japanese staff member. For now I am also the Team Leader for this HR team! Our group will need to respond to many of the issues brought up through the Ministry Review, and take over the Personnel and Placement committee that until now had been run by the Leadership Team here. This will free up the Leadership Team to focus on ministry strategy and daily executive decisions, so this is a very important

development. Pray with us for the Lord's hand to guide the development of this committee and wisdom to know how to communicate together from the 3 cities the team members live in!

Pray also that the Lord would raise up more staff qualified to take over some of the other responsibilities I have, so we can all become more effective in what we are doing.

We also need your continued prayers for the Christmas in Peace outreaches planned for December!

Please pray for Rochelle as she restarts the English Bible Studies and Mom's and Wive's meetings for CCC staff ladies that she has been responsible for.

Please pray for our children as fall is a tough time with their asthma and allergies, that God would protect them and they wouldn't miss much school.

We praise God for you, our partners! We couldn't do this without you, and your prayers. And God's answers are such wonderful blessings to us!

Thanks to all who gave to meet our one time needs this summer - God brought in more than we asked, which is good because there were some other one time needs related to baby's insurance that were covered too! God knows all our needs!

Rejoicing in Him,

Steve and Rochelle, Andy, Ben, Melissa and Josh