



## COMPANY OVERVIEW

CoLaborers International assists international indigenous-led community organizations reaching women and children. We assist through volunteerism, aide, program development and support. This is where the mission field meets your field of study. We serve to empower indigenous-led missions while also giving ways to serve in your field of study or expertise both locally and abroad.

### OUR ETHOS

**CoLaboring.** We are a diverse group of believers serving alongside our global brothers and sisters to help the least of these. We believe in connecting your field of study to the mission field and giving tangible ways to use what God has put inside of you to help other people.

**Capacity building.** We come with an attitude of listening to find out what local leaders have found to work and build on that together through providing trainings, resources and skilled interns / volunteers for those areas.

**Mutual accountability.** We report to indigenous leaders on our efforts on their behalf. Indigenous leaders report back to us on the impact of these efforts and their use of resources (financial, volunteer and program). Together we assess effectiveness and future goals.

**Holistic.** We care for spiritual needs and bodily needs according to *James 2*, which is why our programs include basic care, mental wellness, addiction care, bible studies, food, education, outreach and vocational training.



We are living this every day, day in and day out for Jesus for the long haul. We provide member care for our workers and interns to emphasize the importance of both spiritual and self-care.

**Dignity.** We care about the person behind the persona. Children are not advertisements. We only show pictures and stories that sensitively preserve the dignity of those being helped and are hopeful.

**Stable growth.** We emphasize *Luke 16:10*. If you are faithful in the least, you will be more prepared to be faithful in the bigger areas when they come. We use this as a barometer in our staffing, project assignments and organizational structure.

**Caring for the laborers.** Supervisors seek not just to supervise tasks, but also to develop and mentor. The greatest goal of a supervisor should be for their staff to surpass them. It's not just about the work. It's who we are working alongside and Who we are working for (*1 Cor 3:7-9*). We want to see you fulfill your own calling as you serve in the organization.

## ORGANIZATION DETAILS

CoLaborers International is a 501c3 nonprofit classified as a human rights networking organization (EIN: 64-0960198).

**Structure.** All staff receive performance reviews quarterly, which functions as a time to pause and self-assess as well as receive feedback from other staff. The Board of Directors meets quarterly, with the 4th quarter meeting as the annual business meeting and with an additional meeting in January for budget planning. Staff and interns have supervision meetings weekly aside from daily supervision / interaction.

**Flexibility.** The structure with how missionaries assist indigenous-led missions is flexible to what is most effective in the context. In Zambia, we initially assisted with missionaries serving and often living on the same site as the ministry. We are now moving to a field office model there to adapt to missionary concerns and also to enable us to help more than one organization at a time. In India, it is led by indigenous-led missionaries yearlong in regular communication with CoLaborers and with annual visits from missionaries.

**Indigenous- led.** Our assistance to Indigenous-led organizations is reviewed annually. We do not assist forever. The goal is to move towards self-sufficiency. Indigenous-led missions we assist are first evaluated through site visits and follow up. The primary characteristics we look for are:

- Evangelistic – sharing about Jesus Christ and giving opportunities for salvation.
- Committed– providing basic needs, care and meeting social needs of their communities.
- Ethical – Well managed and reported funds, realistic reports of need, correct use of provided resources.
- Organized – committed staff, functional internal supervision/ management structure already in place, demonstrated fiscal integrity, registration with local government, availability of audit reports, weekly clear communication.



### **Where the mission field meets your field of study.**

We believe everyone can use their talents for God and to help people. The call to missions begins right NOW. Opportunities in a variety of fields of study that can be fulfilled while students are still in school. Often internships can grow into staff positions over time. We invest in our students, providing them with training, resources and debriefing. Internships are academically relevant, available for college credit, meet real-time needs on the mission field and can be served via tele-commuting or on site abroad.

## WHAT WE DO. WHAT WE DON'T DO.

We are not primarily a funding organization. We do not do large scale funding projects. We do not dictate and we do not take over local efforts. Our staff do not replace local staff.

We do co-labor, listen and work together and seek functional communication. We do provide resources as appropriate in the following areas - child sponsorship, education programs, drug and alcohol counseling programs, intern recruitment, missionary staff placement and vocational training (various topics).

#### STATEMENT OF FAITH

Our organization does not align itself with any denominational affiliation. However, our staff, board and volunteers individually represent a variety of Christian denominational backgrounds. We are inter-denominational by nature.

Our organization is diverse – in the cultural, racial and Christian denominational heritage of our leadership, in the creativity of our outreaches and in our internship and service offerings. We are unified in spirit and in our aspiration to live holy lives of service and to walk as Jesus walked.

Our service is inspired by Jesus Christ. We assist efforts to reach the least of these. We do this by ministering to the needs of the body as well as the needs of the soul (James 2). We minister to the whole person – meeting the physical, social, mental health, financial and spiritual needs of the communities we work with and assist.

#### HOW YOU CAN HELP

- 1) Intern internationally or through telecommuting internships (length varies from 1 month to 1 semester).
- 2) Missionary service (1+ years)
- 3) Volunteer staff in the US
- 4) Professional Development Trips: (2 weeks - 1 month) Provide training workshops in your field of expertise to indigenous staff as well as program recipients in Zambia and India.
- 5) Child Sponsorship
- 6) Donate: give a donation to support missionary staff, programs or purchase products made by economic empowerment programs.

#### TIMELINE

2007: Incorporated in MD  
2007-2012: Love Maputo  
2008: 501c3 status attained  
2008: Internship Program began  
2009-current: Hope for India  
2012-current: Chisomo Zambia  
2012: Name change and rebranding  
2012: Child Sponsorship Program began  
2013: Board and new ByLaws established  
2013: International Internship Program began  
2014: Scholarship Program for At-Risk Zambian Youth began  
2015: First Missionary Staff commissioned  
2015: Clinical studies of *“Literacy-Free 12 Step Expressive Arts Therapy”* curriculum for substance dependent Zambian street children began.

2015: First grants received  
 2015: Board of Directors trip to India  
 2015: Economic Empowerment Program support began  
 2015: Professional Development Trips began  
 2016: Short term practicum service began  
 2016: "Flexible Lessons to Provide Foundational Skills in Literacy, Math & Science" curriculum developed  
 2017: US trainings in "Literacy-Free 12 Step Expressive Arts Therapy" began  
 2018: Mobile Schools in Slums began in India  
 2018: Zambia trainings in "Literacy-Free 12 Step Expressive Arts Therapy"

## ANNUAL THEMES

\*new developments that time period

2007-2011: **Stepping Stones** (Luke 16:10 & Proverbs 3:6)

Establishing organization, building intl connections, US telecommuting internships, student activism events by type in US

2012 & 2013: **New Territories** (Joshua 3 & 4) – developing new programs, rebranding, new organizational practices

Intl internship program, member care program, child sponsorship programs, Zambia trip – Chisomo connection, formal board

2014: **12 Stones** (Joshua 2:9-11) – reminding ourselves of all God has done in our organization thus far to learn / reflect and prepare for what's to come.

Zambia child scholarship program, first campus chapter

2015: **Building** - building up our staff stateside and abroad, trainings and better organizing programs

First missionaries, first grants, first professional development trips, India board trip, economic empowerment initiatives, Literacy-Free 12 Step Exp Arts curriculum (2 studies - pilot in Zambia and US study)

2016: **"Co" part of Co-Laborers** – coming together not just to work but to personally lift each other up in prayer. Focus on organizational self-care of members (Joshua 5 & Hebrews 10:25)

Professional Development Trips, educational curriculum, Literacy-Free 12 Step Exp Arts curriculum (2 more clinical studies - month long follow up in Zambia and longitudinal study)

2017: **Refine** – Reflect together on dreams of individual staff members and together as an organization. Look at the areas we already developed and press in to make them more sustainable. (Philippians 1:6)

Semester abroad program, Student Pro Development Trips, Etsy

2018- 2019: **The Just Shall Live By Faith** (Habakkuk 2:4, Romans 1:17, Galatians 3:11, Hebrews 10:37-38)

Mobile schools to India's slums, Maryland and Zambia (country-wide) trainings in Literacy-Free 12 Step Exp Arts curriculum, Zambia field office preparation, Costa Rica expansion preparation, Large scale Zambia clinical study with 36 organizations