

Grace Bible Church

Global Outreach Committee
Strategic Plan and Policy 2016

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GLOBAL OUTREACH STRATEGIC PLAN AND POLICY

Grace Bible Church

Bozeman, MT

Revised: May 10, 2016

- I. Our Purpose.** The strategic plan and procedures given in the following pages are intended to help accomplish the Great Commission given in Matthew 28:18-20. Our prayer from Psalm 86:9 is that all nations that the LORD has made would come to worship Him and glorify His Name. Our goal is to express clearly the possible ministries, fields, and people that God would have us support and our role in helping accomplish His work. We will try to utilize this plan in advising and directing individuals as they seek God's will for their lives in outreach ministry. Different parts of the plan will be used for our ongoing training of potential partners, for the GO committee members, and for the members of our church family. This plan and policy are tools to assist us in the use of our resources of people and possessions. These outreach policies are given as guidelines for matters relating to outreach. Any recommended changes in policies shall be advanced to the Elder Board for approval.
- II. Our Vision.** The vision of GBC Outreach is understood to include those activities related to:
- A. World-wide propagation of the gospel through outreach, evangelism, and discipleship.
 - B. Encouragement for the training of young and old for outreach service.
 - C. Assistance to meet human needs such as help for the poor, the fatherless, the widows, those disenfranchised by war or natural disaster, imprisonment, etc.
- III. Our Strengths.** As a church, we desire to fulfill the Great Commission by ministering in the areas that God has uniquely gifted our body here at Grace Bible Church (GBC). By clearly recognizing and affirming these strengths, we will be able to purposefully evaluate potential outreach fields and potential outreach partners for the greatest impact in worldwide evangelization. Four distinct strengths emerge in our evaluation of our church body and leadership:
- A. **Teaching** – Our church is known for teaching the Word of God faithfully in all settings ranging from our pulpit ministry to our children's ministries.
 - B. **Training and discipleship** – Over the years at GBC many disciples have been trained and later sent out to various ministries as fruitful disciples. We strive to equip our Body to be effective as godly witnesses within the many different facets of our community.
 - C. **Helping** – We demonstrate a commitment to people in need whether in our community or abroad. Our talented people minister in construction, the medical field, teaching, cooking, encouragement, and many other capacities.
 - D. **Giving** – We have been blessed so far with the financial ability to support local ministries and global outreach. When needs are expressed, God's people at GBC respond generously.
- IV. Categories of Outreach.** In an effort to assess our current outreach endeavors based on our strengths, we have established the four following categories of outreach:

- A. **Church Based Outreach** - The ministry of establishing new churches and strengthening existing churches through evangelism, discipleship, elder training, and Bible translation. The goals of these ministries center on the formation and strengthening of specific local churches in a given region.
- B. **General Outreach and Discipleship** – Ministries within this category specialize in general leadership development, discipleship, and evangelism including organizations like Cru, Navigators, InterVarsity, International Students Incorporated (ISI), and other similar ministries. This category also includes approved Bible colleges, seminaries, institutes, and Christian camps. Ministries in this category are not necessarily associated with a local church.
- C. **Support Ministries** -- This is a broad category for ministries that specialize in one of the following areas: missionary care and counseling, field leadership, administration, aviation, maintenance, boarding schools, etc. Ministries in this category are not necessarily associated with a local church.
- D. **Compassion Ministries** – These are ministries of caring for the poor, destitute, disabled, and sick. This includes, but is not restricted to, caring for orphans and widows, building houses, digging wells, fighting for the rights of the unborn, fighting against sex trafficking, distributing food, clothing, or Bibles, and giving medical care. The bulk of our short-term teams would fall into this category. Ministries in this category are not necessarily associated with a local church.

V. **Priorities for Ministries, Areas, and Peoples.** The categories below reflect the general direction of our future efforts to be obedient to the Great Commission. As a committee we would like to move in the general direction of greater involvement in the areas of Church Based Outreach especially overseas. However, all potential outreach partners and outreach opportunities will be prayerfully evaluated on a case-by-case basis. We will remain open to partnering with ministries where we see the LORD working. These priorities are to be used as guidelines and existing ministries and outreach partners will not be affected.

A. Church Based Outreach (in order of priority)

- 1. Church Planting and Leadership Development (Indigenous pastors and evangelists, OPs working overseas, and OPs working within the US).
 - a. Unreached or least reach people groups in countries that may have an established church but have little structure to reach these groups with an emphasis on the Middle East (with special attention paid to Turkey and Albania where we already support partners).
 - b. Areas or countries where leadership training would strengthen existing churches in order to assist them in fulfilling the Great Commission in their ministry sphere or in another country where it is more difficult for Western workers to enter.
 - c. Unreached people groups in the least reached countries. By least reached countries, we mean those countries or areas where there is little to no outreach activity.
 - d. Unreached people groups in countries where there is a strong outreach presence already.

- e. Reached areas where the potential for leaders to be sent and supported in reaching the unreached or least reached peoples.
 - f. Rural Montana, including Montana's Native American reservations.
2. Bible Translation: Unreached or least reached people groups without access to a bible whether in their mother tongue or in a common trade language.

B. General Outreach and Discipleship (in order of priority)

1. International Students Incorporated (ISI) on the campus of MSU.
2. ISI ministries outside of Bozeman, MT.
3. GBC Members. Training in ISI's M28 curriculum and ESL related ministries to equip them to minister in the community, on campus and overseas to international students.
4. Montana Bible College. General support for the entire staff and support of its Global Outreach internship ministry.
5. Leadership development, discipleship and evangelism on the campus of MSU including organizations such as the Navigators, Inter-Varsity and CRU.
6. Approved bible colleges, seminaries, institutes (MBC, MWSB, etc.), and Christian camps (Clydehurst, Solid Rock, etc.).

C. Support Ministries (in no particular order)

1. Outreach partner care and counseling
2. Field leadership
3. Administration
4. Aviation: supporting MAF's work in the 10/40 window and Asia, or wherever the greatest need is (e.g. plane maintenance, medical and relief efforts, the LT ministry, etc.).
5. Maintenance
6. "Finishers". Promote, recruit, and send out retirees who desire to give their later years to global outreach either in a full time or part time capacity.

D. Compassion Ministries (in no particular order)

1. Emergency ministries of compassion, relief, holistic aid, etc.
 - a. Supporting our holistic work in Ethiopia.
 - b. Send short-term teams to assist our OPs.

- c. Send medical teams to areas of need, especially the 10/40 window.
 - d. Support of Compassion International and Samaritan's Purse.
2. Care of orphans and widows overseas: Support of existing orphanages in India, Ukraine, and Zambia.
 3. Combatting sex trafficking
 4. Bible distribution.

VI. Priorities for Career Partners

- A. GBC member who has been active in ministry, discipleship, etc.
- B. GBC attender who has been active in ministry, discipleship, etc. for at least 2 years.
- C. Individuals with close ties to GBC and its ministries: former members, former students of MSU and MBC who were actively involved in ministry while at GBC and possibly children of former members or outreach partners.
- D. Individuals in a specialized ministry or location about which we have prayed or seen God directing us.

VII. Priorities for Partnering Agencies

- A. Basic requirements for consideration:
 1. Doctrinal integrity and philosophy of mission and ministry.
 2. Use of our strengths.
 3. Willingness to develop a three way partnership (GBC, the agency, and the OP)
 4. Care of OPs prior to departure, when on the field and on home assignment.
 5. Global impact.
 6. Strategic areas where there are fewer people working and or fewer resources being invested.
 7. Impact on individual lives.
 8. Possible use of short-term teams.
- B. Possible partnerships:
 1. The agencies currently partnering with GBC: AIM, CFK, Charstar, SEND, SGA, MAF, SAM, SIM, New Tribes, TEAM, Vision Beyond Borders, Compassion International, Samaritan's Purse

2. TWR such as their radios for training national leaders and providing programming for local churches, SIM, ISMC, and others.

VIII. Priorities for Financial Support of Career Partners

- A. Support will be allocated based on the individual's relationship with GBC, ministry involvement, area of service, and meeting our training criteria and that of the agency. Generally, support will continue as long as the OP is in full time service. The GOC will continue to consider each career OP, their level of support, and terms of support on an individual basis.
 1. We will consider members of GBC who are active in ministry and meet the qualifications for a career outreach partner.
 2. We will also consider Non-Grace Bible church members who are members of a likeminded church, active in the ministry of their home church, submitted to their church leadership, and meet the qualifications for career outreach partners.
 3. The total established support amount will consider the cost of living, annual salaries of Montana, the Bozeman area, and the region our partners serve in. We do not immediately or uncritically accept the support amount suggested by our partnering agencies. Possible exceptions will be considered based upon the location of the work and how it aligns within our overall ministry direction.
 4. Monthly support levels will be determined based upon the length of service. For members of GBC
 - a. Beginning level – One to four years of service: \$400 not to exceed \$600
 - b. Intermediate level – Five to ten years: \$600 not to exceed \$1000
 - c. Long-term level – Ten years or more: \$1200 not to exceed 50% of their total established support amount.
 5. For non-GBC Members
 - a. Beginning level - One to four years of service: \$100 not to exceed \$200
 - b. Intermediate level - Five to ten years - \$300 not to exceed \$400
 - c. Long term level -Ten years or more - \$500 not to exceed 10% of their *total* established support amount
 6. Increases or decreases will be based on a number of factors:
 - a. Membership
 - b. Ministry, region and people group

- c. Meeting standards, goals, and criteria established by the outreach partner, their agency, and GBC.
- d. Communication with GBC
- e. Yearly or ministry term agency evaluation
- f. Length of service
- g. Cost of living considering the strength or weakness of the local currency relative to the dollar
- h. Number of children
- i. Special needs and circumstances
- j. The OPs are required to notify the GOC of any change noted below. Support can be terminated or reduced when the OPs alter significantly his or her work including: changing agencies, leaving the agency to work independently, changing fields, or accepting a post at home or a change in ministry. A change in doctrinal position or failing to live a Christian life may result in termination as well.

IX. Priorities for the Application Process

A. Prefield Candidates.

1. Application process: Candidates will be given a packet containing the application, reference forms, doctrinal statement, and strategic plan that all candidates will need to start and complete the process of applying to be an outreach partner with GBC. Both husband and wife will be required to fill out their own application. They will also be required to complete whatever training the GOC would put together. The OP(s) must receive the affirming vote of the Elder Board.
2. Qualifications: As God directs, the GOC would recommend that those going out as career OPs be at GBC for six months to one year before departure to the field; however, they may consider support of OPs who are currently active members in good standing of another evangelical church and who meet these qualifications and requirements.
 - a. **Testimony:** Each candidate must have a clear profession and evidence of God's saving work in their lives (i.e. the fruit of the Spirit – Gal. 5:22-23). The candidate should also have a clear calling or leading of God into outreach.
 - b. **Qualifications for married and singles:** Men will be deacon qualified (I Tim. 3:8-10; Titus 2:1-2:7-8) and characterized by the young man's behavior (Titus 2:6). Women will be qualified as a deacon wife (I Tim. 3:11-2) and be characterized by the older or younger woman in Titus 2:3-5. If married, a strong marriage and family life is required. If single, an exemplary single life is required.

- c. **Financial responsibility:** All candidates must have a proven record of properly stewarding the financial resources entrusted to them. Loans or debts need to be paid off before a person will be considered for career outreach. Financial counseling will be recommended if necessary.
 - d. **Personal references:** The candidate must provide supportive personal references from people such as: pastors, teachers, employers, etc.
3. Expectations:
- a. **First Term:** Before heading to the field, a pre-field candidate must prepare a plan to acquire language and culture (beliefs, history, politics, geography, etc.), to build key relationships with their team members, and to communicate with their supporters. It would be helpful for the candidate to also prepare goals for the first and second terms, so they do not overcommit during their first term.
 - b. **Support Level:** Necessary support level percentage will be determined by their agency in cooperation with GBC before releasing them to the field
 - c. **Length on the Field (OF) and Home Assignment (HA):** For the sake of language and culture acquisition we would encourage our partners to remain on the field for at least 3 to 4 years prior to taking an extended home assignment.
 - d. **Annual Conference:** Partners that are in the states for home assignment are expected to attend the annual conference held in February or come another time to maintain a good relationship between the OPs and the GOC.
 - e. **Relationships:**
 - a. **Married Outreach Partners:** The husband and wife are a team, but they are not a “two for the price of one.” Biblical roles and responsibilities should be kept in mind and protected. The most important relationship is a relationship with the Lord. If there is a family, the spouse and children are next. We do not expect a wife to be more or less involved in ministry on the field than she is at her home church. Possible exceptions to this might be doctors, nurses, etc. However, even in those cases, we strongly recommend that ministry is not done at the expense of the family.
 - b. **Single Outreach Partners:** Single OPs are often confronted with opportunities and obstacles unique to their situation. To assist them in their ministry, we suggest the following: 1) find appropriate mentoring relationships to maintain accountability, 2) to prevent burnout singles need to be aware that they can be taken advantage of practically, relationally, and financially by others on the field; (3) discuss “singleness” with the GOC pastor and have them read the thesis “Sacred Singleness”, by Kara Downing.
 - f. **Schooling:** Depending on the OPs situation schooling for children can be: homeschooling, internet, boarding school, local school, or an international school. The cost of education is the OPs responsibility just as it is for those in the States.

Unique circumstances might require other consideration, but it must be budgeted according to their financial agenda.

- g. **Practical cross-cultural ministry experience:** Depending on the candidate's focus such as church planting, translating, helping, etc., the candidate will be required to be involved in cross cultural ministry prior to going to the field. Opportunity may include:
 - a. Working with ISI on campus to help individuals from a particular nation or language.
 - b. Ministering to internationals in their community in the United States such as teaching ESL.
 - c. Assisting with a Native American ministry.
- h. **Memorandum of Understanding (MOU):** If GBC is the home church, we will require a signed MOU between GOC, the partner, and their sending agency. All partners sent out by GBC are directly accountable to both the GOC and their agency. (See Appendix F for an MOU guideline.)
- i. **Annual review or field review:** Because we would like to know how all our partners are doing, we will request an annual review from the agency or the field team leader.
- j. **Individuals involved in ministry to children and vulnerable people:**
 - a. A background check should be completed, and its results shared with the GOC prior to the commencement of ministry. If a candidate is currently involved with children, a recent copy of their background check will be sufficient.
 - b. Each candidate is required to sign GBC's Child and Vulnerable Person policy or provide a copy of their agency's Child and Vulnerable Person policy signed by them.
- k. **Education:** In addition to the educational requirements specified by the partner's church and agency, GOC requires that each partner complete the following classes or similar classes if not already taken:
 - a. Introduction to Biblical Counseling
 - b. A parenting class
 - c. Survey of Doctrine
 - d. Doctrine of the Church (Ecclesiology)
 - e. Basic Hermeneutics
 - f. Financial management (Financial Peace or Crown Financial)
 - g. Candidates will complete the required reading list found in Appx. E
- l. **Readiness Inventory and Interview:** All candidates must complete the readiness inventory and interview with the GOC pastor.

- m. **Support Team:** If GBC is the candidate's home and sending church, they are required to develop a support team that is committed to praying as well as meeting tangible needs. (See Appx. H for Support Team Guidelines.)
- n. **Peacemaker pledge:** All candidates must sign the Peacemaker Pledge. (See Appx. B)
- o. **Vacations, Holidays, and days off:** Vacations and time off are encouraged and should be determined by the candidate's agency. We also encourage OPs to take one day off every week for rest without ministry obligations.
- p. **Moving and set up costs:** For the first move to the field financial assistance is included, but in subsequent moves OPs are financially responsible.
- q. **Vehicle Funds:** Support can be raised for the first vehicle on the field, but OPs are expected to budget and save for subsequent vehicles.
- r. **Pre-field visit:** Before making a recommendation, communication between the OP and GOC leadership with the team leaders on the field and the agency leaders stateside is very important. This may include skype and phone conference chats as well as personal visits to the field.

B. On the Field

1. Regular conversations every two months with our OPs sent out from GBC.
2. Visitation by someone on the GOC or a member of the OPs support team once every 5 to 7 years is strongly recommended.
3. Regular communication with prayer support team.
4. Monthly communication with the GOC representative assigned to the OP.
5. Church service update. If possible a 3-5 minute update via phone, computer, or video will be included once a year from OPs sent out from GBC.
6. OPs will furnish a budget report annually when requested by the GOC.
7. OPs serving outside the U.S. are expected to have a crisis contingency plan in the event of a natural disaster, political turmoil, or heavy persecution. A copy of this plan is to be submitted to the GOC.

C. Re-entry. The GOC is willing to assist OPs with their return in the following ways:

1. With their schedule while in the States.
2. With our expectations of them while here, their involvement in ministry, date of church service where they will be introduced, a welcome reception for them, the annual conference, etc.

3. With letters or calls on their behalf to individuals, churches, and agency
4. With opportunities for further training such as: GBC's annual Biblical counseling conference, Peacemaker's training, etc.
5. With returning schedule three months prior to leaving to assist in getting ready to leave with opportunities for a farewell reception and prayer send off.

D. Extended Home Assignment.

1. (Pastor Dave to write and email for review.)

X. Short-term Outreach

A. Short-term Teams: Our short-term team ministry will be tied to existing OPs as much as possible. We are committed to sending and supporting these first. Only after it has been determined that our existing OPs are not in need of a team, will we consider establishing or encouraging a short-term team elsewhere. Our training, planning and emphasis will be on these. Exceptions to this which may receive consideration are:

1. Someone from GBC who has been involved in ministry, has completed our short-term training seminar, but is unable to go on one of these teams due to school / work constraints.
2. Someone from GBC who has been involved in ministry here, has completed our short-term training seminar, and is going on a team with one of the agencies we currently support.
3. Someone from GBC who has been involved in ministry here and has completed our short-term training seminar.

B. Short Term Candidates: Short-term candidates are people who go into a cross-cultural ministry for one week to two years and who consider this a vital step in preparing for career outreach or life at home as a globally-minded Christian.

1. Goals: Short-term candidates see their service as a means of serving God in the ministry of outreach, of learning firsthand what outreach is really all about, and of determining if God is calling them into career outreach.
2. Planning: Candidates need to plan at least six months to twelve months in advance depending on the length of the term. This will give them time to find support, get immunizations, passports, etc.
3. Personal qualifications:
 - a. An active and obvious commitment to Jesus Christ.
 - b. Written approval by parents for candidates under 18 years of old.

- c. Committed to spiritual disciplines such as: prayer, Bible study, evangelism, etc.
 - d. Acceptance by an agency/church/organization approved by GBC.
 - e. Credit card debts paid up.
4. Requirements for short-term candidates:
- a. A completed application from should be submitted to the GOC for consideration before departure for the field, preferably three months in advance. Candidates must read and agree with the doctrinal statement and Strategic Plan and Policy of the GOC.
 - b. Candidates must meet with the GOC prior to their departure or agree to an interview over the phone with the GOC pastor or other GBC elder.
 - c. Candidates must agree to give a report to the GOC and/or the GOC pastor.
 - d. Married women or single parents with small children will be considered on an individual basis. Normally, individuals in one of these categories would be discouraged from being gone over two weeks.

XI. Global Outreach Committee

- A. Purpose: To clearly define the role of the members of the Global Outreach Committee (GOC) of Grace Bible Church, so that they may know the expectations of serving on the committee and that they may serve the Lord effectively as spiritual leaders over the Global Outreach Ministry.
- B. Nominations: The Outreach Pastor will be chosen of the Elder Board. The vice-chairman will be chosen by the committee and preside at the meetings in the absence of the Pastor. Nominations will be submitted to the committee two months prior to the annual congregational meeting and will be affirmed by the Elder Board first then the congregation in January. All nominees and appointees (from the Deacon Board) will be informed of the responsibilities and are required to read and agree with the Outreach Policy and GBC's Doctrinal statement before accepting the position.
- C. Function: The GOC is empowered by the Grace Bible Church Elder Board to:
- 1. Oversee the business and financial activities of the GOC which includes where and how much money will be allocated for the various outreach needs. The Outreach pastor will submit a monthly report to the Elder Board and will be accountable to them.
 - 2. Oversee recruitment, initial training, and member care
 - 3. Oversee recommendations of those interested in short-term ministry teams, short-term outreach (2 years or less) and career outreach partners.
 - 4. Oversee and implement the Outreach Policy.

D. The Outreach Budget.

1. The outreach budget shall be prepared by the GOC, approved by the GBC Board, and then affirmed by the congregation.
2. Designated contributions above the normal giving for OPs or projects will be honored and will not be included in the outreach budget. Such gifts will be sent to the designees that are on the approved list recommended by the GOC.
3. In the event a shortage of funds occurs, the need will be made known to the congregation. Should such a shortage occur, the following actions will be recommended:
 - a. The GOC will seek to unite the congregation in special prayer.
 - b. The GOC will make recommendations to the deacons on how to reduce all outreach partner support commitments.
 - c. If excess funds come in later, shortages will be made up.

E. Composition: The GOC shall be composed of: the outreach pastor, an elder, a deacon, the church secretary and at least three church members. All of these shall have voting privileges. The church members shall be affirmed by the Elder Board and at the annual congregational meeting.

F. Responsibilities: Each committee member must understand and accept the commitment and responsibility of providing spiritual leadership and oversight of the Global Outreach Committee (GOC) of Grace Bible Church. Membership on the GOC involves attendance at monthly meetings and commitments to provide leadership on behalf of the Church Board to those partners we already support and those future partners desiring to be a part of the GOC. Using the acronym FAITH, each member is to be characterized as:

- a. Faithful
- b. Available
- c. Initiative taking
- d. Teachable
- e. Heart for God

G. Attendance: Any person accepting a nomination to the GOC takes on the commitment to attend as God enables at least three quarters of the scheduled meetings. If a member is unable to attend, he or she will notify the GOC pastor or Vice-chairman and get the details of the meeting to keep up to date on the issues discussed. GOC members are to be prepared for each meeting which involves reading through and studying the agenda and corresponding materials as well as taking the initiative to research any pressing issues prior to the meeting.

H. Special meetings may be called in urgent situations, and when possible and necessary, some of the urgent matters will be e-mailed and a vote will be taken. GOC members will keep up on their email and respond in a timely matter.

I. Communication is essential. Each member is assigned a personal mail slot in the church office to receive correspondence from partners or the outreach pastor to be checked weekly if possible.

Each member is encouraged to check their e-mail regularly for information from partners and any pertinent updates regarding votes, discussions, issues, and a sharing of thoughts. Each member reviews notes from previous meetings to follow up on any unfinished business, and thinking about issues that need to be dealt with prior to the next monthly meeting.

- J. Participation on GOC projects is part of the commitment to be on the committee. This may include work projects or on a committee or committees such as the Outreach Policy or overseeing short-term ministry teams, etc.
- K. Submit agenda items to the Pastor or secretary by the Friday before the monthly meeting if possible. This gives them time to ensure the issue is sent to all the members. Last minutes items should be limited, so that the meeting can be concluded at a reasonable time before the evening service.
- L. The Pastor or another member of the committee will meet with any new member to help him or her become acquainted with their role of leadership on the committee.
- M. Each member will be assigned at least two and probably more outreach partners to be in contact with regularly via email, calls, skype, etc. They will become knowledgeable about the Global outreach partners and outreach programs and commit to pray for them.
- N. The church secretary shall be responsible for informing members of meetings, taking minutes, keeping records and corresponding on behalf of the Outreach Committee.
- O. The Outreach Committee reserves the right to consider each applicant on an individual basis.
- P. The Outreach Committee shall encourage and help those partners who are on home assignment.
- Q. Subcommittees may be established as needed by the GOC.

Appendix A

Definition of Terms

Our first task in determining priorities and developing a strategic plan is establishing agreed upon definitions and terms to be used when discussing the work of missions. Depending on where one looks and what one reads, a variety of definitions and terminology can be found in popular use. To prevent confusion and aid in overall communication, the following definitions will be used throughout this document.

Outreach Partners (OPs) - To avoid unnecessary complications and protect our people in countries where overt missionary work is either illegal or restricted, we have decided to call or refer to our workers or missionaries as outreach partners.

Restricted or Creative Access Countries - Countries or regions where missionaries and missionary activities are discouraged, restricted, denied, or considered illegal by the country or region's leadership, government, or majority religion.

People Groups - Large sociological groupings of individuals who have a common affinity – a shared language, religion, ethnicity, residence, occupation, class or caste, or situation. For evangelistic purposes, a people group is the largest group within which the gospel can spread as a church planting movement without encountering barriers of understanding or acceptance.

Unevangelized – A people group living in an area of the world where vast majority of individuals within this people group have never heard the Good News of Christ. Furthermore, an unevangelized area or people group would be one where no known evangelization or perhaps a very limited attempt at evangelization has occurred.

Unreached - A people group living in an area of the world where there is no indigenous community of believing Christians with adequate numbers and resources to finish evangelizing their community without further outside, cross-cultural assistance.

Least Reached - A people group living in an area of the world there is a small, yet limited number of people working in it in order to establish a viable national, indigenous church that is growing in Christ together. It is important to distinguish between countries that are least reached (E.g. Turkey or one of the other creative access countries) and unreached people groups within a least reached country (E.g. Yezidi refugees living within Turkey or the Zaramo living within the nation of Tanzania). Least Reached countries may have a large number of workers presently ministering within them and/or a long history of missionary work in the country or region and yet remain without a significant indigenous church presence.

Reached - A people group living in an area of the world where a viable indigenous church exists – viable meaning sufficient resources and vision theoretically to reach or evangelize its own people.

How many people groups are there? Well, that depends on whom you are talking to or what web page you are looking at. The number is somewhere between 6,500 and 13,000 (or more!). It all depends on how broadly you want to define your terms and whether you are simply talking about linguistic distinctions, cultural distinctions, tribal distinctions, or a combination of these criteria.

Appendix B

The Peacemaker's Pledge

As people reconciled to God by the death and resurrection of Jesus Christ, we believe that we are called to respond to conflict in a way this remarkably different from the way the world deals with conflict (Matt. 5:9; Luke 6:27-36; Ga. 5:19-26). We also believe that conflict provides opportunities to glorify God, serve other people and grow in Christlikeness (rom. 8:28-29; I Cor. 10:31-11:1; James 1:2-4). Therefore, in response to God's love and in reliance on His grace, we commit ourselves to respond to conflict according to the following principles

Glorify God

Instead of focusing on our own desires or dwelling on what other may do, we will seek to please and honor God by depending on His wisdom, power and love; by faithfully obeying His commands; and by seeking to maintain a loving, merciful and forgiving attitude (Ps.37:1-6; Mark 11:25; John 14:15; Rom. 12:17-21; I Cor. 1-:31; Phil.4:2-9; Col. 3:1-4; James 3:17-18; 4:1-3; and I Peter 2:12).

Get the Log out of Your own Eye

Instead of attacking others or dwelling on their wrongs, we will take responsibility for our own contribution to conflicts by confessing our sins, asking God to help us change any attitudes and habits that lead to conflict, and seeking to repair any harm we have caused (Prov.28:13; Matt. 7:3-5; Luke 19:8; Col. 3:5-14; I John 1:8-9).

Go and Show Your Brother His fault

Instead of pretending that conflict doesn't exist or talking about others behind their backs, we will choose to overlook minor offenses or we will talk directly and graciously with those whose offenses seem too serious to overlook. When conflict with another Christian cannot be resolved in private, we will ask others in the body of Christ to help us settle the matter in a Biblical manner (Prov. 19:11; Matt. 18:15-20; I Cor. 6:1-8; Gal. 6:1-2; Eph. 4:29; 2 Tim. 2:24-26; James 5:9).

Go and Be Reconciled

Instead of accepting premature compromise or allowing relationship to wither, we will actively pursue genuine peace and reconciliation – forgiving others as God, for Christ's sake, has forgiven us, and seeking just and mutually beneficial solutions to our differences (Matt. 5:23-24; 6:12; 7:12; Eph. 4:1-3, 32; Phil. 2:3-4).

By God's grace, we will apply these principles as a matter of stewardship, realizing that conflict is an assignment, not an accident. We will remember that success, in God's eyes, is not a matter of specific results but of faithful, dependent obedience. And we will pray that our service as peacemakers brings praise to our Lord and leads others to know His infinite love (matt.25:14-21; John 13:34-35; Rom. 12:28; I Peter2:19; 4:19).

Your signature

*Taken from The Peacemaker: A Biblical Guide to Resolving Personal Conflict, 2nd ed., Ken Sande. Baker Books: Grand Rapids, Michigan, 1997, Pages. 235-237.

Appendix C

Team Covenant

We, the members of a Grace Bible Church Short-term Outreach/Ministry team, believing God has called us together to serve, agree together concerning the following:

I. Our Vision:

We desire to be a team of people characterized by Christ-like behavior exhibited through unconditional love, unselfish, joyful service, and unified teamwork. Our ultimate purpose as a team is to spread a passion for the supremacy of God in all things for the joy of all peoples.

II. Our Team Objectives: We believe that we can fulfill this vision through the following commitments:

1. By glorifying God (I Cor.10:31; Ps. 115: 1-3; John 17:3, 17, 23)
2. Through teamwork; We commit ourselves to be a group of individuals who unite as one in purpose, striving to accomplish the same goal: glorifying God and increasing His Church (Phil. 2:1-4; I Cor. 12:11-31).
3. Christlike communication
4. Forgiveness
5. Spiritual Growth

III. Our Team Structure: We believe the following structure elements will enable us to carry out our team objectives.

1. Team meetings
2. Personal quiet times
3. Ministry opportunities
4. Work
5. Prayer
6. Leadership
7. Lifestyle: we will strive with God's help to be imitators of Christ (I Cor.11:1), to walk in a manner worthy of our calling (Eph.4:1-3), to avoid causing our brother to stumble (I Cor. 8:9-13, and act in a manner appropriate to the host culture, doing all for the glory of God (I Cor. 1:31). Specifically, in the interest of displaying a Christlike attitude and action, I will purpose to consider others' personal needs above my own, specifically in the following areas:
 - a. Eating habits
 - b. Sleeping habits
 - c. Respect for other' quiet times
 - d. Respect for the use of shared resources
 - e. Respect for my roommate(s) by keeping my personal area neat
 - f. Striving for unity
 - g. I will not get romantically involved with nationals, teammates, outreach partners
 - h. I will avoid pairing off with the opposite sex so that there is no room for giving anyone (including the person I am with) the impression that there is a relationship blooming. I will especially be sensitive to appearances, comments, and my general disposition when working with the interpreters of the opposite sex.

- i. I will refrain from abusive language, drinking alcoholic beverages except where culturally required, taking illegal narcotics, smoking and chewing
- j. Due to the political instability and anti-American sentiment in various countries around the world, I will refrain from expressing my political opinions while overseas. I will in no way speak against or encourage the disrespect of the duly appointed leaders of the region I am in (Rom. 13:1-14; I pet. 2:13-16; 3: 13-17; 4:1-18 cf. Acts 4:19-21).

- IV. Evaluation and accountability: we hold each other accountable to this Covenant, and we shall measure our success in keeping it by:
- A. Correcting each other according to Biblical and covenant principles (Matt. 7:1-12; 18:15-18; Col. 1:28; Heb. 10:24-25; Ga. 6:1-5; I Cor. 5).
 - B. Responding without defensiveness when we are corrected, believing that other team members have our best interests and the interests of the team in mind (Prov. 17:5-6).
 - C. Meet as a team after our return home to “debrief” as a team.

I, _____, as a member of a Grace Bible Church Short-term Outreach/Ministry Team, commit myself to abide by this covenant to the best of my God-given ability.

Signed:

Date:

Appendix D

Candidate Readiness Assessment Interview/Questionnaire October, 2016

I. Motivation for pursuing missions

- A. Are you ready to accept God's calling to serve others? How do you know?
- B. How would you define missions?
- C. How does one fulfill the Great Commission?
- D. Why do we do missions?
- E. Why are you pursuing missionary service?
- F. What steps have led you to this point?
- G. Has someone counseled or encouraged you in this direction? Who? What did they base their counsel on?
- H. Is your spouse/are your parents in agreement with our pursuit of a missionary career? Why? Why not?
- I. What do you see as the biggest challenges ahead?
- J. Are you currently experiencing doubts, concerns, fears? What are they?
- K. Have you been/are you currently involved in cross-cultural work?

II. Spiritual Walk

- A. How have you been transformed by the grace of God?
- B. Explain how you have/do experience(d) repentance in your life?
- C. Describe how you feed yourself spiritually/maintain your spiritual vitality?
- D. What do you do when you feel "dry" spiritually?
- E. How would you define "walking in the Spirit"? What does it look like in your life? (Galatians 5:16, 24b.)
- F. Describe how you live your (with) freedom in Christ (Romans 14:1-15:9)
- G. Recount a significant experience in which you (1) have forgiven someone whose sin impacted you personally, (2) Have received forgiveness from someone who has been/was impacted by your sin.
- H. Explain how your faith has overcome a personal fear or trying circumstance in your life.
- I. Describe the role of personal brokenness in your life.
- J. Describe your awareness of the necessity of confession in your life.
- K. What is your spiritual gift? Are you currently using it? How?
- M. What does biblical change look like? How does/can a person change biblically?

III. Resiliency

- A. What has been your experience in working on a team of individuals with different personalities, temperaments, gifts?
- B. How does stress impact your spiritual vitality? How does it impact your habits of Bible study and prayer?
- C. Have you had an experience in which you worked under an authority figure you did not like, respect, or agree with? How did you handle it?
- D. Have you experienced a time in your life when you have been disillusioned / discouraged? How did you respond? What helped you?

- E. Describe a time in your life when you have failed in a task or a relationship. How did you respond? What helped you move forward?
- F. How do you typically respond when criticized for something you do or say? Can you provide a recent example?
- G. What is the most difficult experience you have gone through? How did it impact your relationship with God? With others?

IV. Humility

- A. Describe your strengths. How do these strengths enable you to minister to others?
- B. Describe your weaknesses. How do these interfere in your relationships with others and in fulfilling your goals? How do you seek to overcome your weaknesses?
- C. In what ways do you depend on others? How do other people in your life minister to you in significant ways?
- D. What are some areas in your life which need improvement?
- E. What are some areas in which you would like to become more effective or skilled?
- F. Describe a recent time when you were confronted about something in your life. How did you handle the confrontation?
- G. Do you consider yourself a good listener? Why? Why not?
- H. Do others consider you a good listener? Why? Why not?

V. Healthy Relationships

- A. Describe your relationship with your spouse. How are your personalities, interests different? How are they same? Are you both equally committed to pursuing missions?
- B. Describe a recent conflict you had with your spouse. Was it resolved? How?
- C. Describe your relationship with your closest friend? How does your friend help you? How do you help him/her? How do you deal with conflict?
- D. What areas of conflict do you experience with family members, co-workers, roommates? Do you work toward resolving them? How?
- E. How dependent are you on your extended family? How dependent are they on you? What will the impact of your move overseas be on your relationship and sense of security? How well do you do at initiating relationships with other people? Can you provide a recent example where you were the initiator?
- F. Is your lifestyle balanced between work and relaxation? Describe what such balance looks like in your life and experience.
- G. Describe your relationship with your children. How are you “bringing them up in the training and admonition of the Lord?”
- H. Are your children okay with your decision to pursue missions?
- I. Do you, your spouse or any of your children have (a) health issue(s) that might hinder or complicate your serving overseas?

VI. For Singles:

- A. Describe your feelings about being single? Do you desire to be married? If so, describe the level of your contentment while remaining single?
- B. How do you view your ministry as a single person? Do you see advantages? Disadvantages? If so, describe them.

VII. Connection to a Christian Community

- A. Are you a member of a local church?
- B. Describe your church.
- C. Describe your relationship to your local church.
- D. Describe your relationship to the leadership of your church. What is their role in your life and ministry? Are they supportive of your pursuit of missions? Why? Why not?
- E. What role does your church play in your life? What is the nature of your participation in the life of the congregation?
- F. What do you believe are the essential elements of a church in any culture?
- G. Are you flexible in working with others in the Body of Christ? Recount a time where your flexibility was demonstrated/put to the test.
- H. Who in your local fellowship has had the biggest impact on your life spiritually? How/Why?
- I. What ministries have you participated in, lead or created in your local fellowship?
- J. (Men) Are you ordained? Are you in the process of being ordained? Would your Church consider you deacon or elder at this point in your life? Why? Why not?
- K. (Ladies) Would your local church consider you a Titus 2 woman? Why? Why not?

VIII. Cultural Adaptation and Ministry

- A. Have you ever lived in a cross cultural context? How did you respond? What did you find most challenging?
- B. What aspects of your own culture do you expect to be hardest to give up?
- C. What kind of living conditions do you expect to have on the mission field?
- D. What are your expectations for your ministry on the field? What do you expect to accomplish?

IX. Financial Information

- A. Do you pay your bills on time?
- B. Are you disciplined in your spending? Saving? Giving?
- C. Are you currently in debt? If so, how much? What type of debt? School? Consumer?
- D. If you are in debt, what steps have you taken / are you taking to get out of debt?
- E. Do you know how to develop a budget?
- F. Do you currently have a workable budget in place? How long have you been living following your budget?
- G. How well are you doing on your budget?
- H. Does your budget ever get derailed? If so, what factor(s) usually derail it? [What “things” “items” “wants” or “unforeseen elements” typically strain or undo your budget? How do you usually correct this issue?

X. Potential Hindrances

- A. Do you know how to handle conflict Biblically? Give an example of a past conflict and describe how you handled it?
- B. Describe a time when you didn't handle a personal conflict well. What did you do to correct the situation?
- C. Have you/do you habitually use alcohol or prescription drugs?
- D. What is your conviction/biblical understanding regarding the use of alcohol by yourself/Christian's in general?

- E. What is your conviction/biblical understanding of a Christian's freedom in relation to tattoos, ear, or body piercings, dancing, types of music and movies?
- F. Does your life style reflect a commitment to personal purity? How?
- G. Are you currently involved in pornography?
- H. Have you ever been involved in/with pornography (whether on the internet, film, TV, books Ladies, this includes some of the romance novels out there or magazines)?
- I. If you have been involved in pornography, how long ago did you stop your participation in viewing of pornography? What steps have you taken or are you taking to remain free from it?
- J. What steps are you taking in regards to your lifestyle choices to help protect your purity?
- K. Do you play video games? Which ones? How often? Have friends/family expressed concern regarding your gaming? If so, what have they said? If this is or was a problem for you what steps have you taken to address it?
- L. Have you struggled or do you struggle with your weight, size, or body shape? What have you done or what are you doing to address this struggle?

XI. Theological Perspective

- A. Please describe your worldview.
- B. Please describe your philosophy of ministry or shepherding.
- C. What is your view/definition of the Church and its role in missions?
- D. What are you currently doing to grow/develop your theological understanding?
- E. What area(s) of theology/theological understanding do you feel adequate or confident in/about? What area(s) do you need to grow in or develop your understanding of?
- F. Please identify and explain what you believe are the essential, non-negotiable theological truths. What are the non-essential or negotiable areas?

XII. GBC's "Next Step Program"

In addition to your Bible College or Seminary education, have you completed the following? Has your spouse? (Please indicate when and where you completed each of these.)

- 1. The Perspective class or a class similar to it
- 2. Peacemakers and Biblical Communication (War of Words)
- 3. Marriage God's Way or a similar marriage enrichment class
- 4. Shepherding a Child's Heart / Reaching the Heart of your Teen or similar parenting classes
- 5. A class on ecclesiology (The Doctrine of the Church)
- 6. Bible Study Methods
- 7. Dave Ramsey's Financial Peace University or Larry Burkett's series on finances.
- 8. Intro to Biblical Counseling

Appendix E

Booklist for Global Outreach Candidates

*A history on the people and region where you will be ministering	
*African Friends and Money Matters.....	Maranz
C. T. Studd.....	Grubb
Christian Missions in Biblical Perspective	Kane
A Chance to die: Amy Carmichael.....	Elliot
David Livingston.....	MacKenzie
Desiring God.....	Piper
Disciples are Made, not Born.....	Hendrickson
A Doctor without a country.....	Lambie
*Eternity in their Hearts.....	Richardson
*Expectations and Burnout.....	Enigenburg and Bliss
Holiness of God, The.....	Sproul
*Honor and Shame (if that is your ministering culture)	Muller
How to Give away your faith.....	Little
Hudson Taylor's Spiritual Secret.....	Taylor
Humility.....	Murray
In the Arena.....	Kuhn
* In the Shadow of the Almighty.....	Elliot
* Jerusalem to Irian Jaya.....	Hunter
Jesus Christ, Disciplemaker.....	Hull
John Patton.....	Patton
* Let the Nations be Glad!.....	Piper
* Life-Style Evangelism.....	Aldrich
Lottie Moon.....	Sullivan
*Mission Smart.....	Frazier
Mere Christianity.....	Lewis
Missionary Methods: St. Paul's or Ours?.....	Allen
Out of the Jaws of the Lion.....	Dowdy
Peace Child.....	Richardson
* The Peacemaker.....	Ken Sande
* Perspectives Exposure.....	Ed. by Meg Crossman
Perspectives on the World Christian Movement.....	Ed. by Winter & Hawthorne
Power through Prayer.....	Bounds
The Prayer factor.....	Tippets
Pursuit of Holiness.....	Bridges
Reminiscences of Mrs. C. T. Studd	Studd
* Serving as Senders.....	Priolo
Sixteen Seasons.....	James
To Give or not to Give?.....	Rowell
To the Golden Shore: the life of Adoniram Judson.....	Anderson
Trusting God: Even When Life Hurts.....	Bridges
War of Words.....	Tripp
What is the Mission of the Church?.....	DeYoung and Gilbert
*When People are Big and God is Small.....	Welch
William Carey.....	Carey
* Your Finances in Changing Times (or similar book on finances).....	Burkett

* Designates Required Reading

Appendix F

Memorandum of Understanding (MOU)

A Guideline for MOU Agreements between Grace Bible Church, It's Global Outreach Partner(s) _____ And _____¹ or other Partner Organization

1. Purpose

Grace Bible Church (GBC) seeks to expand the number of Partner Organizations through which it can involve more of its Global Outreach Partners (GO Partners) in reaching the nations for Christ. In doing so, it will need to find ways to ensure that those Partner Organizations sending personnel will be appropriately prepared to meet the challenges of their assignments. Since it is expected that not all agreements will look the same, this guideline is provided as a general help to those wanting to develop an MOU agreement in order to establish agreement on what each organization and individual worker is responsible for.

The list of topics below is not intended to be a template that an organization will complete. (The focus, here, is of a specific individual and assignment rather than a general organizational agreement with the GBC and _____.) It is intended to indicate issues that most MOU Agreements of this sort will likely need to address.

2. Duration

Most MOUs should indicate a specific time frame for the agreement. A renewal date should be indicated, if appropriate.

3. Program of work

- Before an MOU is written, a written job or position description should be established. In this section, indicate the name of the project or the position to be held.
- Clarify location of the job and who will supervise the person if the person will not be working in the same country as where the project is located. (E.g., work from home in Canada even though the project is in Africa.)
- If work hours could be specified, if appropriate.
- If the job requires travel, establish the length of time the person can be away from home, if married, per trip and per year.
- Location change (permanent or temporary) should be agreed upon by each organization, member and non-member spouse.

4. Financial responsibility

- Outline how support funds are created and how funds are forwarded to the person.

¹ The Secondment Agreement governing GBC and its GO Partner serving with _____ normally defines the role of both organizations. However, special circumstances may require a clearer, more detailed outline of the responsibilities of each organization.

- A person's support quota should involve an appropriate approval process to include GBC, the Partner Organization, the Entity of Assignment and the member/family involved.
- Outline renewal/update/maintenance process of support quota.
- Contingency funds may need to be considered, if appropriate.

5. Legal Status

- Outline any legal issues in the country of assignment that may apply to the assignment, such as visa requirements, etc.

6. Member care and services

- Those sent from GBC normally are supported by administrative and financial services which are usually extended to all staff at GBC and their families. Special issues, however, may need to be clarified.
- Other member care provisions may need to be outlined, here, especially if the Partner Organization has some specific member care requirements or preferences.

7. Meetings

- If there are any requirements for attending meetings, these should be noted.
- Attendance at other training, workshop/seminar meetings needs to be outlined along with the funding requirements for such meetings. (Basically, who pays for what?)

8. Furlough and vacations

- Furlough (Home Leave) should be outlined and agreed to per requirements of the GBC and the Partner Organization and with input from the GO Partner(s).

9. Discipline and Appeals

- GBC's member discipline and appeals policy/procedures will apply to all those assigned to _____.
See (<https://www.ic.insitehome.org/sil/policy/sil-administrative-policy-manual/personnel/appeals/member-discipline-and-appeal-procedures>) for an example.
- This will also be true for breaches of GBC's and _____ Moral Conduct Standard.

10. Crisis management

- GBC -assigned partners / staff will be required to follow GBC's policy and procedures regarding crisis management issues.
- Emergency Evacuation and Repatriation insurance should be agreed to by all parties.
- Any deviation from GBC or _____ agency's policy should be spelled-out, here, and agreed to.
- As person's visa status could be affected by an early return to the assignment country before the SIL entity gives clearance for people to return. If done, early returnees would do so at their own risk.
- A plan for crisis procedures should be outlined.

- Contact with the person’s church(es) in a crises event should be clearly outlined, as well. (Perhaps a separate document on Crisis should be developed rather than getting into overwhelming detail in this MOU.)

11. Conflict resolution

- If and when conflicts arise, it would be good to outline a resolution process. If the situation cannot be resolved between the person and the assignment entity, the Member/Partner Organization may need to get involved. The “how” and “when” these organizations are to get involved should be outlined, here.

12. Modification

- Indicate how modifications and other notices regarding this MOU need to be processed.

Other interested parties

- Field Team Leadership
- GO Pastor
- Mission Agency / Partner Organization
- Go Partner(s)
- Secondment Entity (if applicable)

All applicable organization representatives should affix their signatures with title and date signed on this MOU agreement. A sample signature line is below.

NAME, Director of _____, date

NAME, Global Outreach Pastor of Grace Bible Church, date

Outreach Partner, date

Outreach Partner (spouse), date.

Appendix G

Support Team Guidelines

What is a support team?

A small group of committed people comes together to care for their missionary in a variety of ways to meet their physical, emotional, and spiritual needs. These supporters are those with whom the missionaries can be open and honest, allowing them to see their needs and share their successes and defeats.

Why have a support team?

In another culture, missionaries often feel lonely and misunderstood, especially at first. This team will help _____ and _____ feel loved and encouraged in practical ways. This team will keep their needs before God in prayer, their work visible before the rest of Grace Bible Church, and sustain them through difficult adjustments in their ministry.

What does a support team do?

1. Commit to a specific term length- at least one year, preferably for one mission term.
2. Meet together on a monthly or bimonthly basis to pray and discuss how to meet the _____ needs.
3. Pray for _____ as individuals, as family members, and as team members.
4. Correspond regularly with them.
5. Keep their confidential concerns confidential.
6. Provide practical care for the _____ whenever possible.

Practical Ideas for Caring for the _____

Pray earnestly for them.

Learn about where they are serving, its people, and the ministry work there.

Be available for them-encourage them as their emotions vary.

Hand out their prayer letters at Grace Bible Church or mail them elsewhere.

Write to them often – email and airmail.

Keep up to date with what the _____ are doing to encourage them and to share their work with the church family.

Remember their birthdays, holidays, and other special days with a card, gift, FAX, or telephone call.

- _____ Birthday month/day/year
- _____ Anniversary month/day/year
-
-

- Let them know what is happening at Grace Bible Church.
- Pass on praises/prayer requests to Mickey so the pastoral staff prays for them.
- Be a link between them and small groups that pray – flock groups, International Harvesters, etc.
- Send fun “care packages” occasionally.
- Consider visiting them in _____.
- Send them a note to remind them you are praying.

- Send a “day brightener” that will fit in an envelope with your letter – tea bags, perfume samples, bookmarks, recipe, cartoon, seasoning or soup packets.

When they return to Montana for Sabbatical or Conferences

- Offer them a place to stay.
- Pray earnestly for them.
- Host an open house so they can see friends and update them on their work.
- Help organize a time at Grace where they can report to the body.
- Stock their cupboards with groceries and paper goods.
- Help them find things they need.
- Give them a dinner, night out, or babysitting.
- Introduce them to new people at Grace Bible Church.
- Help them catch up with what is current at Grace and in our culture.
- Bring dinner by their house for a few days.
- Meet their needs by listening or giving them space.
- Contact classes and small groups regarding possible speaking times.
- Arrange for friends to drop dinner off at their house the last few nights.
- Help them pack.
- Treat them to something special just before they go.
- Have a send-off or open house so they can say good-byes.