



Global Engagement Policies & Guidelines

Grace Bible Church – Approved by the Elders June 2024

Sharing the Riches of God's Grace with an Impoverished World

- By experiencing His grace in our individual lives
 - Allowing His grace to reshape our hearts, our minds, our mouths, our hands, and our feet.
- By building a community characterized by His grace
 - Serving each other as we have been served.
- By sharing His grace with an impoverished world
 - Demonstrating and speaking of Him for His glory

GBC Global Engagement Policies & Guidelines

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GBC Global Engagement Policies & Guidelines

Introduction

Commitment

Grace Bible Church is committed to the worship of God, the equipping of the saints for effective life and service and evangelizing the lost. God desires the church to be the primary means for sending people to proclaim the saving message of Jesus Christ to wherever people inhabit the earth. In its desire to obey the great commission of Jesus Christ and further the work of the Gospel, Grace Bible Church (GBC) sets forth the following policy.

Biblical Basis

The Scriptural purpose of engagement includes: worshipping God; fulfilling the great commission of Jesus Christ (Matthew 28:19-20, Mark 16:15, Luke 24:47 John 20:21, Acts 1:8, and Genesis 12:1-3); through God, saving people and bringing them to the knowledge of God; (John 3:16 and Romans 10:13-15); sending those chosen by God and confirmed by the church to go into engagement service throughout the world (Acts 13:2).

Purpose of this Policy

The purpose of this policy is to give a clear sense of direction and strategy for the global engagement of Grace; to make wise decisions; to maximize efforts to invest each dollar as we feel would please our Lord; to instruct new team members, allowing them to familiarize themselves with policy issues; to maintain consistency as the team membership changes; to work in harmony with the key leaders of the church, keeping them abreast of policy and strategy; to provide a printed policy for members, friends, workers, and candidates; and to assist in church-wide education and promotion of global engagement.

Flexibility of Policy

It is intended that the global engagement policy be used as a framework for decision making. Counsel should be sought when an issue arises that would be contrary to policy. Exceptions can be made. The policy should be reviewed periodically as to its appropriateness and usefulness as a framework for decision making.

Defining Terms

Global Engagement - The work and support of evangelism and discipleship, leading to the planting, growth, and multiplication of churches or groups that manifest the reign of God in word and deed outside the DFW metroplex.

Global Engagement Worker - A full-time person who has been commissioned by a church and accepted by an accredited Global Partner.

Global Partner - An organization intentionally focused on the work and support of evangelism and discipleship, leading to the planting, growth, and multiplication of churches or groups that manifest the reign of God in word and deed outside the DFW metroplex.

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Grace-Sent – Is expected to have been a member of GBC for at least a year.

Vision Statement

The GBC community members understand and personally engage with the Great Commission (Matthew 28:18-20) for the glory of the Father and by the power of the Holy Spirit.

Mission Statement

To facilitate the prayerful nurturing, training, and support of effective workers and senders within the GBC community to further the Gospel.

Core Values

1. God glorifying
2. Great Commission centered.
3. Prayerfully focused
4. Total dependence on God
5. Unity of the Spirit
6. Servant hearted.
7. Adaptable and creative

Global Engagement Team

The Global Engagement Team is made up of several volunteers from GBC. The Engage Pastor serves as the strategic leader to facilitate a global engagement mindset at GBC.

1. This is a team of unspecified number under the leadership of the Engage Pastor. The ideal number of members is less than 10.
2. Members must demonstrate a desire to promote Global Engagement at GBC as well as contribute to the effectiveness of the Team.

Term of Office

Three-year term, beginning on the first day of January of the first year for which the appointment is made. One-year hiatus required before being reconsidered for another term. Adjustments may be made considering time of appointment and when others will roll off.

Appointment Process

The members of the Team, including someone appointed to fill the unexpired term of a member of the Team who resigns or is unable to serve, shall be recommended to the Team by the Engage Pastor. Approval is made by a simple majority vote of Team members present and voting at a duly called meeting. To be eligible for consideration, one must:

- be a member of the church.
- have a deep interest in missions.
- be worthy of respect and sincerely hold the deep truths of the faith with a clear conscience.
- be familiar with and supportive of the global engagement policy and program of the church.

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Responsibilities

1. We will have an annual strategic planning meeting every year.
2. Attend regularly called and special meetings.
3. Read and review all necessary information before team meetings.
4. Pray about decisions and discussion topics before team meetings.
5. Stimulate the intercessory prayer of the congregation for
 - o world evangelization
 - o the needs of our workers
6. Develop, manage, evaluate, and re-evaluate global engagement.
7. Interview candidates for global engagement.
8. Supervise the fund-raising and ongoing financial issues for global engagement.
9. Develop and coordinate an educational and communication program geared to the Grace body to feature Grace supported workers.
10. Stimulate and recruit volunteers for service.
11. Plan and conduct the annual Engage conference.

Meetings and Attendance

The Team meets on a regular basis, usually monthly; and has special meetings from time to time. Members are expected to attend on a best-efforts basis, all regular and special meetings of the Team (Engage Conference planning may require significant additional meetings).

Communications & Challenge

Global Engagement Education – The Team shall promote global engagement education in the congregation. This is to be done by liaison with ministries such as Grace Kids, Youth, ABC's, Community Groups, etc. This education shall include the identification of Grace's workers, where they are ministering, Grace's overall global engagement strategy, and provide opportunities for personal and corporate involvement in global engagement.

Challenge to Involvement – It is the responsibility of the Team to make available information on mission agencies and opportunities for short-term missions trips approved by the Team. It will encourage visiting various areas and workers that are supported by Grace.

Visiting Workers in the Field – It is important for representatives of the church to visit our workers. Encouragement shall be given to members of the Team, pastoral staff, Elder Board, and other interested people of Grace to visit our workers. In keeping with this goal, it is our plan to have a visit to the home and ministry of each of our workers on a regular basis. The goal of this visitation is to visit each Grace-sent worker once every four years.

Engage Conference – The Team shall sponsor, plan, and conduct the annual engage conference. The purpose of the conference is to emphasize engagement to the church body, inform, update, and stimulate our church body toward greater involvement in engagement through prayer, giving, and serving on the field. It is also a time for asking the people of the church to make an investment in The Special Missions Fund (see Special Requests for Financial Support).

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Short-term Mission Trips

Short-term mission (STM) trips are generally designed to appropriately support our global engagement workers. Growing up in only one culture can limit our ability to understand other individuals who are ethnically, culturally, geographically, or linguistically different than us. Short-term trips expose participants to environments that are ethnically, culturally, or linguistically different. Short-term trips also can provide a platform for a participant to test passions, dreams, skills, and gifts. Short-term trips can yield wonderful results. They can give individuals a deeper understanding of the task remaining among unreached people groups, or areas without effective evangelism. They can also provide a greater vision, and desire to extend the experience into a lasting lifestyle.

Intentionality

We value intentionality in our STM.

1. A commitment to relate effectively to what is already happening in an area. A commitment to doing the hard work of learning sound missiology prior to departure so that unnecessary errors can be avoided.
2. A general goal, as appropriate, is to attempt to go back to the same places year after year so that strong relationships can be developed, and contributions can be targeted to real felt needs.
3. STM should have long-term impact. We will not invest in trips focused on projects or goals that should otherwise be accomplished with indigenous people which would create unhelpful dependency and no true empowerment (i.e. a work project that would better suited for local people to paid to do that instead of spending much more money for Americans to travel there).

Duration

Short-term: Usually, one to two weeks.

Qualifications for STM Trips

1. Each candidate must complete an application (contact the Engage Pastor).
2. Applicants must agree with GBC's statement of faith.
3. Applicants must be a member of GBC or active in ministry for a minimum of two years (unless they are a student) with accompanied endorsement and support of a GBC ministry leader.
4. Applicants must participate in a trip sponsored and planned by the GET.
5. Applicants must have or be exposed to adequate orientation and training appropriate for the proposed ministry location as determined by GET.
 - Have been to a Gospel Conversations Training or a similar contextualized training.
6. Should be in active community at GBC.
7. Should be sharing the gospel with pre-Christians.

Other GBC Ministries

If other GBC ministries want to take people on a trip, it should be done in coordination and with the approval of the Engage Pastor and the Team, and the above qualifications apply.

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Safety/Insurance

Everyone going on a mission trip will be required to buy GET approved [trip insurance](#) that covers both trip cancellations and safety. If our insurance company won't cover a policy due to risk, then we won't go on the trip. In addition, all trips need to be approved by the Elders.

Financial Support

Applicants accepted by the GET will receive financial support based upon the following guidelines. Due to some extenuating circumstances (number of supported workers, financial situation of the global engagement budget/or of the church, etc.), the GET reserves the right to deviate from these guidelines.

- The max any trip will be funded by Grace is 50%.
- Only 1 funded trip by Grace/yr.
- The leader of the trip and/or one GET member per trip are fully funded by Grace.

Types of Trips

Vision Trip

- This is the initial visit, preferably visiting someone who lives on the field.
- Take up to 3 GET members.
- Objectives:
 - Experience the ministry.
 - Ask and see what the long-term needs are.
 - Meet the leadership.
 - Look for criteria being met:
 - How is evangelism being done?
 - How are disciples being made?
 - How are churches being planted?
 - How are leaders being raised up?
 - Who is helping you?
 - What is the 5 yr. vision?

Working Trip

This trip is all about doing ministry alongside long-term workers in a different context. It should be in another country. Ideally, all these trips will seek to incorporate strategies of evangelism, discipleship, theological training, and/or church planting to prepare potential workers for the harvest fields. They will also seek to try, when practical, to place a focus on the unreached peoples of the world. Most importantly, it should seek to compliment the need of the long-term workers.

Encouragement Trip

- Take 1-2 Team Members.
- Objectives:
 - Pamper the worker.
 - Play (fellowship) with the worker.

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- Probe for the worker's undisclosed needs.
- Pray for and with the worker.
- Protect against becoming an encumbrance to the worker.

Report and Response

At the conclusion of the ministry term the short-term worker is expected to report to the Team the experience that he/she has had during his/her work within 30 days of returning. The short-term worker is also encouraged to share experiences with the Grace congregation through the engage conference, adult Bible classes, community groups and other group venues.

GBC Career Workers

Priorities and Strategy

While we believe the Lord is working in multifaceted ways around the globe, for purposes of stewardship and strategy, we are limiting this support to **global engagement workers** (partners are excluded in monthly support) **that align with partners (agencies) that fit or support the following criteria:**

- Six Areas for Partners:
 - Evangelism – sharing the gospel with non-believers.
 - Discipleship – training indigenous people to evangelize and disciple others.
 - Church planting
 - This includes evangelism and discipleship among indigenous peoples.
 - Gathering the disciples together in groups or churches
 - Raising up leaders or elders
 - Working towards self-sustaining and reproducing groups or churches
 - Theological training
 - Not merely educational, economic, or life coaching, but Bible and theology at the core
 - Training indigenous peoples with the intent of multiplying themselves.
 - Bible translation
 - Member care
- Criteria:
 - Required:
 - The org needs to be participating in at least one of the six above.
 - With any one of the first three areas, there needs to be a plan to progress the person to the next level (example: from evangelism to discipleship to church planting), whether that's within the org or working with someone else.

Qualifications of Applicants

1. We will only consider candidates that are Grace-sent.
2. Each candidate must complete an application and submit to an interview with the Global Engagement Team and Engage Pastor, or the Engage Pastor and at least one other Team Member.

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3. Applicants must identify any differences in doctrine they hold from GBC's statement of faith. If at any time an applicant or current worker disagrees with GBC's statement of faith, GBC reserves the right to discontinue financial support.
4. If a worker and/or the agency has a moral/ethical discrepancy while serving on the field, GBC may discontinue financial support.
5. Applicants must obtain acceptance of a GBC approved mission agency for a term of two or more years and proposed ministry involvement and sending agency must be consistent with the emphasis of GBC's global engagement priorities.
6. Applicants must have or will be exposed to adequate education and training appropriate for the proposed ministry location and position.
 - o If the applicant is a member of Grace, he/she is encouraged to attend our Gospel Conversations Training.
7. Applicants must be willing to maintain an open and strong relationship with GBC and willing to abide by the Global Engagement Team's proposed guidelines for correspondence and periodic review of ministry.
8. Submit a monthly budget approved by the org.

Expectations

What should a worker expect from GBC?

- a. If they are a new worker being sent out from Grace, we will commission them (and their spouse).
- b. We desire to communicate at least quarterly with each worker (ideally via the worker's Advocate or Advocacy Team [formerly known as LINKS]) sent from Grace seeking prayer requests and ways we may assist in ministry. This expectation is not the same for workers who are not sent by Grace. (Communication may occur by various methods: phone, e-mail, letter, etc.)
- c. Monthly ongoing financial support will be sent directly to the worker's sponsoring agency. Due to unforeseen circumstances in which the church's financial situation alters available funds, the worker will be notified promptly.
- d. We desire to feature at least once a year the work of each worker we support, informing the church body during a Sunday morning service.
- e. While a worker unit (sent by Grace) is home from the field, we will make aware to the church body of any special needs, and care for the worker unit.
- f. We will ask questions and show interest regarding who's responsible for insurance, education of children and retirement for workers, etc.

What should GBC expect from our workers or partners?

- a. We desire periodic updates (can be replicated from agency requirements) on prayer needs, ministry objectives, accomplishments, and plans sent to the Engage Pastor or Advocate or Advocacy Team.
 - i. (Financial support may be held if updates are not received for 6 consecutive months)

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- b. The workers sent by Grace will visit GBC when they are back in the US (non-sent workers are welcome to visit, but not expected).
 - a. To help us better plan for a worker being in the area, we would like to know as soon as possible your plans, availability, and any special needs.
- c. Each worker will submit a year-end update (can be replicated from agency requirements) by January 31, evaluating how God has worked, the coming year's strategy, financial health, and any requests they may have.
- d. We would like to be notified of any changes in plans for ministry, ministry location, or change in agency sponsorship. Such change in agency sponsorship may require re-evaluation for support.
- e. Annually, the worker or partner will submit to the Engage Pastor a short video (if possible) of the fieldwork in progress to feature before the church body during a Sunday morning service.
- f. The general church mailing lists, or leadership lists, may not be used for solicitations. We encourage workers to make presentations of their ministries to adult Bible classes, community groups, or other corporate gatherings.

Missions Agencies/Organizations and Partners

To aid GBC in its mission effort, we have chosen to work in cooperation with approved mission agencies and partners (that must be a registered 501c3 and have that on file with us). This partnership is viewed as a mutual effort between the local church and agencies to be more effective in missionary mobilization. It is required by the GET that each applicant be sponsored by an approved agency. GBC views mission agencies as specializing in sending and overseeing the care of the missionary while on the field more effectively than GBC.

Requirements for approval of mission agency or partner organization:

1. The mission agency's/organization statement of belief and ministry priorities must be consistent with that of GBC's statement of faith and mobilization priorities.
2. The mission agency or partner must maintain accountability support systems through the Evangelical Council for Financial Accountability (ECFA).
3. The mission agency/organization must be willing to cooperate and communicate with GBC and the GET in support of the applicant in terms of fund distribution, support packages, benefits, etc.
4. If the mission agency sponsoring the applicant is unfamiliar to the GET (or not part of the ECFA), the GET may ask the agency to complete a *Missions Agency Information Inventory* provided by Advancing Churches in Missions Commitment (ACMC). [In a separate document]

Application Process

Contact for requesting and submitting applications: the Engage Pastor.

1. The Candidate submits the Preliminary Worker Application. Or the Partner submits the Preliminary Partner Application.
2. The Engage Pastor will evaluate the org.

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- Mission/vision
- Consider what kind of care they give:
 - Emotional
 - Spiritual
 - Physical
- 3. The Engage Pastor reviews the application, and if the Candidate or Partner meets all criteria and the ministry seems to be a match for GBC, a full application will be sent.
- 4. The Candidate or Partner submits the Full Application.
- 5. The Engage Pastor will set up a meeting with the Candidate and at least one other GET Member to get to know the person/couple/ministry better.
 - One of the aspects to be investigated in the interview is what their involvement is within their local church.
- 6. If the candidate or partner still meets all the criteria, the Engage Pastor and the Member(s) who met with the Candidate recommend the GET offer support from GBC.
- 7. The GET deliberates, with the final decision being made by the Engage Pastor.
- 8. The decision will be sent to the elder board.
- 9. The Candidate or Partner will be notified of their decision.

Financial Support

GBC supports numerous workers monthly. Due to some extenuating circumstances (number of supported workers, financial situation of the church, etc.), the GET reserves the right to deviate from these guidelines.

1. Pre-field Support: a new worker's transitioning to the field may incur some one-time out-going expenses. To aid in some of these expenses, GBC will make available to approved workers upon request.
 - a. Maximum pre-field funding for a single candidate may not exceed \$500.
 - b. Maximum pre-field funding for a married candidate may not exceed \$1,000.
2. Monthly Support: support for career GBC approved applicants is determined by the agency defined budget and begins up to six months before the time of departure and once they leave current employment.
3. Increasing Support: GBC is aware of the changes in financial need of its workers. The GET has adopted the following guide to assist in adjusting to this need.
 - a. Criteria for increase: demonstrate need of increased support. The org must approve the worker's need for more support, and the worker must submit a new org-approved budget.
4. New workers approved by the GET will receive monthly financial support for a **three-year period**.
5. The standard for making evaluation of a renewing a worker is whether they are still in good standing with their agency.

When Support Ends

Guidelines for ending support are:

- The worker resigns or retires.

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- He/she conducts himself/herself in a way that is contrary to the teaching of Christ.
- The agency terminates the worker.
- The mission agency changes the ministry, and such change does not meet the criteria established for the worker by the Team.
- There is failure to abide by rules and requests of GBC.
- There is any change in the worker's doctrinal position which differs from the doctrinal statement of GBC is considered by the Team to be basis for possible termination of support.
- Inadequate accountability.
- The approved term of funding ends.
- If it is determined by GBC that support will end, the worker will be notified of the change and a grace period of three months prior to support stopping.

Sabbatical, Retirement, or Off the Field for an Unspecified Period of Time

1. We may ask for an updated, org approved, budget to reflect their change in location and ministry.
2. Will evaluate on a case-by-case basis.

Special Evaluations

A special evaluation may be instigated on a case-by-case basis.

Budget Issues

1. Preparation and Approval – The size of the total budget for monthly support of workers shall be determined by the elders of the church. Generally, it will be at least 10% of the budgeted operational expenses.
2. Planning - Once we have the approved budget from the elders, we determine how much money we have available for adjusting support of current workers and support of new workers.
3. Disbursements & Records – The Engage Pastor is responsible for the execution of the global engagement budget and for the disbursement of all funds. However, any new workers being added for financial support or existing workers being renewed for financial support need approval from the elder board. Ending support of workers before the approved term expires does need elder approval. Ending support at the end of an approved term does not need elder approval, but a report should be given to the elder board as to why the support is ending.
4. Reporting - A monthly accounting report as to the status of the budget shall be provided to the team by the accountant on staff.
5. Designated Giving – Designated gifts from an individual to GBC with instructions to give to a specific worker, agency or non-approved project are not allowed. Any such gift will be returned to the donor in accordance with the GBC financial procedures. However, designated gifts may be accepted for Elder approved projects, such as travel expenses for short term missions trips. The GBC business office will maintain separate accounting for Elder approved Designated Gifts.

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Special Requests for Financial Support

Each year during the Engage Conference, there will be a special offering taken for the Special Missions Fund. The Engage Pastor will set a target goal for this fund each year, by requesting what financial needs the workers in the field have for the coming 12 months. We cannot promise or guarantee we will be able raise enough or provide enough of the funds that are needed.

Special missions funding is for one-time, programmatic-related, or special needs of the existing Grace-sent workers. The aim of which is to accelerate Kingdom impact (evangelism, discipleship, church planting, leader training, theological training, translation projects, and missionary care) of existing Grace-sent global engagement workers. It is also used to support individuals going on GBC approved short-term trips and to invest in the strategic partnerships to which the church has committed.

All spending from the Special Missions Fund is to be approved by the elders.

Application Process

Contact for requesting and submitting applications is the Engage Pastor.

1. The worker submits the Special Request for Financial Support Application.
2. If the worker meets all policy criteria and the ministry seems to be a match for GBC, the Engage Pastor will set up a meeting with the worker and at least one other GET Member to understand their special project better.
3. If the Engage Pastor and the GET Member(s) who met with the worker deem their request fits the policy criteria, it will be nominated to the GET to offer support from GBC, and approval is made by a simple majority vote of Team members present and voting at a duly called meeting.
4. It will then be passed to the elder board for approval.
5. The career Grace-sent worker will be notified.

Due Diligence

1. The Engage Pastor may validate that the org knows their worker is asking for additional funds.
2. As a rule of thumb, the worker requesting funding needs to have at least 90% of their personal budget already raised.
3. Depending on the size of the project the funds may be allocated in phases, with certain qualifications and expectations met in each phase before the next phase of funding occurs. We ask the worker spends the funds preferably within one month of receipt of funds.
4. The Engage Pastor may call to follow up with contacts the applicant provides of other churches from which they get support.