

**Calvary Church Global Ministries**  
1051 Landis Valley Road, Lancaster, PA 17601  
(717) 560-2341

**Reference Form**

I, \_\_\_\_\_, am applying to work overseas through  
(Applicant's name – Please Print)  
Calvary Church and have given your name as a personal reference.

Applicant's Signature: \_\_\_\_\_

**-----To Be Completed by Reference-----**

Please complete this form and return it to the applicant in a sealed envelope. Your honest evaluation of the applicant's character and integrity is appreciated. Your response will be held in confidence.

Reference Name: \_\_\_\_\_  
(Please Print)

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ Email: \_\_\_\_\_

1. What has been the nature of your association with this person?  
\_\_\_\_\_

1. How long have you known the applicant? \_\_\_\_\_

Please use the following scale to respond to questions 3-8

0	1	2	3	4	5
Don't Know	Low		Average		Outstanding

3. How would you rate his/her involvement in peer relations? \_\_\_\_\_

4. How would you rate his/her emotional maturity? \_\_\_\_\_

5. In your opinion, is this person responsible and consistent in his/her commitments: \_\_\_\_\_

Other comments: \_\_\_\_\_  
\_\_\_\_\_

Signature: \_\_\_\_\_ Date \_\_\_\_\_

**Thank you** for your time and response to our questions.

## PA Residency

Printed Name: \_\_\_\_\_

**Please check the appropriate line**

1. \_\_\_\_\_ I have not lived in PA for at least the entirety of the past 10 consecutive years. **I understand that I must complete the FBI criminal history clearance. (you do not need to complete the section on the bottom half of this page)**

Date moved to PA \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

2. \_\_\_\_\_ I have lived in PA for at least the entirety of the past 10 consecutive years **(please also read and sign the section on the bottom half of this page)**

Lived in PA my entire life \_\_\_\_ Yes If not, date (or year) moved to PA \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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If you have lived in PA for the past 10 consecutive years or more, please read and sign the following:

I affirm that I should not be disqualified from serving based on the conditions listed below:

- i. I am not named in the statewide database (pursuant to a DPW Child Abuse History Clearance) as the perpetrator of a founded report committed within the last five years
- ii. My PA State Police Criminal Background check OR FBI check does not reveal a conviction for *any* of the following at *any time* in the past:
  - a. Criminal homicide; aggravated assault; stalking; kidnapping; unlawful restraint; rape; statutory sexual assault; involuntary deviate sexual intercourse; sexual assault; aggravated indecent assault; indecent assault; indecent exposure; incest; concealing death of child; endangering welfare of children; dealing in infant children; prostitution and related offenses; obscene and other sexual materials and performances; corruption of minors; sexual abuse of children; or the attempt, solicitation or conspiracy to commit any of the above offenses
- iii. My PA State Police Criminal Background check OR FBI check does not reveal a conviction for a drug or drug-related felony in the past five years.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

PA Child Abuse History Certification Form – Page 2.12

Consent/Release of Information Authorization Form For the PA Child Abuse History Certification Form – Page 2.13

## Moral Purity in Global Ministry

### Introduction

The Bible is very clear that God's will for His children is to be holy as He is holy (1 Pet. 1:16) and to use our bodies as instruments of holiness and honor (1 Thess. 4:3-8). Our pursuit of holiness pleases and glorifies our Heavenly Father, but when we stray from this pursuit, we hurt our relationship with Him, ourselves, and others.

Everyone is vulnerable to the slide into impurity, both singles and married people. Global partners are especially susceptible to sexual and moral impurity as they are bombarded with the stressors that come with the intense, relational nature of cross-cultural ministry.

As you continue the process to go to the field, it is very important to reflect where your heart is at regarding purity issues. The resources that follow are intended to lead you closer to God, equip you to walk in righteousness, help you ask the hard questions, and think through those answers with those to whom you are accountable in a loving, spiritual community.

### Recommended Purity Resources

Ken Williams, "Sexual Purity in Missions" (pp. 249-256) in Kelly O'Donnell, *Doing Member Care Well: Perspectives and Practices from around the World*. Pasadena, CA: William Carey Library, 2002. Use the following link for a free download:

<http://www.wearesources.org/PublicationDetail.aspx?PublicationGUID=a5d404b4-db74-469f-a81a-6833c468d406>

Randy Alcorn, *The Purity Principle: God's Safeguards for Life's Dangerous Trails*. Multnomah, 2003.

Richard and Renee Durfield, *Raising Pure Kids in an Impure World*. Bethany House, 2004.

Joshua Harris, *Sex is Not the Problem, Lust Is*. Multnomah, 2005.

Shannon Etheridge, *Every Woman's Battle: Discovering God's Plan for Sexual and Emotional Fulfillment*. Random House, 2003.

[www.missionarycare.com](http://www.missionarycare.com) – useful resources on global partner and mental health, especially in dealing with sexual stress and temptation (similar content can be found for cross-cultural workers in creative-access countries at [www.crossculturalworkers.com](http://www.crossculturalworkers.com))

[www.bsafehome.com](http://www.bsafehome.com) – site for downloading inexpensive server-side filtering software

[www.covenanteyes.org](http://www.covenanteyes.org) – this inexpensive software tracks all website activity for a person and sends the web addresses to one or two accountability partners

[www.k9protection.com](http://www.k9protection.com) – free internet filtering download

[www.family.org/married/romance](http://www.family.org/married/romance) -- useful articles for promoting intimacy in marriage and confronting sexual addiction

## Personal Questionnaire

Do you addictively or excessively use alcohol?	Yes	No
Do you illegally use drugs or a controlled substance?	Yes	No
Do you use or view pornography in any form?	Yes	No
Have you ever been found guilty of a criminal offense?	Yes	No
Have you ever entered a plea of nolo contendere (no contest) or guilty to any criminal offense?	Yes	No
Have you ever received probation or community supervision for any federal, State, or municipal criminal offense?	Yes	No
Have you ever been convicted of any criminal offense in a country outside the jurisdiction of the United States?	Yes	No
Has your driver's license ever been suspended or revoked?	Yes	No
Has any court ever determined that you have committed abuse against a child?	Yes	No
Have you ever been charged with child abuse or neglect?	Yes	No
Is there any fact or circumstance involving you or your background that would call into question you being entrusted with the supervision, guidance and care of children/youth? (Explain)	Yes	No
Are you presently involved in inappropriate sexual behavior?	Yes	No
If you answered "Yes" to any of the above questions, are you willing to talk to someone on the ministry staff about this?	Yes	No
Do you have any physical, mental or medical limitations or impairments that would hinder or interfere with you performing any kind of work or ministry? (Explain) (Please share any such limitations with your ministry leader as necessary.)	Yes	No

### Personal Information

Other Names: (e.g. maiden, aliases, former names) \_\_\_\_\_

Occupation: \_\_\_\_\_ Birth Date: \_\_\_\_\_

**Employer:** \_\_\_\_\_ **How Long?** \_\_\_\_\_

Business Address: \_\_\_\_\_

**Previous Employer:** \_\_\_\_\_ **How Long?** \_\_\_\_\_

**Former Residence(s) (last five years):** \_\_\_\_\_

I affirm that the information I have given is true and correct. I further affirm that I am willing to submit to the authority of church leadership and its doctrine. I also give permission for Calvary Church to run the necessary background checks.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

Return this completed form in a sealed envelope to:  
Pastor Tom Koch  
In the Church Office Mail Room.

## **Calvary Church Cross Training Guidelines for Interacting with Others**

In the effort to “prove yourselves to be blameless and innocent, children of God above reproach” (Phil. 2:15), the following are the basic behavioral and ministerial guidelines which should be followed by every global partner, especially those who have regular, ongoing contact with children and youth:

- Make sure at least one other adult is with you when working with one child or one person of the opposite sex in a closed space
- Be open and public in spending time with others. Seek visible places – rooms with windows and windowed doors, public spaces, etc.
- When meeting with someone one-on-one, be sure the room has a window in the door or the door is open
- If single, be accompanied by one other person of the same sex (or your spouse, if married) when traveling with one child or one member of the opposite sex
- In using touch, be sure that it can never be misconstrued to be abusive, harassment, or a sexual advance
- Avoid intense eye contact with any person of the opposite sex
- Words are easily misunderstood. Let your yes be yes and your no, no. Avoid teasing, course joking, double entendres, and flirting.

**Global Ministries Moral Purity Resources**

This is to verify that I have familiarized myself with the resources available to me regarding moral purity in global ministry, that I have read the article "What Missionaries Ought to Know about Sexual Stress," that I am in agreement with the Guidelines for Interacting with Others, and that I have processed the forms required for the criminal background check and the personal questionnaire.

\_\_\_\_\_  
Signed

\_\_\_\_\_  
Dated

\_\_\_\_\_  
Signed

\_\_\_\_\_  
Dated

Please return to:

Global Ministries Office

## Financial Solicitation to Individual Members of Calvary Church

The monthly support structure for global partners of Calvary Church is considered a centralized approach. In this approach, those making financial decisions that affect global partners are the individuals with the greatest access to important information. This decision making body is the Global Ministries Team (GMT). Global Ministries leadership can make informed decisions based on agency policy and perspective as well as church policy, ministry history and perspective. When financial decisions are made in a de-centralized fashion by individuals, they are more subjective in nature. Decisions are made purely through the filter of the global partner or candidate. Individuals can be more vulnerable to issues of personality, crisis fund raising or even appearances. Without certain boundaries it is entirely possible for one clearly focused global ministry program to change into several smaller independently financed programs with more competing priorities. The unified nature of a global ministry program can be divided or polarized by individual solicitation. The enemy has and can use opposing viewpoints to threaten harmony. For these reasons we have the following policy on support raising guidelines. Anyone seeking clarification or further interpretation should first discuss matters with the Global Ministries Pastor before taking any action.

1. Follow the Calvary Church Support Raising Policy.
  - A. The policy allows for any individual(s) to present their ministry to ABFs as the occasion may arise. The purpose for this is to educate people about your ministry so you can generate prayer support. This is not an opportunity to solicit financial support. Should individuals within the ABF request information on your financial needs, then you can freely explain outside of the ABF your need and how they can participate.
  - B. No one should initiate any type of mass financial mailing to the church family. Mailings can be done in cooperation with the church office. There should be no specific mention of money or even a reference to the phrase "financial needs" in a letter to the Calvary Church family. If individuals ask about your support needs you may freely share these needs. However, we request that you not begin this process of sharing needs unless requested.
  - C. The intent of this support raising approach is to protect the church family from endless amounts of solicitation. It also is to encourage a God dependent approach to securing support.
2. Become informed and familiar with your agency's guidelines for support raising but when agency guidelines are different from Calvary Church guidelines, the church guidelines should be followed. If questions arise about interpreting church guidelines, then someone should contact the Global Ministries Pastor.
3. Financial support raising activity may begin when you have received approval from the Global Ministries staff.
4. Ask people to pray for you during your support raising process.
5. Financial need by a candidate or global partner should be directed to the Global Ministries Team (GMT) in writing, in a timely manner, for consideration. The GMT meets the first Monday of every month.
6. Utilize support raising resources like: (available through the church office)  
*People Raising* by William P. Dillon, Moody Press  
*Friend Raising* by Betty Barnett, YWAM

## Financial Solicitation Verification

This is to verify that I have read the document Financial Solicitation to Individual Members of Calvary Church and that I am in agreement and will abide by the policy outlined within this document.

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Signed

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Date

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Signed

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Date

# Cross Training

Requirements: Level 3 – *Team Building*

Date completed

1. Read required literature: *Fully Funding Your Ministry* \_\_\_\_\_
2. PAC (Prayer & Care) Team formed \_\_\_\_\_  
leader: \_\_\_\_\_  
telephone: \_\_\_\_\_, email: \_\_\_\_\_
3. Minimum of 25 daily prayer partners secured \_\_\_\_\_
4. Submit the completed Global Ministries/Candidate Communication Agreement signature page \_\_\_\_\_
5. Complete and submit Release of Information page \_\_\_\_\_
6. Attend all CT Continuing Education (CE) and other lectures on specified topics \_\_\_\_\_  
Any absence from a CE session requires a review of the videotape, available to be checked out from the library, and a one-page report to the Global Ministries Office.
7. 100% of financial support secured \_\_\_\_\_
8. Commissioning service \_\_\_\_\_

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## The Importance of Building a Team

### Philosophical Basis

Global partners are *sent ones* (taken from the literal meaning of the Latin word). This indicates there are others involved in the *going* besides those who actually leave to engage in ministry. From Acts 13 we can see at least two primary agents who serve as senders, God Himself (Acts 13:2, 4) and the church (Acts 13:3). From this account of the sending of the first global partners, we can conclude that it is God who is the Chief Sender and that He uses local bodies of believers to accomplish that sending.

Paul himself refers to the sending aspect when he asks the question, *How can they preach unless they are sent?* (Romans 10:15). Throughout the writings of Paul, the reader gains a sense of the appreciation Paul had for those who were involved as senders in his outreach journey. He regularly depended upon them for their prevailing prayer on behalf of his life and ministry and frequently was the beneficiary of their financial support.

So it is today. Global partners are still *sent ones*, people who do not go in their own authority, but rather commissioned by God Himself. He still desires to involve His people (the church) to rally prayer and financial resources for the task of world evangelization. Global partners today are well advised to consistently seek the informed and committed participation of people in their circle of churches to be involved with them in such ministry.

### Practical Steps

There is much written that can guide a global partner in the development of a sending team back home. Two books in particular are helpful in this area: *People Raising: A Practical Guide to Raising Support*, William P. Dillon, Moody Press, 1993 and *Serving As Senders*, Neal Pirolo, Emmaus Road International, 1991. Each one gives practical ideas on how to implement a team of prayer and financial supporters that can be sustained through the life of the global partner's service overseas.

In addition, the candidate should also seek to enlist the aid of his/her home church in the cultivation of a sending team. Church leaders and others in the church can frequently provide suggestions about other possible groups or individuals who might have interest in the ministry in which the global partner will be engaged. Sometimes doors of opportunity can be opened by a word of introduction or a reference.

Calvary Church candidates are required to raise 100% of their agency approved monthly and one-time start up budgets before being allowed to depart for the field. This is true for those embarking on their first term of service, as well as those returning after a home service assignment. Exceptions to this policy must be approved jointly by the agency and the Global Ministries of the church. In addition, the candidate is required to form a PAC Team and enlist the required number of daily prayer partners before departure to the field is approved.

# Reading Assignments

## *Level 3: Team Building*

### **Required:**

*Fully Funding Your Ministry*, Steve Shadrach, Support Raising Solutions (Available from the Global Ministries Office upon request)

Read Chapters 1-6: *Honorably Wounded*, Marjory Foyle. 2001, Monarch Books, (Calvary Library 248.4019 FOY)

Read Chapters 2 and 12: *Miraculous Movements*, Jerry Trousdale, 2012, Thomas Nelson Publishing (Calvary Library 297 TRO)

### **Recommended:**

*Managing Conflict Creatively: A Guide for Missionaries and Christian Workers*, Donald Palmer, Gabriel Resources, 1991

*Fitted Pieces: A Guide for Parents Educating Children Overseas*, edited by Janet R. Blomberg & David F. Brooks, SHARE Education Services, 2001

*Raising Resilient MKs*, edited by Joyce M. Bowers, Association of Christian Schools International, 1998

*Conflict or Connection: Interpersonal Relationships in Cross-Cultural Settings*, Levi Keidel, Evangelical Missions Information Service, 1996

*People Raising: A Practical Guide to Raising Support*, William P. Dillon, Moody Press, 1993

*Serving as Senders Today*, Neal Pirolo, Emmaus Road International, 2012

\*Note that all required books are in the Calvary Church library. The call numbers are provided after the title of each book to help you locate them if you choose to use the library copies.

## Future Expectations

Calvary Church has a unique ministry relationship/partnership with its own global partners. Here is what makes it special:

1. We are the sending church with almost every global partner unit.
2. We usually carry significant monthly support responsibilities. In a majority of cases Calvary is the largest financial supporter.
3. We provide resources that most churches do not provide. Provisions like housing, transportation or mailings deepen our relationship.
4. We are in a position to be an advocate for our global partners when interacting with agencies, especially agencies on our preferred list.

In light of this relationship, we have some expectations that should be respected. This will ensure healthy and effective working relationships under any circumstances.

- A. Calvary has church-wide Global Ministry events every year. These dates are set well in advance. We have Global Focus weekends each June & November. We have a spring emphasis every year. All home assignment global partners are expected to participate in these events when stateside. Exceptions are made under unusual circumstances. This is to ensure a meaningful time of interaction with the congregation. Call the Global Ministries Office for calendar clarification.
- B. As a general rule, Calvary would like its global partners to participate in the life of the church when in the Lancaster area. Your home assignment time with Calvary should be commensurate with the percentage of monthly support you receive. If a global partner receives 50% of their support from Calvary, then they should give 50% of their time to the life and/or ministry of Calvary Church. This may require careful planning prior to home assignment.
- C. Calvary desires that you provide prayer/praise requests and information about your ministry. Some email requests should come at least every 4 weeks and, of course, a prayer letter every three months. PAC Teams can distribute prayer requests for you, but please have them include the Global Ministries Office in the church as well. If an adult ABF communicates with you, please respond when it becomes possible. Remember that the church family is a part of your team.
- D. Reserving global partner housing should take place between 12-18 months prior to your desired stay. If there is a vehicle need, an early notification is also appreciated.
- E. If there are any major changes in ministry anticipated, you should contact the Global Ministries Pastor immediately. Changes like a location or role change should receive the approval of the Global Ministries Team (GMT). Remember that we view you as partners of our Global Ministry. Failure to discuss potential changes with the Global Ministries Pastor may jeopardize monthly support.

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**Release of Information**

**Please read the following material carefully. Should any questions arise, please discuss your questions with appropriate Global Ministries leadership before signing this document.**

Global Partners enter into a unique ministry relationship during ministry service. They are sent out by Calvary Church and are supported by the church ministry. At the same time, the global partner is considered an employee of the agency through which they serve. Because of this complex arrangement, confidentiality boundaries have limited communication between the global partner, church and agency. The limits of confidentiality have, at times, impeded the coordination of effective ministry or member care. To improve efforts between all parties we are asking the global partners involved to sign this release of information form. By signing this form, the global partner is giving permission for the global ministries pastor or counseling pastor of the church and supervisor within the agency to work together with the global partner when coordinated efforts serve the global partner and/or the ministry. Confidentiality will continue to be a carefully guarded effort in both the church and agency. However, from ministry experience we have found that thoughtfully exchanged information on the part of a select few serves everyone's best interest. Please read the information and sign the appropriate parts.

\*\*\*\*\*

I hereby grant permission for the full and complete exchange of information between:

\_\_\_\_\_ Calvary Church \_\_\_\_\_  
(my church)

and

\_\_\_\_\_ \_\_\_\_\_  
(my agency, include the name of a specific person on the field, their title and email contact)

I understand that this information may include, but not be limited to, personal information about me and/or my family, information regarding job performance, observations by third parties, performance reports and evaluations by professionals or non-professionals, test results, and official documents. This authorization is voluntarily given with my full realization that the information exchanged may contain highly confidential information. For myself and my heirs and assigns, I further release Calvary Church and my agency, including, but not limited to, its officers, agents and employees from any liability or damages whatsoever arising out of the exchange of this information.

I further understand that I may revoke this authorization at any time with a written request, which shall not affect any prior confidentiality agreements I have made or any disclosure of confidential information pursuant to this Release of Information prior to my revocation.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### Global Ministries / Candidate Communication Agreement

This is to verify that I have familiarized myself with the future expectation document and as I anticipate global partner assignment with Calvary Church, I agree to the following communication expectations:

1. I will communicate with all supporters on a monthly basis. This communication can be done via email and it will include a brief summary of ministry details, personal updates, praise & prayer requests (a book entitled, *How to Write Missionary Letters*, by Alvera Mickelsen is available from the Global Ministries Pastor upon request).
2. I will provide supporters with contact information (phone number, email and snail mail addresses).
3. I will send a quarterly one-page letter to Calvary Church for distribution in the bulletin.

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Signed

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Dated

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Signed

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Dated

Please return to:

Pastor Steve Beirn  
c/o Calvary Church  
1051 Landis Valley Road  
Lancaster, PA 17601

## PAC Teams and Why You Need One

### Philosophical Basis

The global partner enterprise requires at least two categories of participants: those who will go (Matthew 28:18-20) and those who will send them (Romans 10:15a). "Senders" play a vital role in the long-term sustainability of the "goers." They provide prayer, finances and other resources upon which the "goer" is dependent. In a healthy partnership, each role complements the other in their collaborative effort to obey Jesus' command to "make disciples of all peoples." A *Prayer and Care Team* (PAC Team) is one way in which Calvary Church recognizes this reality and structures its global partner sending model to facilitate such partnerships.

Each overseas global partner unit of Calvary Church is responsible to recruit and mobilize a team of people known as a PAC Team before their initial departure for the first term of service. This team is to be maintained over the years of the global partner's service, changing members as needed. Global Ministries will provide assistance to the global partner where possible, but the partner is to view this responsibility as any other area of legitimate pre-field ministry (such as in the raising of required financial support).

### Practical Steps

1. The "goer" (global partner) must recognize and value the need for a functioning team of supporters in the home base that will: (a) pray individually and collectively for current personal and ministry needs, (b) advocate before the church family and Global Ministries of Calvary Church on behalf of the global partner, (c) facilitate the departure and re-entry of the global partner and family to life in the church and Lancaster County, and (d) partner with the global partner in the acquisition of needed resources as possible and appropriate.
2. The global partner is to read and become familiar with the document *Global Partner PAC Teams* (page 3.8 of the Cross Training Candidate's Manual) in order to become familiar with the composition and function of such teams.
3. The global partner should compile a list of all people in the church with whom a certain bond or connection has seemed to emerge. These names serve as a pool of potential members or his/her PAC Team.
4. The global partner contacts each person in the pool of potential members, sharing the concept of the PAC Team and casting a vision for that person's potential involvement. This should be done in a style that best fits each global partner.
5. Extra copies of the document *on PAC Teams* can be obtained from the Global Ministries Office of the church for distribution to potential members.
6. Once the global partner has a sufficient number of committed members (6 minimum), the new PAC Team should meet with the global partner to begin planning for their ministry together.
7. The names and contact information of all members of the PAC Team is to be provided to the Global Ministries Office by using the form on the following page (*PAC Team Roster*). Future changes in the membership of the PAC Team should be reported to the Global Ministries Office so that communication can be maintained.

## PAC Team Roster

Global Partner: \_\_\_\_\_ Date submitted: \_\_\_\_\_

### PAC Team Coordinator

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_ Telephone: \_\_\_\_\_

### PAC Team Members

Name	Address	Email	Telephone

**Note:** Please update this roster and provide a copy to the Global Ministries Office anytime someone is added to or deleted from the PAC Team. Thanks!

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# Global Partner PAC Teams

Calvary Church, 1051 Landis Valley Road, Lancaster PA 17601  
[www.calvarychurch.org](http://www.calvarychurch.org) 717.560.2341

*You will do well to send them on their way in a manner worthy of God. For they went out for the sake of the Name, accepting nothing from the Gentiles. Therefore we ought to support such ones, that we may be fellow workers with the truth. (3 John 6b-8)*

## PURPOSE

### Why do PAC Teams exist?

The purpose of a PAC Team (*Prayer and Care Team*) is for a small group of people from Calvary Church to diligently see that their global partner is cared for spiritually, emotionally, and physically (Titus 3:13) and to represent the global partner, their ministry, people group, and all that God is doing to the Calvary Church family.

This does not mean that the PAC Team does everything or that it meets all the global partner's needs, but it does mean that this small group of committed friends provides personal care and prayer. The PAC Team bonds to the global partner in a more intimate manner than the broad base of financial and prayer supporters.

## RESPONSIBILITIES

### What are some of the tasks?

Teams will discover their unique style and rhythm for ministry that fits their context and the needs of their global partner. Here are some suggestions.

#### **Of the PAC Team...**

1. Commit to a specific term length (at least pre-field through the first home assignment).
2. Meet at least every other month for prayer and as special needs arise.
3. Pray for your global partner often.
4. Create an atmosphere where your global partner feels safe and comfortable to share on a personal level with the team.
5. Correspond regularly.
6. Keep the church informed of prayer requests (Wednesday prayer meeting, assigned ABF, Women Praying for the World meeting).
7. Serve as an advocate to the global ministries pastor, communicating concerns and needs in the absence of the global partner.
8. Provide practical care and fellowship during their time overseas and their home assignment or re-entry period.

The type and extent of practical care depends on the desires and creativity of the PAC Team in consultation with the global partner. There are fun, practical ways to help and to feel a part of the global partner's journey and ministry!

#### **Of the PAC Team's coordinator...**

1. Be available to global partners in their process of assembling teams.
2. Meet with the teams to instruct in the process and answer any questions.
3. Check in with each team leader every four months.

#### **Of the global partner...**

1. Choose a team of 6-8 people from at least 3 different family units, most of whom should be from Calvary family members.
2. Commit to an open relationship with your PAC Team.
3. Convene your PAC Team for regular prayer when you are at Calvary Church.
4. Correspond regularly, at least monthly, by e-mail or post to make needs and praises known. This should be sent to your "Calvary Contact" on your PAC Team.
5. Communicate physical needs, such as need for books, medicines, clothes, etc. Before returning to the United States for home service assignment, communicate ways the team can help you in re-entry. (See lists of ways your team can help).
6. Communicate spiritual and emotional needs.

## ROLES & FUNCTIONS

### What are some of the jobs?

The PAC Team may be organized in various ways, depending on the gifts of the individuals involved. Possible roles for various people on the team are:

1. **Team Leader** – This person acts as liaison between the PAC Team Coordinator and their PAC Team. They also provide direction for team meetings, communicate with team members and help delegate responsibilities so the team can be as effective as possible.
2. **Calvary Contact** - He or she should receive the global partner's regular e-mail updates.
3. **Team Organizer** - A person to organize details that will assist the team to better support their global partner. These could include keeping track of prayer requests and answers, making a calendar of communication assignments, and calling for PAC Team meetings to pray or organize support.
4. **Communications Coordinator** - In case of emergency, it may be helpful for the PAC Team to be organized into an information chain. If anyone hears of an emergency that their global partner is facing, this individual should be contacted so that information can be passed on quickly and accurately to others.

A team could divide the work further by assigning each specific role (care package, meeting treats, mailing books, displays for conferences and ABFs, writing of article for church newsletter, etc.) to people on the team.

The book, ***Serving as Senders*** by Neal Pirolo is required reading for PAC Teams. This book will inform the Team about effective support for a global partner.

## CREATION

### *How are PAC Teams formed?*

A team of at least 6 individuals, representing at least 3 households, can form in a variety of ways depending on the global partner's needs. The global partner may prayerfully ask a group of supportive friends from the church at large, their ABF or other small group. No relatives please. Everyone on the team does not have to be from Calvary Church, but the majority should be and the designated leader (however assigned) must be. A person or family can only be on one PAC Team.

The key is that the global partner is free to share with the individuals on the team, being intimate about his/her process of struggles and victories. The team over time needs to know the global partner and come alongside

him/her to provide effective support. This should be considered as the global partner prays about who to ask to be on the team. The team should commit to this ministry relationship for a minimum period of time to include the global partner's first term of service and initial home service assignment. The Cross Training Team requires global partners supported by Calvary Church to have a PAC Team before clearance is given to depart for their field of service. The global partner should contact the church Global Ministries Office with questions or when ready to form a team. They will be placed in contact with the PAC Team Coordinator.

## MOTIVATION

### *Why have PAC Teams?*

We want those that we financially support to feel that they are genuinely cared for, and be more than just names on the bulletin or line items in the budget. We want to *send* global partners, not just *have* them. The Global Ministries Pastor and Global Ministries Team cannot really care for all our global partners and those in preparation. PAC Teams that care individually for each global partner unit are essential.

## Global Partner Care

### *Ideas for PAC Teams*

### Training and Preparation Time

1. Pray earnestly for them
2. Baby-sit while the couple runs a myriad of errands, or for a day or two away alone
3. Help run errands
4. Research consumer reports on needed equipment
5. Research their country and people by going to the library, reading periodicals, the daily paper, etc.
6. Send the couple away for a weekend of rest just prior to their leaving
7. Offer to sew/mend, or fix items they need to take
8. Help them move
9. Provide meals the last few days before they leave
10. Offer to have them stay with you, or help them find a place for the last few days before they leave.
11. Encourage them during the emotional ups and downs of this time
12. Make tapes of children's music/stories, or collect tapes, videos, CDs (observing copyright laws).
13. Learn what makes THEM feel supported and what the kids enjoy doing
14. See them off at the airport, with prayer
15. Help them with a garage sale

### Field Ministry

1. Pray earnestly and daily for them.
2. Write or e-mail them often

3. Keep up with their work so you can encourage them and share their work with Calvary
4. Call or perhaps visit them
5. Send their favorite magazine, Sunday newspaper cartoons, candy, cereal, Kool-Aid, etc.
6. Send (subscribe to or buy) magazines or a good book you've read, and age appropriate children's books or magazines
7. Remember them on their birthday and holidays with a card, gift or call
8. Send periodic care package to the children
9. Make sure they are sent Calvary sermon CDs if they wish them
10. Send a CD of worship music
11. Send a DVD of a Calvary Church "occasion", or of their peers talking to the children
12. Write kids individually
13. Represent the global partner to their assigned ABF

### Home Assignment or Re-entry Time

1. Pray earnestly for them.
2. Be at the airport to welcome them home—realizing this may no longer be "home"
3. Host an open house so they can see many of their friends and update them
4. Host a tea for the woman and her close friends
5. Help them get caught up on new ministries or events at Calvary, introducing them to new people
6. Visit the Calvary global partner home they will occupy to make sure it is stocked for them "personally." Contact the Global Ministries office for this information. In the event that a church global partner house is not available, the PAC Team is encouraged to help the global partner secure housing.
7. Help them get settled—meet them at the airport and help to move them in
8. Give them a gift certificate for a special treat—ice cream, pizza, take-out, etc. (The assigned ABF can be encouraged to contribute to this.)
9. Update them on "what's in and what's out"
10. Provide meals for the first few days
11. Host a party in their honor and spend time praising God for His work through them (write a litany of thanksgiving)
12. Be sensitive to the length of time for cultural adjustments
13. Help the family "fit" back into the U.S. — arrange ahead of time for someone to meet them at the Welcome Center on Sunday mornings the first or second week.
14. Help them the first week of school.
15. Help them know where and "how" to shop, asking their clothing preferences and then taking them to appropriate places

16. A month before they come back, if they wish, begin keeping a calendar for them, setting up times when people can see them so that they aren't so overwhelmed when they return

### Reading List

A great plan for team members would be to read one book per year. Neal Pirollo's book ***Serving as Senders*** is a "must read" and should be read first.

*A Mind for Missions*, Paul Borthwick, NavPress, 1987  
*Doing Member Care Well*, edited by Kelly O'Donnell, William Carey Library, 2002

*Steps to Going Overseas*, John Hoover, Inter-Varsity Press

*The Reentry Team: Caring for Your Returning Missionaries*, Neal Pirollo, Emmaus Road International, 2000

*Too Valuable to Lose*, Edited by William D. Taylor, William Carey Library, 1997

## Calvary Church Support Raising Start-Up Schedule

Anticipated Completion Date	Actual Completion Date	Task
		1. Secure CTT approval to begin Level 3.
		2. Secure approval from the GMT and the Elders.
		3. Develop a portfolio on yourself, your agency and your ministry to leave with interested churches/individuals. Solicit input from your mentor.
		4. Order prayer cards.
		5. Develop some type of media presentation (i.e., DVD) or secure one from your agency to represent your ministry. This should be usable for group presentations or with one or two individuals.
		6. Announce to your ABF the news that church leadership has approved you for global partner service and that you are entering the support raising process. Solicit prayer for this process.
		7. Recruit your PAC Team. Once your team is developed submit a team list to the Global Ministries Administrative Assistant.
		8. Develop an initial email list to inform people about your ministry, needs and progress. Encourage people to pray for you and your progress.
		9. Develop your strategy/goals for support raising. Determine what churches/individuals you will contact and how you will contact them.
		10. Identify resources that you can recommend to local churches to further their pursuit of global ministry. Contact the Global Ministries Pastor about these resources.
		11. Prepare global ministry presentations for children, youth and adults that are creative and age appropriate.
		12. Develop or utilize some type of global ministry display to elevate your presence in church ministries. Agencies can often provide this. When possible, take a PAC Team member with you to assist with the display. Someone may be able to critique your support raising presentations.
		13. Work with the Global Ministries Pastor to schedule ministry opportunities with groups within the church.
		14. Establish a date for a commissioning service with the Global Ministries Pastor.

## Quarterly Support Plan & Report

Beginning-of-Quarter Cumulative Totals

Cumulative Totals as of...	Prayer Letters Written	Churches Contacted	Individuals Contacted	Meetings Held	Prayer Partners	Support Pledged	Outgoing Funds in hand
-							
_____ (month)							

Month <small>Write name of month on line below</small>	Prayer Letters Written	Church Contacts Made	Individual Contacts Made	Follow-Up Letters	Meetings Held	Prayer Partners Recruited	Support \$ Committed	Outgoing \$ Received	Hours/Week Invested
1 _____ Anticipated									
1 _____ Actual									
2 _____ Anticipated									
2 _____ Actual									
3 _____ Anticipated									
3 _____ Actual									

Cumulative Totals As of ...	Prayer Letters Written	Churches Contacted	Individuals Contacted	Meetings Held	Prayer Partners	Support Pledged	Outgoing Funds in Hand
_____ month							

### Guidelines for Using This Report Form

Candidates and the church should never measure the success of support by the sheer volume of contacts. However, response is often proportional to the number of quality contacts made and followed up. This report form gives the church and candidate a tool for accountability and one means of assessing the “return of investment” of time and energy expended in various types of support contacts.

At the beginning of each quarter, candidates should fill in the top rows, indicating their anticipated goals for each category. A copy of the chart should be kept by the candidate and a copy submitted to the Global Ministries staff.

The Candidate and Mentor should pray together and discuss the feasibility of the goals.

At the conclusion of each month, Candidates should complete the second row for the appropriate month. As necessary, anticipated goals for the coming month(s) can be amended at the same time.

The beginning and ending totals provide touchstones by which the candidate and Global Ministries staff can assess overall progress

This report tool is to be used by the candidate if their selected agency does not provide one for use. This report or a similar one from your agency is to be submitted quarterly to the Global Ministries Pastor.

## Appendix A

### Suggestions for Liaison/Mentor Candidate Meetings

To understand role relationships – see Level One pages 1.2-1.4

Objectives of Liaison/Mentor/Candidate relationships and meetings:

1. Maintain accountability for the candidate's participation and completion of requirements.
2. Determine candidate's readiness for global partner service.
3. When needed, provide direction and feedback so the candidate grows in self-motivation and self-direction.
4. Provide communication between candidate, mentor and CTT.
5. Facilitate resolution of difficulties between mentor and candidate, should such arise.
6. Encourage the candidate and the mentor in setting goals.
7. Pray for the candidate and mentor.

Guidelines for Semi-Annual meetings:

1<sup>st</sup> meeting – after acceptance into Cross Training, the CTT Chairman or a designated CTT member calls the meeting with the candidate, liaison and mentor.

A. Review general CTT expectations.

1. Monthly meeting with mentor
2. Quarterly verbal reports by liaison to CTT after contacting mentor and candidate.
3. Liaison, mentor, candidate meeting every 6 months
4. Attendance at CT Continuing Education Sessions
5. Submit assignments to the Global Ministries Administrative Assistant ([tsherman@calvarychurch.org](mailto:tsherman@calvarychurch.org)). This may be done electronically.

B. Review Level 1 Requirements – Indicating priorities and time/difficulty factors

1. Items taking less time to complete:
  - a. Uniquely You
  - b. Reading the Global Ministry Policy and submitting signature page
  - c. The Bible Assessment Tool takes about one hour to answer
2. Items requiring greater time commitment:
  - a. Perspectives Course – semester course
  - b. Doctrinal statement
  - c. Personal evangelism skills, especially if training is needed

C. Review candidate's ministry involvement and current responsibilities.

D. Ask the candidate and mentor to discuss and answer the following questions:

1. What do you think you can reasonably accomplish in the next six months? Write down the goals.
2. What may be challenging for you or obstacles you might face?
3. How can we pray for you?
4. Pray together.

E. Together set date for meeting in 6 months. Mentor sets date for first meeting with candidate.

F. Follow up

1. Send an email regarding the date of the next Liaison/Mentor/Candidate meeting to candidate and mentor

All Subsequent Meetings –

A. Review Level progress

1. How did he/she do with meeting the goals set?
2. How do you feel about your progress?
3. How often have you met with your mentor?
4. What difficulties have you encountered? How have you resolved them?
5. What questions have come up?
6. Ask mentor, separately, how they feel about progress.

B. The Liaison brings any requests to CTT for clarification as needed.

C. Discuss candidate's spiritual progress

D. Goals to be set for coming 6 months

1. Ask candidate what they feel they can reasonably accomplish in the next 6 months. If previous goals were too ambitious, help the candidate to be more realistic utilizing the mentor's perspective.
2. Help the candidate and mentor identify the best sequence for them in light of their available time for completing requirements in relationship to their life responsibilities.
3. Write down their goals.
4. What specific prayer requests does the candidate have? Ask for mentor input, separately, for prayer requests from their perspective.
5. Pray together.

E. Follow up

1. Send email listing the date of the next Liaison/Mentor/Candidate meeting to candidate and mentor.

## Appendix B

### Suggestions for Candidate/Mentor Monthly Meetings

To understand role relationships, see Level 1 pages 1.2-1.4

#### General Responsibilities of the Mentor (page 1.2)

1. Serve as coach and advisor to the candidate on a personal and confidential level.
2. Make the relationship a high priority.
3. Teach by example.
4. Become acquainted with the candidate as a person.
5. Pray daily for the candidate.
6. Listen more than talk (80/20 rule). Ask a probing question.
7. Review the assessments of the candidate's testing results and provide guidance in improving problem areas. This will include Level 2 assignments, such as research and survey projects.
8. Help the candidate gain perspective on his/her thinking, ministry, world view and/or lifestyle patterns. Ascertain problem areas and encourage alternatives.
9. Share knowledge and wisdom gained through global partner service and other ministry experience.
10. Assess validity of the candidate's global partner calling.
11. Understand and support the Global Ministries policy and priorities of the church in assisting the journey of the candidate toward global partner service.

#### Note:

- The mentor is not a representative of the Cross Training Team and is not in a position of authority over the candidate.
- The mentor should not add additional tasks beyond the Cross Training requirements without coordinating with the liaison.
- If issues arise that may require Cross Training (liaison) or pastoral interaction, obtain the candidate's permission. If permission is not forthcoming, the liaison should be notified that there is a problem, the details of which cannot be divulged.
- Recognize that your relationship will grow over time as you meet consistently. Meetings should usually be kept to 1 to 1½ hours in length.

#### First Meeting – Getting acquainted: (occurs after the first Candidate-Mentor-Liaison meeting)

1. Ask the candidate to share their story – learn about their family of origin, their salvation, their education and significant events and influences in their life. (30 minutes or less for this.)
2. Share your story – since you're older, select highlights realizing that as you mentor you will have the opportunity to share more specifically in coming sessions. (10 minutes)
3. Ask for the Candidate's Bi-Monthly worksheet (quickly read what has been written).
  - Ask the candidate to briefly explain the background for one of the words selected in the Heart Check.
  - Encourage the candidate in their personal devotional life.
4. Ask what questions they have about the program. If you don't know the answer, email the question to the liaison, copying the candidate. Learn about the requirements together.
5. Ask the candidate to identify what requirement they plan to work on in the coming month. Encourage them to be realistic in setting this goal.
6. Discuss the conclusion of *Conformed to His Image* by Kenneth Boa. (pages 450-466)
  - The candidate should have selected one or two of the questions from page 466 to discuss with you.

- Two suggested discussion questions for this chapter:
  - 1) Under *Fidelity in Spiritual Disciplines* you could ask, how have you experienced the spiritual disciplines in your life?
  - 2) Under *More Thoughts on Perspective, Responsive and Purpose* you could ask how have obstacles contributed to your growth?
- 7. Conclude by asking for specific prayer requests and having a time of prayer. Let your prayer for the candidate be very specific including their requests and their spiritual life.
- 8. Set your next meeting time confirming which Boa chapter (usually the Introduction and Chapter 1) you'll be discussing.

#### Subsequent Candidate Mentoring Sessions

1. Greet your candidate and read their bi-monthly worksheet.
  - Make comments or ask questions to better understand the Heart Check
  - Make comments or ask questions to better understand their devotional and prayer life
2. *Confirmed to His Image*
  - Discuss the chapter questions the candidate has selected
  - Take the conversations further. Encourage the candidate to think deeply by asking what do you mean? Or how have these ideas changed your thinking? Or why does this have meaning for you? (This discussion will become more personal and deeper over time.)
  - Agree on the chapter for the next session. (Discuss chapters in sequence unless exceptions are coordinated with the liaison.)
3. Progress and Goals
  - Discuss what has been accomplished since your last meeting. The goals can be Cross Training, personal life and/or ministry related.
    - 1) Probe why goals weren't accomplished guiding the candidate in the development of realistic goal setting.
    - 2) Learn about the candidate's life guiding them in defining priorities and maintaining focus.
  - Ask the candidate to set goals for the coming month.
4. Pray together

## The Hardy Personality

As described by the Personnel Department of Wycliffe Bible Translators

My files contain lists of characteristics identified by nine outstanding authorities describing the ideal person. Recognizing that cross-cultural living is different, some of us in global ministry have been thinking a lot about characteristics that describe the hardy global partner, the cross-cultural servant of God who can serve Him joyfully and be productive under difficult situations and yet retain and maintain emotional, physical and spiritual health.

The following skills (because they can be learned and developed) are built on a bedrock relationship to God that is personal, satisfying, permeates all of life, provides stability and direction, hope for today and forever, gives meaning and purpose to all of life. Add to this, then, the following:

1. Attitude toward pain and pleasure. Pain is not an indication of death (something to be avoided at all costs) any more than pleasure is an indication of life; both are merely part of life. The survivor is not afraid of pain. (John 16:33; II Timothy 3:12)
2. Deprivation. The hardy person doesn't insist on having all his/her needs met. He/She understands that 'going without won't kill me.' (Philippians 4:11-12)
3. Addictions. Hardy persons don't have to have "highs" or "adrenaline shots" in order to survive and enjoy life; not easily addicted to anything. (II Timothy 4:11-13)
4. Control. A way of looking at it. Not demanding control or abdicating responsibility when others are in charge, the hardy person knows 'my efforts count; I can make a difference; I may not change everything, but I can and will do my bit.'
5. Perspective. The story does not begin or end with me; I'm in the story, but it's God's story - I'm part of something bigger than I; even when I don't understand, I will trust. The world doesn't revolve around me (Daniel 3:16-18)
6. Self-Knowledge. These people have an extraordinarily high level of self-awareness. They know their strengths/weaknesses and are comfortable with these, sufficiently comfortable so they don't have to think about their inner world all the time. Free from preoccupation with themselves.
7. Partial cause. Able to take responsibility, see themselves as having impact on life. They are comfortable taking credit for the good they do and willing to take blame for the bad. They understand that wherever they are, they are making something better or worse.
8. Givers, not hoarders. They live life richly - giving out love, energy, resources, and time; are generous, open, trusting, working. (Luke 6:38; II Corinthians 8)
9. A wonderful sense of hope. Hope is the anchor to which they hold unswervingly, making a daily difference in their lives. "It's not over till the fat lady sings - and she hasn't sung yet." (Hebrews 6:19, 10:23; I John 3:3)

10. Bottom line - I'm my own. "SOMEBODY" isn't on my team and SOMEDAY isn't a day of the week. It would be nice if I had someone to help me but it looks like no one is handy right now; let's see what I can do. Here I am and nobody is going to rescue me, so I guess I'm going to have to rescue myself.
11. Able to use parts. Innovative, creative. The way the hardy person conceptualizes and utilizes his/her options or resources. "I have only two pieces of wood and a string; let's see what I can do to fix that pump."
12. Enjoy my second choice - ability to. Take satisfaction from what is, rather than pout about what I can't have. (Philippians 4:12-13)

[Wycliffe Bible Translators; L. Gardner with J & G Hubbard, A. Westfall, K. Harder + others - 4/88]

## List of Suggested Global Ministries Biographies

*Alex Leonovich: A Heart for the Soul of Russia*, Patricia Souder

*Amy Carmichael: Let the Little Children Come* by Lois Hadley Dick

*Amy Carmichael Biography, A Chance to Die* by Elizabeth Elliott

*D.L.Moody: The Greatest Evangelist of the Nineteenth Century*, Faith Coxe Bailey

*Dakar: Diplomat in Bangladesh*, Viggo Olsen

*Don't Let the Goats Eat the Loquat Trees: Adventures of a Surgeon in Nepal*, Thomas Hale

*Evidence Not Seen: A Woman's Miraculous Faith in the Jungles of World War II*, Darlene Deibler Rose

*God's Smuggler, Brother Andrew* with John & Elizabeth Sherill

*J. Hudson Taylor - A Man in Christ*, Roger Steer

*Mary Slessor: Heroine of Calabar*, Basil Miller

*One Vision Only (Isobel Kuhn)*, Carolyn L. Canfield

*Stronger Than the Strong: Jesus Sets a Tribal People of Thailand Free from Satan's Tyrannical Rule*, Louise Morris

*William Carey, The Father of Modern Missions*, Basil Miller

## **Calvary Church Doctrinal Basis – Constitution Article III**

At Calvary Church we believe that the cause of unity in the church is best served, not by finding the lowest common denominator of doctrine around which all can gather, but by elevating the value of truth, stating the essential doctrinal parameters of church clearly, seeking the unity that comes from the truth and then demonstrating to the world how Christians can love each other across boundaries rather than by removing boundaries.

### **1. The Bible**

We believe the Old and New Testaments are completely verbally inspired by God and without error in the original writings, and that they are the complete, full and final authority for faith and life.

2 Timothy 3:16-17; 2 Peter 1:19-21

### **2. Triune God**

We believe in one God, eternally existing in three Persons: Father, Son and Holy Spirit. Each one of these three Persons possesses the same nature, the same attributes, and the same perfections of Deity. Matthew 28:19; 2 Corinthians 13:14

### **3. Jesus Christ: God and Man**

We believe that the Lord Jesus Christ was conceived by the Holy Spirit, born of the virgin Mary, and is both fully God and fully man. Matthew 1:18-25; Luke 1:26-35; Galatians 4:4; John 1:1, 14;

Philippians 2:6-11

### **4. Mankind: Creation and Fall**

We believe that mankind was created male and female in the image of God; that our first parents sinned and thereby incurred the judgment of both physical death and spiritual death, which is eternal separation from God; and that all human beings are born with a sinful nature and therefore, are accountable for sin in thought, word and deed. Genesis 1:1, 26;

Romans 5:12; Psalm 51:5; Jeremiah 17:9; Romans 3:23; 6:23

### **5. Jesus Christ: Our Sacrifice**

We believe that the Lord Jesus Christ died in our place for our sins, shedding His blood to take upon Himself all of the punishment for our sins, and that all who place their faith in Him as their Savior are declared by God to be righteous on the basis of Christ's substitutionary death. This salvation is a gift from God by grace, apart from any human works or merit. Romans 3:21-28; 1 Corinthians 15:3-4; Ephesians 2:8-10; Titus 3:3-8

### **6. Jesus Christ: Resurrection, Ascension, Priesthood, Return**

We believe in the resurrection of our Lord Jesus Christ in the same body, which was crucified, now glorified; in His bodily ascension into heaven, in His present life there for us as our High Priest and Advocate, in His present work building His Church and in His bodily return. Luke 24:36-43; John 20:24-29; Romans 8:34; 1 Corinthians 15:1-8; Acts 1:9-11; Colossians 1:13-14; Hebrews 8:1; Matthew 16:18-19

## **7. Holy Spirit: The New Birth**

We believe that all who receive by faith the Lord Jesus Christ, trusting Him alone for eternal salvation, are born again by the Holy Spirit and thereby become children of God, that they are indwelt and sealed by the Holy Spirit and therefore are secure until the day of final redemption. John 1:12-13; 3:3-16; 2 Corinthians 1:22; John 10:28-29; Ephesians 4:30

## **8. The Church**

We believe that the Church of Jesus Christ is His Body and Bride. We believe it is the responsibility of the Church to bring glory to God by participating in world evangelization to fulfill the Lord's command to make disciples among all the peoples. 1 Corinthians 12:13; Ephesians 1:20-23; 4:15; 2 Corinthians 11:2; Matthew 28:18-20

## **9. Baptism and the Lord's Supper**

We believe that the Lord Jesus Christ prescribed that His Church observe two ordinances: water baptism which portrays the believer's submission to and union with Christ in His death, burial and resurrection; and the Lord's Supper to commemorate His death until He comes again. Matthew 28:19; Acts 2:41-42; Matthew 26:26-28; 1 Corinthians 11:23-26

## **10. Universal Resurrection**

We believe in the bodily resurrection of the saved to everlasting blessedness, and of the unsaved to everlasting punishment. John 5:24-29; Matthew 25:46; Revelation 20:11-15; 21:3-4

## **11. Satan's Judgment**

We believe that Satan, a fallen angel, is the god of this age, the adversary of Christ and His Church, and that his destiny is eternal punishment. 2 Corinthians 4:3-4; Ephesians 6:10-12; Revelation 12:9; 20:1-3, 7-10

## **12. Jesus Christ's Return**

We believe in the "blessed hope" of the personal and imminent return of our Lord, first to receive His believers to Himself in the air, before the final seven-year tribulation period, and then to return with them to reign on the earth. Titus 2:13; 1 Thessalonians 4:13-18; 5:1-10; 1 Corinthians 15:51-58; Daniel 7:13-14; 9:27; Revelation 20:1-3

## **13. The Future of Israel**

We believe that the Church, composed of Jews and Gentiles, which began at Pentecost with the coming of the Holy Spirit to indwell all believers, is distinct from the Old Testament covenant nation of Israel. We believe that God's covenant promises to His people Israel are irrevocable and will be fulfilled; and that a remnant will be redeemed, and regathered to the land of Israel to experience the literal millennial reign of Christ as the heir of David's throne in Jerusalem. Acts 2:14-39; 11:15-16; John 14:17; Romans 11:11-29; Isaiah 35:10; Ezekiel 37:21-28;

Romans 11:25-29; Luke 1:30-33; Hebrews 8

## Cross Training Sabbatical Options

Periodically in the life of a candidate, there are extenuating circumstances that impact their ability to move forward in their preparation. The circumstances may include sickness, doubts about moving forward, employment schedule changes or even exhaustion. A sabbatical is an option to relieve pressure and be renewed by rest and reflection. Every sabbatical should have a beginning and an end date. A sabbatical should not exceed one year in length. Requested time off for more than one year usually indicates a greater need than rest and renewal. Sabbaticals can be granted by the Cross Training Leadership Team or Global Ministries Pastor. They usually are granted in increments of 6 months, 9 months or 1 year.

When entering a sabbatical, a candidate should be able to do the following:

1. Clearly state their reason for the sabbatical to their mentor and Cross Training Leadership or Global Ministries Pastor.
2. Have identified some course of action that can help provide, over time a renewed perspective/attitude. Examples of constructive action could be to meet with someone periodically for prayer. They could also seek counsel from a global partner, the church or mature believer from outside the church. They may benefit from reading a book or attending certain events at the church. Some type of proactive planning within 30 days of the beginning of the sabbatical is important.
3. Ask the candidate what they need to reflect on? What is the best way to reflect on your issue?

Sabbaticals are not to be perceived as an easy way to take time off, like a vacation. It is to be a break from routine only during times of struggle, doubt or exhaustion.

To avoid the over use of sabbaticals every mentor and the Leadership Team should urge candidates to prioritize their lives. They should be warned against an overcommitted busy life. It is better to learn this lesson now than 10 years into global partner service.

## Sabbatical Questionnaire For Mentors

The following questions serve as an assessment tool for those candidates that think a break is in order (possibly a sabbatical) during their Cross Training participation.

1. Have you discussed with your mentor your need of a break from participation?
2. Can you clearly identify a cause for a break from participation? Have you discussed this cause with your mentor?
3. Can the cause simply be addressed by slowing down? Being less busy? Developing stronger priorities to protect your schedule?
4. Do you feel your life is out of balance? Too much work? A focus on relationships? Not enough rest and renewal?
5. Can you problem solve your situation (maybe with the help of someone) in 4-6 weeks by making key life adjustments?
6. Can you identify the cause as an emotional /relational/spiritual issue that may require wise input or seeing a counselor?
7. If a sabbatical appears the best option after explaining several options, can you identify some course of action that may help you return to Cross Training? i.e., a prayer partner, rest, seeing a counselor, reading select books, and/or talking to a global partner.
8. Has the decision regarding a sabbatical been made by the mentor in consultation with the Cross Training Chair plus a Global Ministries staff member?
9. Is there a constructive course of action agreed upon by the candidate and mentor within a 6-week period of time following a sabbatical decision?