

## CGS Short Term Teams Policies

**Trusting God to develop a heart for the nations at the Church of the Good Shepherd by Preparing and Sending short term teams across cultures to be salt of the earth and light to the world, and Returning their participants into callings that include cross-cultural ministry.**

**Purpose and Benefits of Short Term Ministry Teams:** Statements of Strategy for Long Term Missions and Short Term Missions are set forth in Section II of the CGS Missions Policy, (Our Strategy for Missions). For Long Term Missions, the policy places our focus upon church planting, evangelism and discipleship to foster indigenous, connectional churches in strategic cities of the world.

The policy follows with a statement of purpose and priority for developing a CGS-based short term ministry strategy:

We recognize that CGS has become, in God's providence, a church with a significant ministry to undergraduate and graduate student members as well as many members in early career. We believe that an important part of our ministry is to Educate All, Equip Many, and Enable Some of these members to their calling and role in the task of world evangelization, irrespective of professional or career choice.

Therefore, with regard to Short Term Missions strategy, CGS will place a priority on providing and supporting short-term opportunities for members who are considering their role in world evangelization.

A church-based short-term ministry program, coordinated with a long-term strategy benefits the global mission enterprise by supporting and encouraging the work abroad as well as bearing fruit at CGS in the lives of our members.

Among the benefits to long term teams, short term ministry teams can add manpower and momentum to their work by:

1. Contributing people to serve as needed through evangelism, "gathering", manpower
2. Contributing professional skills (medical, computer, business, academic)
3. Providing encouragement through teaching, counseling, prayer.

For those who participate in short term ministry teams the fruits are seen in:

1. People returned to callings at home with heightened sensitivity and ability to reach out to colleagues, friends, and neighbors from other cultures
2. People committed to pray and support the advance of Christ's kingdom worldwide
3. People who go back to the "field" longer term

**Participants:** The CGS Missions Policy sets forth in Section IV.B.3 (Short Term and Summer Workers) that

CGS will encourage gifted and called members to participate in strategic summer or short-term missions projects.

These short-term missions projects may be organized by missions agencies or, as necessary, by the CGS Global Outreach Team.

Candidates will be selected and supported according to the following criteria:

1. Is the candidate a member of CGS? Regular attender?
2. Will he/she return to CGS after the trip?
3. Is he/she considering a career in missions?
4. Does the candidate exhibit spiritual maturity and proven ministry effectiveness?
5. Is the candidate's ministry consistent with our stated strategy?

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In addition to the criteria the policy sets forth, the Global Outreach Team sets forth the following prerequisites for team participants:

1. Those who have a Christ-centered understanding of their acceptance before God.
2. Those who have exercised their spiritual gift(s) in service to the church
3. Those who are comfortable sharing their faith here
4. Those who are healthy and physically fit
5. Those demonstrating a heart of service
6. Those exhibiting a willingness to learn and grow
7. Those who are willing to undergo personal discomfort and exhibit flexibility when weighing personal objectives against team unity.
8. Willing to support team leader and be a team player
9. Willing and able to participate in training prior to trip
10. Willing to participate in Global Outreach education activities at CGS after trip
11. 18 years or older unless accompanying a parent or participating in a youth-oriented trip
12. In the instance that a participant is not a member of CGS, he/she must be in good standing as a member of another church.

Because of the educational value of short-term ministry, as a general rule, we aim to encourage the participation of CGS members who have not previously been in a cross-cultural ministry setting. In cases where some or all of the following criteria are met, the Global Outreach Team may consider providing financial support for “repeat” participants

In order to qualify for financial support, repeat participants should demonstrate that:

1. They are following a call toward longer-term missions or cross-cultural ministry, or
2. They are uniquely qualified to lead the specified trip, or
3. They are uniquely suited for a key role within a specific ministry team, or
4. They have contributed to missions education and training within CGS.

Everyone who participates in a CGS short term ministry trip must apply and be selected by the team leader(s) to participate. The review and approval of individual participants will be subject to the review, advice and consent of those in a position of spiritual oversight at CGS (including Shepherding Group leaders, Ruling or Teaching Elders).

As a condition of participation in CGS Short Term Ministry teams, it is expected that team members will attend and actively participate in each Group and Team training session before, during and after the specified trip unless providentially hindered.

In keeping with the vision and purpose statement of CGS Short Term Teams, it is our goal to encourage each participant to return to a calling that includes aspects of cross-cultural ministry. To that end, we expect participants in short term teams to assist the Global Outreach Team in developing a vision and heart for the nations within CGS.

**Funding:** Section IV.B.3 of the CGS Missions Policy (excerpted below) provides some broad guidelines regarding the breadth of funding for short term ministry within the budget as well as the extent of funding for any members who participate in short term ministry.

c) Because we view short-term service as a training ground for long term service, we will allot at least 10% of our total missions budget each year to short-term projects, depending upon the number of qualified applicants and the funds available.

d) The church may provide up to 75% of short-term support for members, as funds are available.

In addition to these broad guidelines, for CGS-organized short term teams, the following support-raising principles are set forth:

1. We generally discourage the practice of self-financing ministry trips, but rather, encourage participants to raise the necessary funds as a team, sent collectively to serve on behalf of the body of Christ.

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2. Each member of the team will be asked to send a minimum of 20 prayer and support letters to personal contacts. Both financial and prayer support should be sought for the shared vision of the team. The number of letters required will be set according to the projected cost of the ministry trip as follows:
  - Less than \$2000: Twenty letters.
  - \$2000-\$2,500: Twenty-five letters.
  - More than \$2500: Thirty letters.
3. Because the GO Team encourages CGS members to support world evangelization through giving to the OWE, in order to combat “donor fatigue” among members of the church, we believe that three-quarters of the letters requesting financial support should be addressed to friends and family outside the membership. Of course we encourage team members to share their ministry plans and prayer requests freely among their friends at CGS. The GO Team will review each participant’s list of CGS addressees in order to minimize multiple solicitations among members.
4. Letters will be reviewed in draft form by team leader(s) prior to their posting to ensure security (with regard to closed countries).
5. Deadline for support will typically be three weeks before departure date.
6. Surplus funds raised by an individual or team will be placed in a general account for all the short term projects. These funds cannot go toward personal travel or other personal expenses, but will be reserved for CGS project members who are below the minimum amount.

While the GO team encourages members to trust the Lord by developing a financial support team it also recognizes the responsibility of each individual being committed to a good faith effort in developing that support. Preparation for a short term trip often requires that CGS take on significant financial liabilities for the purchase of plane tickets or other expenses, particularly as the number of participants has been increasing. Likewise team members should show diligence and earnest in their preparations and fund raising. In order to foster this diligence and allow team members to demonstrate their commitment to participation the GO team sets forth the following policies:

1. Upon acceptance, team members should make a deposit of \$25 to help defray the costs of materials curriculum, and other incidentals associated with training and team preparation.
2. Team members should endeavor to raise as much of their support as possible prior to the purchase of plane tickets, which represents approximately half the cost of a typical trip and are purchased approximately six weeks prior to the departure date. In the event that a team member has not raised a sufficient funds to cover the cost of the airfare, he/she should be prepared to provide a check as a deposit to contribute to the impending trip purchases (e.g. plane ticket).
  - a. If less than 50% of the total budget has been raised, the team member will be asked to make a deposit to bring the total available funds up to 50% of the total budget.
  - b. In special circumstances the amount of deposit required may be reduced with the approval of the team leader and the GO team or its designated representative.
    - Some of the circumstances that might justify a reduction include, but are not limited to:
      1. Trips that are planned with greater haste in response to a quickly arising need.
      2. An individual who joins the team late as a result of personal schedule changes or in response to specific team needs.
      3. Those whose financial means clearly prevent them from making a deposit in the amount needed.
    - Typically, a plane ticket or other major expenditure will not be made on behalf of a team member unless their funding has reached 20% of their support or until they have raised further funds or team funds are sufficient to cover the shortfall.

Contributions to Short Term teams are to be made payable to Church of the Good Shepherd and are considered non-refundable. Should a team member be unable to participate, any financial support will be applied toward that team’s ministry fund.

Team participants who are not members of CGS will be expected to develop a prayer and financial support team but will responsible for full funding of any shortfall in project costs.

Short term financial support of long term efforts:

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As the number of short-term trip participants increases at CGS the expenditures for those trips also increase. While recognizing the value of these trips we also want to continue to prioritize our support of those who have devoted themselves to long-term service. With this in mind each team will be asked to add an additional 10% to the amount of support requested to provide increased ongoing support to our long term missionaries, many of whom we are partnering with in our short term efforts. Contributions to our short term efforts often outpace the giving to our missions fund via the OWE (Offering for World Evangelization). This is understandable given the increased personal requests and connection to our own CGS short term workers. But given that our short term teams are intended to bolster the efforts of long term missionaries this is a means of financially carrying out that principle. (At the request of the team leader and in the consideration of special circumstances this amount may be reduced or waived.)

**Fields:** In order to wisely deploy our limited resources and to encourage sustainable ministry, we will target the short-term trips we endorse and organize to fields:

1. in which a team has been invited by CGS-supported long term missionaries (Strategic Objective Fields);
2. in strategic world cities where the short-term team is serving the indigenous church or the church planters (Strategic Objective Fields and some Open Door Fields);
3. in other locations where opportunities for service to the indigenous church or mission have been organized by a CGS member with a connection to that field (Open Door Fields).

The classification of particular ministry fields into either of these categories is the responsibility and at the discretion of the Global Outreach Team. The distinctions between Strategic Objective Fields and Open Door Fields follows in a document entitled: "Short Term Ministry Field Distinctives." [..A06 STAY TEAM\Short Term Field Distinctives.doc](#)