

Global Grace's Member Health Paradigm

What the five circles mean

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Some missions agencies practice what they call, "Member Care." After initial training is complete, historically this model has been somewhat reactive in nature, responding to problems when they arose, providing skillful personnel to travel to the field and "fix things" when carts fell into ditches.

By contrast, Global Grace practices what we call "Member Health." This paradigm is specifically aimed at enhancing and strengthening overall spiritual and mental functioning. It is preventative and uplifting in nature, focused on building skillsets and healthy relationships. The paradigm focuses on training, resourcing, supporting and encouraging.

One diagrammatical way of envisioning this "Member Health" paradigm, is through use of a five-circle picture (see page four), each circle representing one component of the "Member Health" model. The five components are as follows:

1. Center Circle: Self care

It is essential that people on the mission field are capable of taking good care of themselves at many levels including spiritual, physical, social and psychological. Before heading to the field, missionaries need to be well vetted, well trained, financially supported, spiritually minded, and so on.

While on the field, GGF encourages missionaries to live healthy lifestyles regarding diet, exercise, spiritual life, as well as mental and relational health. This includes taking regular "Sabbath rests," as well as vacations and occasional PTO.

GGF provides preliminary missionary training in a number of areas. GGF conducts professional evaluation and also utilizes a team of internal professionals to interview and evaluate candidates. GGF also collaborates with MTI or similar missionary training organizations skilled in preparing people for the field. GGF also links new missionaries to other, more mature missionaries who walk beside them for purposes of ongoing hands-on training once on the field.

In addition, GGF provides an internal website that is home to hundreds of training and other resources for field staff. This is part of our support system for training, supporting, empowering and encouraging our field staff.

All of this falls under the general rubric of "self-care." GGF provides these things, but at the end of the day missionaries must be able to take sufficient care of themselves that, once trained and positioned for ministry, they are capable of moving forward with

cross-cultural adaptation and language studies, functioning effectively in normal missions endeavors which commonly include isolation plus stress.

2. Mutual care

Any person in full-time Christian service must maintain quality and purposeful relationships with peers. Beginning with those on their team, extending to other Christian expats, and eventually including indigenous believers, Beyond is a highly relational organization.

In addition to being meaningfully and positively connected to peers and co-workers, GGF believes in “one-another” care as taught by Christ. We truly do our best to look after one another, support each other, pray for one another, encourage each other, and share skillsets with one another. We also take Biblical “one-anothering” seriously (see page five), modeling it in our own lives and reproducing it in the lives and relationships of those coming to Christ through our efforts.

In addition, GGF expects our field staff to *establish and maintain “accountability relationships”* with *at least one*, preferably two, same-sex friends with whom they regularly, openly and with genuine vulnerability share their lives, in keeping with Biblical instruction in James 5:16. Nothing can replace this level of spiritual functioning, and GGF cannot make this happen in a missionary's life. Each of us must accomplish this on our own. These accountability relationships cannot include one's spouse as the marital relationship reflects a different format and level of attachment and responsibility: some things are just more effectively processed within same-sex peer relationships.

3. Leadership care.

GGF assumes that all of our staff will function in pastoral, coaching and equipping capacities, to the limit of their gifting and the exigencies of their circumstances. Some GGF staff are given higher responsibilities by way of “leadership care,” as they work in supervisory or training positions with other staff.

These leadership personnel bring additional years of experience, and receive additional training in pastoral care including understanding the complexities of pastoral leadership (e.g., the issue of dual relationships), managing issues of confidentiality, conducting effective debriefing, and so forth.

The purpose of this third level of “Leadership Care” is to provide hands-on leadership-level support, encouragement, wisdom, coaching and prayer.

4. Resource Personnel

This level involves highly trained Christian professionals who have been vetted and positioned by GGF in a manner that they may offer their professional skillsets to field

staff on an as-needed basis. These resources include (but are not limited to) professionals in psychology, retirement planning, and so forth.

These resource people exist in order to provide professional services which would be difficult-to-impossible for field staff to obtain without GGF's help.

5. Master Care

GGF depends upon the leadership of Jesus Christ in all we do, from board to field levels. We exist as an agency to conduct Christian missions, with a focus on planting churches among unreached people groups. We therefore intentionally position ourselves to depend upon and follow Christ's teaching and leadership. This is an over-arching component of Member Health.

ADDENDUMS

A. THE FIVE CIRCLE DIAGRAM

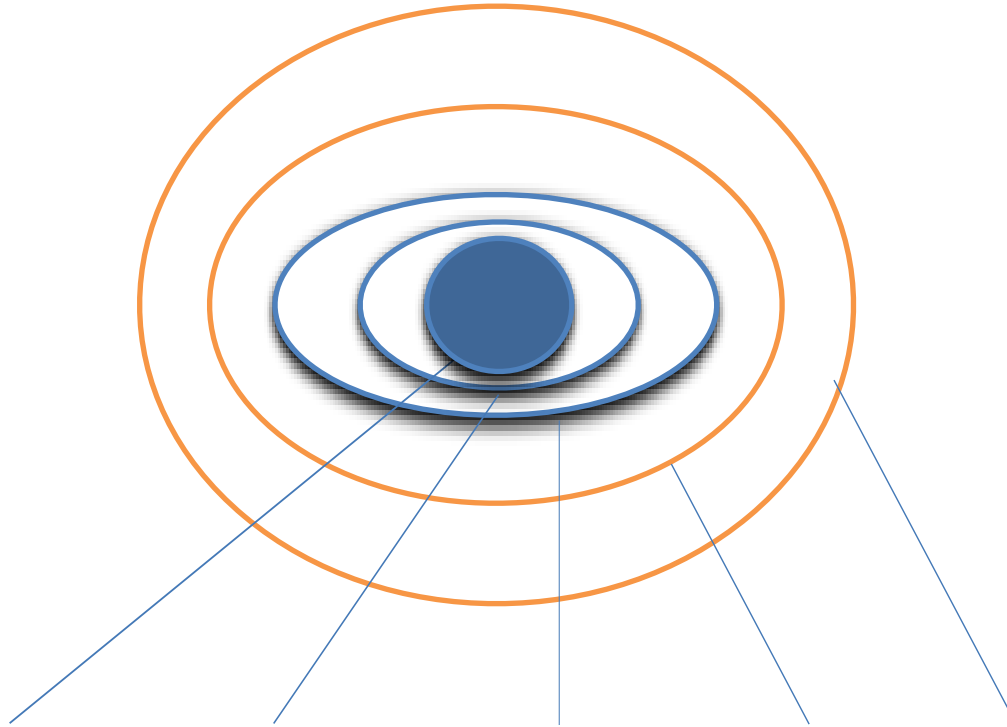
On the following page there is a diagram articulating each of the five concentric circles. This is the easiest way to remember how GGF conducts its Member Health.

We are committed to providing the best possible training and resources to our missionaries. Yet, as the diagram implies, our missionaries are also responsible for self-care, one-another care, and for maintenance of accountability partners. Those are three components of healthy functioning that GGF cannot do for our field staff. Each person must do these for themselves.

We are also very committed to each staff person's maintaining a strong personal relationship with Jesus Christ. This also is something GGF cannot do for field staff. We expect each person to have daily and meaningful contact with the Lord, and to rest upon His leading and empowerment. Hence, the fifth circle is called, "Master's Care."

We are very intentional about each circle in the diagram. They are not just a two-dimensional picture. This is how GGF functions, how we intend to continue building this organization, and how we expect our total staff team to function.

GGF’s Member Health Model



Self-Care	Mutual-Care	Leadership Care	Resource Personnel	Master’s Care
<p>Goal: Effective Self-Care</p> <p>GGF is committed to equip and help each individual and family learn and live healthy patterns emotionally, spiritually, physically, financially, etc.</p> <p>GGF commits to provide the best possible training, resourcing, and support to our field staff.</p> <p>Focus: Upon oneself</p>	<p>Goal: Effective One-Another (Team) Care</p> <p>Our teams seek to fulfill scripture’s 60+ “one-another” commands in order to help all team members live abundant and effective lives. This includes each staff maintaining an “Accountability Relationship” with one or two same-sex persons.</p> <p>Focus: Upon one’s field team-mates</p>	<p>Goal: Effective Leadership-care</p> <p>We ask all of our leadership at every level in the ministry to make sure that all the functions of <u>care</u> happen (*e.g., Pastoral, Coaching, Equipping, Prayer, etc.)</p> <p>Focus: Upon those in leadership positions</p>	<p>Goal: Effective Outside Resourcing and Supporting</p> <p>Specialists (mostly Stateside) equip people for Self-, Team-, and Leadership Care. Specialists provide expertise for key issues (e.g., retirement planning), or in crisis (e.g., counseling, intervention, etc.)</p> <p>Focus: Upon volunteer professional training, resourcing, guidance</p>	<p>Goal: Obedience to God; Reliance Upon His Plan and Care</p> <p>We submit ourselves to our Father’s wisdom and provision, seeking to obey Him in all ways. God is the One who defines success and creates health. Under His leading we seek to be proactive in following His lead in all objectives and relationships.</p> <p>Focus: Dependence upon God, His plan, provision and guidance</p>

B. COMMANDS FOR LIVING IN COMMUNITY (“ONE-ANOTHER” PASSAGES)

Scripture affirms the colloquial saying, “The Kingdom of God is the kingdom of right relationships.” There are at least 76 “one-another” commands given in scripture, and our Lord’s expectation is that we will implement these in our lives and relationships, as one adds sweetener to food or drink that otherwise may tend toward being sour or harsh.

1. Accept one another. (Romans 15:7)
2. Agree with one another. (1 Corinthians 1:10, Philippians 4:2)
3. Bear with one another. (Colossians 3:13)
4. We belong to one another. (Romans 12:5)
5. Consider one another as better. (Philippians 2:3)

6. Do not break faith with one another. (Malachi 2:10)
7. Build up one another. (1 Thessalonians 5:11, Ephesians 4:29)
8. Do not be a burden to one another. (Galatians 6:4-5)
9. Carry one another’s burdens. (Galatians 6:2)
10. Do not compare yourselves to one another. (Galatians 6:4-5)

11. Have equal concern for one another. (1 Corinthians 12:25-27)
12. Confess your sins to one another. (James 5:16)
13. Do not covet one another’s spouses. (Deuteronomy 5:21, Exodus 20:17)
14. Do not desire one another’s property. (Exodus 20:17, Deuteronomy 5:21)
15. Let no debt remain outstanding to one another. (Romans 13:8)

16. Stealing, lying, and deception are not to be a part of our relationships with one another. (Leviticus 19:11)
17. Do not devour or destroy one another. (Galatians 5:15)
18. Be devoted to one another. (Romans 12:10a)
19. Discipline one another. (Mat 18:15-17)
20. Do good and share with one another. (Hebrews 13:16)

21. Our faith encourages one another. (Romans 1:11-12)
22. Encourage one another. (1 Thessalonians 4:18, 1 Thessalonians 5:11, Titus 1:9, Hebrews 3:13, Hebrews 10:25)
23. Spur one another on toward love and good deeds. (Hebrews 10:24)
24. Do not envy one another. (Galatians 5:26)
25. Judge one another fairly. (Leviticus 19:15)

26. Do not do anything to cause one another to fall. (Romans 14:21)
27. Fellowship with one another. (1 John 1:7)
28. Forgive one another. (Ephesians 4:32, Colossians 3:13, Matthew 18:21-35)
29. Serve one another with your gifts. (1 Peter 4:10, 1 Corinthians 12:7)
30. Give to one another. (Proverbs 3:28, Luke 6:30, Luke 17:3-4)

31. Greet one another. (Romans 16:16, 1 Peter 5:14)
32. Do not hold a grudge against one another. (Leviticus 19:18)
33. Do not grumble against one another. (James 5:9)
34. Do not be hardhearted or tightfisted toward one another. (Deuteronomy 15:7)
35. Do not plot harm against one another. (Proverbs 3:29)

36. Live in harmony with one another. (Romans 12:16, 1 Peter 3:8)
37. Do not hate one another in your hearts. (Leviticus 19:17)
38. Honor one another above yourselves. (Romans 12:10b)
39. Offer hospitality to one another without grumbling. (1 Peter 4:9)
40. Have humility toward one another. (1 Peter 5:5)

41. Do not do things that will hurt one another. (Romans 14:15)
42. Be full of goodness, complete in knowledge and competent to instruct one another. (Romans 15:14)
43. Do not charge one another interest on personal loans of money or goods. (Deuteronomy 23:19)
44. Do not judge one another. (Romans 14:10, James 4:12, Romans 14:13, Romans 14:13)
45. Be kind to one another and everyone else. (1 Thessalonians 5:15, 2 Tim 2:24, Ephesians 4:32)

46. Forgive one another. (Ephesians 4:32)
47. Do not lie to or about one another. (Exodus 20:16, Deuteronomy 5:20, Colossians 3:9-10)
48. Look after one another's interests. (Philippians 2:4)
49. Do not look down on one another during times of misfortune. (Obadiah 1:12)
50. Do not gloat over the destruction of one another, or boast about your good fortune when others are in trouble. (Obadiah 1:12)

51. Do not look down on one another. (Romans 14:10)
52. Love one another. (Mat 22:36-39, Mark 12:28-31, Luke 10:25-27, John 13:34-35, John 15:12, John 15:17, Romans 13:9, Galatians 5:14, 1 Thessalonians 3:12, 1 Thessalonians 4:9, 2 Thessalonians 1:3, Hebrews 13:1, James 2:8, 1 Peter 1:22, 1 Peter 4:8, 1 John 3:11, 1 John 3:23, 1 John 4:7, 1 John 4:11, 1 John 4:12, 2 John 1:5-6, Leviticus 19:18. See also 1 Corinthians 13:4-13.)
53. Have mercy and compassion for one another. (Zechariah 7:9)
54. Be openhanded with one another. (Deuteronomy 15:11)
55. Be patient with one another. (Ephesians 4:2)

56. Be at peace with one another. (Mark 9:50, 1 Thessalonians 5:12-13)
57. Pray for one another. (James 5:16)
58. Do not provoke one another. (Galatians 5:26)
59. Rebuke one another so you don't share another's guilt. (Leviticus 19:17)
60. Be reconciled to one another. (Mat 5:23-24)

61. Show respect to one another. (1 Peter 2:17)

GGF's Member Health Model

62. Gently restore one another when caught in sin. (Galatians 6:1)
63. Do not seek revenge against one another. (Leviticus 19:18)
64. Seek the good of one another. (1 Corinthians 10:24)
65. Serve one another. (Galatians 5:13)

66. Do not slander one another. (James 4:11)
67. Speak to one another with psalms, hymns and spiritual songs. (Ephesians 5:19-20)
68. Do not steal from one another by stealth, force, trickery or deceit. (Leviticus 19:13)
69. Do not put stumbling blocks or obstacles in one another's way. (Romans 14:13)
70. Submit to one another. (1 Corinthians 16:15-16, Ephesians 5:21)

71. Do not take advantage of one another. (Leviticus 25:14, Leviticus 25:17)
72. Teach and admonish one another. (Colossians 3:16)
73. Make sure there is a good reason to testify against one another. (Proverbs 24:28)
74. Do not think evil of one another. (Zechariah 7:10)
75. Speak truth to one another. (Zechariah 8:16-17)
76. Do not plot evil against one another. (Zechariah 8:16-17)