Logo

Description automatically generated

**Structure Working Group**

**GlobeServe Standards Working Group: Dan Germo (Chair), Sudhir Isaiah, Vasanthi Isaiah, David Hasz, Sam Dunya, Zebua Peringatan, and Segun Adekoya**

**Introduction**

During the Globeserve ExComm/GTC meetings held in Singapore December 14-15, 2022, it was determined that a new structure for Globeserve was needed to carry us forward into the future. The Globeserve Structure Working Group was established with the mandate to develop a new proposed structure that would be presented to the full ExComm/GTC by the end of March 2023 for discussion and revision toward ratification.

This document only deals with the main parts of the proposed structure and is not the revision of the Globeserve Framework document. Once a new structure is approved, the elements of it, together with the Hub Standards developed by the Standards Working Group, will need to be incorporated into the Framework document.

# Globeserve’s Vision Statement:

GlobeServe exists to see Habakkuk 2:14 become a reality – “the knowledge of the glory of the Lord will fill the earth as the waters cover the seas.”

# Globeserve’s Purpose Statement

GlobeServe assists its members to mobilize, train, send, and support missionaries to engage and disciple the world’s least reached peoples.

**Proposed Globeserve Structure**

**Purpose of GlobeServe Structure**

The Globeserve structure is in place to facilitate the overall purpose of the partnership, which is to *“assist its members to mobilize, train, send and support missionaries to engage and disciple the world’s least reached peoples.”*

**GlobeServe Goals**

Globeserve operates with large, collective catalytic goals that are related to the overall purpose of the partnership. The goals are ultimately accomplished by the activities of the member entities through their UPG engagements. The overall global goals are established by the Globeserve Council, which is informed by the Hubs and the members of the hub in the process. Each national hub is challenged to prayerfully commit to the portion of goal they will accomplish, based on the faith goals established by each member entity.

**Elements of Globeserve Structure**

* **Members –** GlobeserveMembership consists of churches, missionary mobilization, missionary training, and/or missionary sending entities which are focused on making disciples and planting churches, among unreached people groups. Membership is not open to individuals who are not part of member entities.
* **Hubs –** A Hub consists of three or more member entities who are operating in the same country, or in the same portion of a country. In some cases, a hub may involve more than one country. A Hub is led by a Coordinating Team, typically made up of a Hub Coordinator, Assistant Coordinator, and Secretary, coming from different member organizations with the potential of other roles being added as the hub develops.

(See Hub Standard draft for full detail of how a hub functions.)

* **Regions –** A region consists of two or more hubs that operate within the same geographic region of a continent. When growth in the number of hubs is experienced, current regions may be sub-divided, or additional regions may be added. Regions are created in order to create closer affinity and connection, as well as more efficient coordination, within the countries of a region. It also creates a system of representation of the regions within the whole of Globeserve. Each of the current broad regions (Africa, Asia, Americas) are divided into two or more Globeserve regions. The International Coordinating Team will make recommendations to the Globeserve Council for permission to initiate a new region.
* **Regional Committee** - Each region is coordinated by a regional committee, made up of the Hub Coordinators of each country hub within the region. The regional committee selects a Regional Coordinator who chairs the regional committee and becomes a member of the Globeserve Council for the duration of his/her time serving as Regional Coordinator.

The Regional Committee meets quarterly by a digital video platform, in order to:

* + - Share Updates from within the region.
    - Receive training on given items of importance to the function of the hubs, and/or the effectiveness of the members of the hubs.
    - Discuss progress towards hub goals.
    - Share what is working and what is not working.
    - Discuss how to bring matters of importance to the members of each hub, through the Hub Coordinator and Hub Coordinating Team, using wider resources as available.
    - Share updates from around the Globeserve world.
* **Regional Coordinator** – The Regional Coordinator chairs the Regional Committee, and is responsible to:
  + - Convene quarterly video calls of the Regional Committee.
    - Talk regularly with each of the Hub Coordinators in the region, to receive updates, to discuss challenges they are having, provide advice as needed.
    - Represent the region on the Globeserve Council.
    - Ensure communication flow between the Regional Committee and the Council.
    - Coordinate with any Resource Team Coordinator regarding any training or resource needed for the region in general, or for a given hub coordinating also through the Hub Coordinator and Coordinating Team.

When a Hub Coordinator is selected to be a Regional Coordinator, he may choose to step down as the Hub Coordinator to ensure that the demands on his time and capacity do not become to much. In this event, the hub in question would select a new Hub Coordinator from among the hub membership.

* + **Regional Grouping of Hubs**

Based on the current hubs, the following regions are recommended:

* **Africa**
  + **Anglophone West Africa**
    1. Northern Nigeria
    2. Southern Nigeria
    3. Northern Ghana
    4. Southern Ghana
    5. Liberia
    6. Sierra Leonne
    7. The Gambia
  + **Francophone West Africa**
    1. Burkina Faso
    2. Benin
    3. Togo
    4. Mali
  + **Francophone Central Africa**
    1. Democratic Republic of Congo
    2. Central Africa Republic
    3. Cameroon
    4. Burundi
  + **Southern Africa Hub\***
    1. Malawi, Mozambique & South Africa

\*These three countries currently are one hub… but could eventually be formed into separate hubs and form a region.

* + **East Arica**
    1. Ethiopia
    2. Kenya
    3. Tanzania
    4. South Sudan
* **Asia**
  + **South Asia**
    1. India – North East
    2. India – New Delhi
    3. Nepal
  + **Southeast Asia**
    1. Indonesia
    2. Myanmar
    3. IndoChina
       - Cambodia & Vietnam
* **Americas**
  + **South America\*\***
    1. Brazil, Bolivia, Paraguay, Uruguay
  + **USA** 
    1. Currently Bethany International is the only US member in USA, and this is not currently considered a hub.

\*\*These four countries currently are one hub… but could eventually be formed into separate hubs and form a region.

* **Globeserve Council\* - NOTE:** One of the proposed changes is that new Globeserve Council be a merger of the former council, ExComm and GTC. New means of representation for hubs is accomplished through regional coordinators, as opposed to every hub being directly on the Council. The GTC members were given a life-time appointment on the ExComm. It is recommended that the legacy GTC members life-time appointment roll into the Council up until the time each will individually choose to retire, at which point their position would not be replaced. The ExComm is also rolled into the Council. Various specific mandates of the ExComm and GTC will be carried through the Resource Teams denoted below.
* The Globeserve Council exists to set overall direction, make decisions relevant to the direction, establish policy, and oversee the International Coordinating Team. The Council also ensures that there is representation of all members through the hubs and Regional Coordinators.
* The Council Chair is chosen by the International Coordinating Team and will usually be one of the ICT members.
* The Globeserve Council is made up of:
  + - Founding/Legacy Member Entities – One Representative Each
      * Asia Pacific Mission Singapore
      * Bethany International USA
      * Alas Naciones Mexico
      * JUMIB Brazil
      * Finish the Task Kenya
      * Kale Hewat Church Ethiopia
    - GTC Legacy Members
    - Regional Coordinators
    - Resource Team Coordinators
    - The Council will meet:
* once every 18 months in-person, as funds allow.
* Quarterly throughout each year via video conference calls.
* Additional calls may be scheduled as needed.

**International Coordinating Team (ICT) –** The International Coordinating Team is made up of one representative from each broad region (Africa, Asia, Americas). The International Coordinating Team chooses a Chair from its members. The Team, itself, is chosen from the Globeserve Council with those from the respective broad regions (Africa, Asia, Americas) nominating/electing their own representatives.

* + The selection is ratified by the Council through a majority vote.
  + ICT Members must be willing to set aside significant portion of their time in coordinating the work of Globeserve.
  + ICT Members ought to be senior members who are in good standing with the rest of the Council and preferred that they have 10 years of experience serving within Globeserve.
  + APM-BIU and Bethany International each have an ex oficio member, solely in advisory capacity, on the ICT. If one of the ICT members is from either organization, then they do not have an ex oficio member.
  + The Chair of the Council is chosen by the ICT to serve for one cycle of one in-person meeting to the next.

**ICT Mandate**

The ICT exists to provide coordinative capacity to Globeserve on a day-to-day basis for the purpose of serving as a liaison between the Council and the hubs, representing the hubs to the Council, while communicating on behalf of the Council to the hubs. The ICT members each are responsible to have interactive communication on a monthly basis with the Regional Coordinators from within the broad region which they represent.

The ICT serve as the stewards of the collective Globeserve goals, ensuring appropriate resource team coordinators, and given regional coordinators, are collaborating on how to bring the needed capacity to the hubs as its members seeks to increase their effectiveness in their UPG engagements. The ICT is responsible for:

* The convening of Council meetings, whether in person or digitally.
* Ensuring that Regional Coordinators are conducting their monthly Hub Coordinator meetings.
* A consistent flow of information occurs between the Council and the hubs.
* Sharing of information related to the progress towards the collective goals.
* **Resource Teams –** Resource Teams are created to add expertise and capacity to the Globeserve Hubs, increasing the effectiveness of the members in their efforts to reach the unreached. The Resource Team will be made up of individuals from member entities across Globeserve, who have expertise that will be of value to the purpose of the given Resource Team, and who will be released for a portion of their time by their organization to serve on the Resource Team.

Resource Teams are overseen by the Executive Committee, with direct supervision by the International Coordinating Team. Each resource team will choose a Coordinator, who will become a member of the Executive Committee for a three-year term, to be ratified by the ExComm.

It is suggested that the following Resource Teams are created:

* + **Hub Development Team –** The Hub Development Team would be tasked with:
    - Working with the Hub leadership teams to ensure their understanding of their roles, and their development as Hub leaders, in carrying out the Hub functions.
    - Coordinating with other Resource Teams to ensure that the functions of the other teams are carried out through the hubs as needed.
    - Working with all Hub leaders to ensure that their semi-annual hub meetings are carried out with effectiveness.
    - Starting new hubs, with approval of, and under the oversight of the Executive Committee.
  + **Missionary Training Team –** The Missionary Training Team will be tasked with:
    - Assessing and Developing standards of missionary training
    - Conducting Missionary Training Workshops for current schools that need curriculum revision, or with members (and potential members) who are preparing to begin missionary training programs.
    - Consulting with individual member schools towards the increased effectiveness of their training.
  + **Multiplication Team –** The Multiplication Team will be tasked with:
    - Researching and continuing to develop our collective understanding of how to make disciples most effectively among the unreached, in a manner that moves on a trajectory towards multiplication as the Holy Spirit moves.
    - Developing and overseeing training programs that increase the understanding and effectiveness of Globeserve members in their engagement of unreached peoples, with the aim of seeing disciples made who make disciples and churches planted that plant churches, leading to multiplication.
    - Working with the Hub Development team to ensure that the delivery of programs is carried out effectively among the hubs.
    - Working with the Missionary Training Team to ensure that the understanding of multiplication principles is brought into the missionary training curriculum processes.
  + **Funding Team –** The Funding Team will be tasked with:
    - Assessing financial needs required to carry out:
      * Annual Ex-Comm meetings
      * Hub Launches
      * Hub Development & Growth
      * Travel of International participants in annual Hub meetings.
      * Consultancy and training programs through the Hubs
      * Global and Regional Meetings
    - Developing and maintaining connections with donor and potential donors.
    - Creating proposals to put before donors.
    - Creating reports for the donors.

**Conclusion**

The above document is proposed to the current Globeserve Executive Committee as the structure that can carry Globeserve forward through this next season. It is presumed that further revisions may be made by the Globeserve leadership at various junctures when needed, but is felt by those on the committee to represent what is needed as we transition from one season to the next. The desire is to see broad ownership and engagement at all levels of Globeserve, resulting in greater fruitfulness among the UPGs we are currently engaging for the sake of the Gospel.