GlobeServe Partnership Framework

Proposed Revisions based on the work of the Structure and Standards Working Groups

# Overview

The GlobeServe Partnership Framework has been the main working document of the Partnership for many years. It functions as GlobeServe’s “constitution,” providing a general working understanding for how GlobeServe functions.

In December of 2022, the Excom/GTC of GlobeServe met in Singapore to discuss the future of GlobeServe. Two working groups were commissioned, one to develop a new working structure for GlobeServe to better manage the current level of growth. The second was commissioned with developing two standards, one for how GlobeServe Hubs form and operate, the other as a standard of best practices for missionary training initiatives which are a part of GlobeServe.

The new Globeserve structure and the new Hub standards were adopted by the ExComm/GTC (known as the Globeserve Council going forward) in April 2023. The revisions to the Globeserve structure are reflected in the Globeserve Partnership Framework, while the Globeserve Hub Standards are contained in an auxiliary 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.

# GlobeServe’s 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.

## Current Goal

**Move100:** GlobeServe has adopted the goal known as Move100 to strengthen and increase global ministry effectiveness and field fruitfulness through the establishment of 100 church planting movements among the 500+ UPGs we are engaging by 2033.

## Historical Goals

**GO100:** the goal to launch 100 new missionary training schools was adopted at the 2002 GlobeServe Triennial and was envisioned to be a 10-year program. The program was so successful that its fulfillment was celebrated at the 2008 Triennial in Nairobi, Kenya after 122 new schools were added to the Network in just five years.

**Field5000:** at that time a new goal was adopted at the Nairobi Triennial to train and place 5,000 workers to plant churches among least and unreached peoples with a five-year timeline. By May of 2011 GlobeServe affiliated schools had trained more than 8,600 workers and the fulfillment of this goal was celebrated. Members then agreed to pray into the possibility of adopting a new goal at the 2014 Triennial.

**Engage500**: the 2014 Triennial ended with a request that the GlobeServe ExCom/GTC finish the task of drawing up GlobeServe’s next generation goal. In March of 2015, at the ExCom/GTC meetings held in Batam, Indonesia, Engage500 was adopted, which states: in addition to the 269 unreached people groups already engaged by GlobeServe members as of June 2014, an additional 231 unreached people groups will be engaged by the year 2020, bringing the total number of UPGs engaged to at least 500.

## GlobeServe’s Theological and Missiological Agreement

GlobeServe members ascribe to the Lausanne Covenant as a broad statement of theological and missiological agreement. The Lausanne Covenant can be found here: [The Lausanne Covenant](https://lausanne.org/content/covenant/lausanne-covenant#cov)

## GlobeServe’s Five Points of Agreement:

Participation as a member in any Hub indicates that participants subscribe to the following:

1. A commitment to seeing disciples made, and churches planted and multiplied into exponential movements among least-reached peoples.
2. A commitment to the GlobeServe philosophy of training which is practitioner-focused and competency-oriented toward what an effective and fruitful missionary should:
   * Know: The knowledge they should have.
   * Be: The spiritual life, traits, and characteristics they should exhibit.
   * Do: the life and ministry skills they should develop.
3. A commitment to trust the Lord by faith for resources.
4. A commitment to sustainability as independent entities, and to the sustainability of the Hub in partnership.
5. A commitment to interdependent participation – giving and serving as well as receiving and being served – within the GlobeServe family.

# GlobeServe’s Origin

Representatives from the following six international missionary training and sending agencies met in Minneapolis, Minnesota, U.S.A. from July 5 - 11, 1995 to form a new missionary sending partnership:

1. Brazil: Junta de Missoes Betania
2. Mexico: Alas Naciones
3. Philippines: Bethany Fellowship Philippines, Inc.
4. Puerto Rico: Escuela de Misiones Betania
5. Singapore: Asia Pacific Mission, Ltd
6. U.S.A.: Bethany International

Thirty-three representatives from these agencies spent much time in prayer, worship, Bible study, and discussion. They united to affirm the principles of partnership, and then launched GlobeServe as an expression of their belief that more can be accomplished in missionary training and sending together than can be done through the respective agencies alone. The partnership continues to grow and expand through relationships of strategic value.

# Financial principles within GlobeServe

Each partner is responsible for their financial health. Each partner will seek to ensure the financial health of the overall partnership.

# How the GlobeServe partnership operates

## Purpose of The 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.”*

## 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 Standards document for additional information about Hubs.)
* **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.
  + Collaborate with the ICT for setting dates for annual hub meetings that involve international representatives.
* **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 ICT.
  + Collaborate and Coordinate with ICT and Resource Team Coordinators 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.
  + Schedule hub meetings for each hub, in collaboration with Hub Coordinators and ICT.
  + Regional Coordinators serve for a three-year term, which is renewable.
  + Globeserve does not offer remuneration for serving as a Regional Coordinator.

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 too much. In this event, the hub in question would select a new Hub Coordinator from among the hub membership.

## The GlobeServe Council

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 GlobeServe Council is comprised of Legacy Members, Regional Coordinators, and Resource Team Coordinators. There are two types of legacy members: 1) each of six Legacy Member entities have one permanent seat on the Council (see below) and 2) the existing members of the GlobeServe Training Consultants (GTC) who had been given a life-time appointment to the former ExCom will roll into the new Council up until the time each will individually choose to retire, at which point their position would not be replaced.

The GlobeServe Council is made up of:

* + Regional Coordinators
  + Resource Team Coordinators
  + 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

The Council Chair is chosen by the International Coordinating Team and will usually be one of the ICT members (see below).

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.
* GlobeServe does not offer remuneration for these roles.
* The ICT serves for three-year terms, that are renewable.

## 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 collaborates with the Resource Teams Coordinators, connecting each Coordinator with the Regional and/or Hub Coordinators as needed for delivery of various programs. The ICT oversees the overall calendar of activities of the Resource Teams that take place throughout the hubs.

The ICT serves as the stewards of the collective GlobeServe goals, ensuring Resource Team Coordinators and 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 to:

* Convene Council meetings, whether in person or digitally.
* Ensure that Regional Coordinators are able to carry out their functions effectively.
* Provide oversight to the Resource Team Coordinators, ensuring they are equipped to carry out their team purposes.
* Coordinate effective delivery of services from Resource Teams through the Regional Coordinators.
* Ensure proper stewardship of any funds entrusted to Globeserve from any donors.
* Ensure a consistent flow of information occurs between the Council and the hubs.
* Disseminate information related to the progress towards the collective goals.
* Recommend formation of new hub with Council approval, drawing Resource Teams in as needed.

## Resource Teams

The ICT creates and modifies specialized resource teams as needed to add expertise and capacity to GlobeServe and the Hubs, increasing the effectiveness of the members in their efforts to reach the unreached. Each 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.
  + Who understand that GlobeServe does not offer remuneration for these roles.

Resource Teams are overseen by the Council with direct supervision by the International Coordinating Team. Each resource team will choose a Coordinator, who will become a member of the Resource Coordinators Team for a three-year term, to be ratified by the Council. Each Resource Team Coordinator also serves on the GlobeServe Council.

* + **Partnership, Collaboration & Networking Resource Team –** The Hub Development Team is responsible to:
    - Assess hub capacity, and work to strengthen the hubs, in alignment with the GlobeServe Hub Standard.
    - Work with the Hub leadership teams to ensure their understanding of their roles, and their development as Hub leaders, in carrying out the Hub functions.
    - Develop and carry out training in areas of leadership, collaboration, and other related areas, to ensure hubs, and their members, become effective in collaboratively carrying out their purposes.
    - Help with the formation of new hubs in collaboration with the ICT.
    - Once Hub meeting dates are set by Regional Coordinators & ICT, plan all elements of the meeting, including representatives, agenda, budget, logistics & reporting.
  + **Missionary Training Resource Team –** The Missionary Training Team will be responsible to:
    - Develop new and supporting existing missionary training initiatives connected to GlobeServe Hubs in alignment with the GlobeServe Standards of Best Practices for Missionary Training approved in 2023.
    - Conduct Missionary Training Workshops for current schools that need curriculum revision, or with members (and potential members) who are preparing to begin missionary training programs.
    - Consult with individual member schools towards the increased effectiveness of their training.
    - Create networks of relationships between GlobeServe member missionary training initiatives for the sharing of training resources, curriculum, or personnel to build excellence across GlobeServe.
  + **Movement Resource 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 ICT 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.
  + **Research and Information Resource Team –** The Research and Information Team is responsible to:
    - Use GlobeServe’s 7 Stages of Engagement and other data points to provide accurate, regularly updated Unreached People Group (UPG) partner adoptions and engagements in each region, which may include neighboring countries.
    - In addition to tracking UPG data in each respective region, record basic information on partner-related training schools, sending agencies, and church planting initiatives.
    - Promote via hub members, the writing of brief field-related testimonies, and prayer requests associated with challenges and breakthroughs. Provide several photos and a short video clip when possible.
    - Disseminate information collected to the GS Council, ICT, Regional Leaders and Hub members.
  + **Funding Resource Team –** The Funding Team is responsible to:
    - Assess financial needs required to carry out:
      * Council meetings
      * Hub Meetings
      * 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.