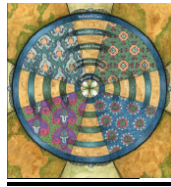


## Global Member Care Resources (MemCa) Core Documents May 2005



### Document One: MemCa Purpose Statements and Description

MemCa is an affiliation of 25 international colleagues committed to help develop member care resources within the mission/aid community. Our members come from different organisations and churches, and represent various geographic and speciality networks in member care. We are a “partnership of networks” and the networks connect to MemCa via their leaders/liaisons who are part of MemCa. Our special emphasis is on working together and with others to support personnel from the A4 regions (Asia, Africa, Arabic, America-latina), and those working among UPGs (unreached people groups). Members are also committed to provide personal and work-related support for each other as needed. Our growing friendship and Christian fellowship provide the foundation for our joint work. MemCa is part of the World Evangelical Alliance (WEA) Mission Commission.

MemCa was formally launched in September 1998, during its first meeting in Oxford in the United Kingdom. Key to its creation was the research from the WEA international study on the serious implications of attrition for mission personnel as well as the growing awareness of the strategic role of member care in helping to mission/aid workers remain healthy and effective. Since the first meeting, members have been actively involved on six continents, training member care personnel, consulting with mission/aid leaders, writing materials, and organising member care consultations. In short, our members have helped catalyse a global flow of care to sustain and develop mission/aid personnel. Many examples can be found in the *Global Briefings* archives on our web site ([www.membercare.org](http://www.membercare.org)).

**Statement of Purpose:** The WEA Missions Commission exists to glorify God by enhancing the effectiveness of cross-cultural ministry of the global Evangelical church of Christ. Our goal is to catalyze, strengthen and connect global missional churches, movements, and networks. The MC works with all Evangelical churches, denominations, mission movements, networks, organizations, and churches to fulfill this purpose.

#### **General Criteria for MemCa Members**

- MemCa has 20-25 members
- MOST: Motivated, Organizational backing, Skills, and Time—*actively participate/contribute*
- International network connections; respected leaders/caregivers
- Commitment to developing member care (informed by vs immersed in each others’ work)
- Have a global perspective and involvement in addition to their region/speciality
- Commitment to personal/professional support
- Contribute materials to the *Global Briefing*, *Connections*, and the *MemCa web site*
- Involved in at least one MemCa project, related to one’s interests and skill sets
- Meet once every 18-24 months as an affiliation
- Three-year renewable commitments, invited by Leadership Team
- Spiritually and emotionally mature, with good family life if married and a support group
- Agree with: WEA Statement of Faith; MemCa Guidelines for Conflict Resolution; Consensus
- Has access to email and communicates regularly as needed
- Has adequate clerical and financial support to participate.
- Understands and agrees with these guidelines.

### **Coordinators**

- Two people—Kelly O'Donnell and TBA, who are point persons connecting with:
  - a. WEA Missions Commission director (2x/year update; PRN)
  - b. MemCa Leadership Team (1x/month, PRN)
  - c. MemCa LINKs (1x/month) and Consultants PRN
- Editors responsible for the *Global Briefing* (3x/year)
- Appoint and stay in regular contact with a web master for the *MemCa web site*
- Are WEA Mission Commission Associates and:
  - a. Attend annual Mission Commission meeting (at least one coordinator)
  - b. Keep current with WEA/Missions Commission matters
  - c. Responsible to find material for the MemCa update in *Connections* (3x/year)
  - d. Put together an annual budget for MemCa; help get funding for MemCa projects
- Do an annual review of progress/objectives, plus other administrative tasks as needed
- Facilitate MemCa interactions via email, face to face, MemCa consultations
- 3 year renewable commitment, appointed by Mission Commission Director/staff

### **Leadership Team**

Includes the two coordinators, and five other colleagues from different regions

- Diversity: cultural, disciplinary, gender, generational, organisational
- Global perspective/involvement
- Support Coordinators and help provide spiritual/practical oversight for MemCa
- Invite colleagues to join or move on from MemCa; decide on “endorsing/supporting” projects
- Meet twice per year to evaluate goals/direction and plan future projects/MemCa meetings
- Monthly contact with each other, initiating/responding to important emails promptly
- 3 year renewable commitment and elected by broader MemCa group

### **Network Representatives**

- 15-20 people who are liaisons/leaders for:
  - a. Regional member care networks: Asia, India, Africa, Latin America etc.
  - b. Specialty member care networks: medical, counseling, teams, radio etc
- Global perspective and involvement in addition to their region/specialty
- One representative per network for MemCa—with a back-up person as needed (for meetings etc.)

### **Consultants**

Respected colleagues who work on MemCa-related projects and function at times as special advisors; connecting and contributing to the MemCa information loop.

## **Document Two: Four Directions for MemCa**

These are our main goals for the next year (June 2005-June 2006), based on input from the Leadership Team from our Germany meeting (4.05), and others in MemCa. We have identified four main directions for MemCa (called project clusters—Four Directions). Please feel free to make suggestions also for projects related to your region and speciality network.

### **Direction One: Strategic Gatherings**

#### ◆ **Field Faces:**

Small member care teams which visit A4 field workers among UPGs.

#### ◆ **Global Faces:**

Helping influential member care practitioners from the A4 regions connect with international member care colleagues at specific consultations around the world. We want to attend strategic gatherings to further support A4 member care development. Examples of upcoming strategic gatherings:

1. ME Amman Jordan MC Consultation Oct 05
2. Philippines Training Oct 05
3. Caribbean Trinidad MC Consultation Oct 05
4. Latinos in India Oct 30-Nov 5th, Goa
5. MANI Africa Nov 05, 6-12 Movement of African national initiatives, Nairobi / Kenya

6. Sealink/Ethne Indonesia March 2006 (Southeast Asia UPGs)
  7. East Asia counselling conference, March 2006
  8. Central Europe Spring 06
  9. West Africa MC Consult. 2006 (possible)
- ◆ Also find a point person to connect with UPG-related Partnerships (e.g., InterDev Partners).

#### **Direction Two: Strategic information**

##### ◆ **Web Consortium:**

a core group of member care organisations working together to form a “web of web sites” each with their own distinctive emphases; funding a consultant to regularly upgrade/update our MemCa web site

##### ◆ **Communication Co-ordinator:**

- a. each month, a global member care update or events and resources organised by region; electronic
- b. three times a year, the MemCa *Global Briefing*, 12 pages, sent to 1500+ people electronically.

##### ◆ Other items:

- a. Commitment to calling/VOIP each other, including conference calls ([www.skype.com](http://www.skype.com))
- b. Actively contribute to the *Briefing*
- c. Contribute to the Website and link to other core sites as part of a consortium.
- d. Send out monthly emails on behalf of the LT
- e. Possibly put each other on our personal email list for newsletters
- f. Adjust/distribute the MemCa brochure
- g. MemCa-related update three times a year in *Connections*

#### **Direction Three: Strategic Materials**

##### ◆ **Translation:**

Funds to help translators as they work on translations of specific pastoral care/member care resources into two major languages used by many UPGs; and then to distribute such resources.

##### ◆ **Books and Articles:**

- a. “Global voices” article, from A4 regions: struggles, successes, strategies for the future (brief article, foundational to springboard to additions and other "voices" plus possibly put on audio with different English "accents" from A4 regions.
- b. “Five Smooth Stones” article to get reviewed by MemCa folks, to deal with ethical guidelines and MC worker commitments (for EMQ submission or Connections)
- c. Case study book with contributing editors from different regions; publish in 2007/2008?
- d. One MemCa member is working on a new book towards code of good practice for the cooperation between churches, agencies and missionaries. "Together we go and come home"

#### **Direction Four: Strategic Training**

##### ◆ **Scholarships for A4 Workers:**

- a. Trauma course for pastors/Christian workers that had traumatic experiences, often related to religious liberty violations (workbook being translated into African tribal languages).
- b. Sharpening Your Interpersonal Skills course/facilitators course (workbook in 10 languages).

##### ◆ **On-line Member Care Course:**

Ten topic areas and a "virtual faculty" to interact with participants.

**Important Notes:** Continue to explore funding possibilities.; Next LT meeting hopefully November 2005; Next MemCa meeting at WEA Mission Commission Conference 18-24 June 2006, Cape Town, RSA.

#### **Document Three: MemCa—Backing Projects**

So far we have “endorsed” MemCare Radio, Asian MC Translation Projects, and three Member Care Europe Consultations. What does it mean for MemCa to endorse, sponsor, or back a project?

- ◆ We acknowledge publicly that this is a worthwhile and strategic project
  - ◆ We acknowledge that it is being run "properly": oversight, accountability, and evaluation.
  - ◆ We add credibility to the project by associating our name and approval to it
  - ◆ It reflects a core part of our MemCa emphases
-

- ◆ At least one of our MemCa folks is closely involved in the project coordination.

---

#### **Document Four: World Evangelical Alliance Statement of Faith**

We believe:

- ◆ The **Holy Scriptures** as originally given by God, divinely inspired, infallible, entirely trustworthy; and the supreme authority in all matters of faith and conduct.
- ◆ One **God**, eternally existent in three persons, Father, Son, and Holy Spirit.
- ◆ Our **Lord Jesus Christ**, God manifest in the flesh, His virgin birth, His sinless human life, His divine miracles, His vicarious and atoning death, His bodily resurrection, His ascension, His mediatorial work, and His Personal return in power and glory.
- ◆ The **Salvation** of lost and sinful man through the shed blood of the Lord Jesus Christ by faith apart from works, and regeneration by the Holy Spirit.
- ◆ The **Holy Spirit**, by whose indwelling the believer is enabled to live a holy life, to witness and work for the Lord Jesus Christ.
- ◆ The **Unity** of the Spirit of all true believers, the Church, the Body of Christ.
- ◆ The **Resurrection** of both the saved and the lost; they that are saved unto the resurrection of life, they that are lost unto the resurrection of damnation.

Note: In a spirit of servanthood to national and regional Evangelical Alliances, WEA exists to foster Christian unity and to provide a worldwide identity, voice and platform to Evangelical churches and Christians. Seeking empowerment by the Holy Spirit, they extend the Kingdom of God by proclamation of the Gospel to all nations and by Christ-centered transformation within society.

#### **Document Five: Decision-Making by Consensus**

When we say we have a consensus decision we mean that all parties involved in the decision making process have had an opportunity to participate freely in the process and voluntarily decided to go along with the decision and support it. This does not mean that it was the preference of all the parties. It might even mean that you, as one of the decision-makers, have some misgivings about the decision but have decided that as most of the group prefer it, you will go along with the group. It would not be a consensus decision if you have serious concerns but the group is not willing to listen to them and consider them seriously. Consensus responses can be categorised on a one-six scale. Everyone must be at levels 1-4 for the decision to be accepted.

Response to a Proposal: Responses can be categorised on a one-six scale:

1. I can say an unqualified "yes" to the decision. I will support the decision.
2. I find the decision acceptable; perhaps some minor concerns. I will support the decision.
3. I can live with the decision. I'm not especially enthusiastic about it, but I will support the decision.
4. I do not fully agree with the decision and I need to register my view about it. However, I do not choose to block the decision. I am willing to support it because I trust the wisdom of the group.
5. I cannot support the decision at this time and ask for further explanation and discussion.
6. I cannot support the decision and ask that a special meeting be called to work on meeting the need or solving the problem in some other way.

#### **Document Six: MemCa Guidelines for Conflict Resolution**

*(Based on YWAM Guidelines for Justice and Reconciliation)*

A conflict usually involves two parties (individuals or groups of people) who have different opinions about a certain situation/subject. We often experience hurt and frustration during conflict, which can result in strong emotions such as anger and fear. Strong emotions can motivate us towards action and resolution, yet at the same time can limit our ability for critical assessment. Outside help is often required to help us sort through the emotions and issues.

We recognise that different types of conflict can affect our MemCa work

- Conflicts about goals
- Conflicts of doing things

- Conflicts about resource management
- Relational Conflicts (general dislike/aversion; differences in behaviours and communication styles; differences in expectations about relationships)

A relational conflict is often hidden behind one of the three other types of conflicts. It is an important consideration for the conflict resolution process. Hence we want to recognise this dynamic and work on any relationship issues in the resolution process. We also acknowledge that a certain degree of conflict is inevitable in close relationships and is not necessarily something negative. Rather, it can be a sign of a healthy relationship and the opportunity for further growth if handled well. **As MemCa:**

- We are committed to using an agreed-upon set of guidelines for dealing with our differences. The goal of these guidelines is to help us work through any task and relationship struggles which arise within the MemCa context, in a way which is Biblical: honest, just, and restorative. The process of Matthew 18: 15-17 applied to all types of conflicts and a commitment to mediation form the foundation for our guidelines. We recognise that MemCa members have different ways of dealing with conflict, influenced by both their personal and cultural preferences. We respect these preferences and take them into consideration as we form and apply these guidelines.
- We are committed to allow one another to speak into our life in order to reflect and challenge our actions, behaviours and relationships.
- We are committed to extend patience and forbearance to one another when we have different opinions or priorities. We ask God to show us our own hearts, sins and hidden faults, and as much as possible endeavour to take care of conflicts on an individual level.
- We are committed to giving and receiving forgiveness. Forgiveness is often a process. If we have been offended or even deeply wounded we need to work towards forgiving the offender. Likewise we need to be willing to receive forgiveness when we ourselves have caused injury. Both are necessary for our own healing and the restoration of relationships.
- We are committed to strengthen and restore our relationships, even though it may not be possible to resolve all of the specific issues, which lead to a disagreement. In such cases we are encouraged to disagree agreeably, and as much as possible maintain our unity and peace.
- We are committed to seeking the help and mediation of a few close colleagues and to involve as few people in the process as possible.

In most circumstances, the application of the Matthew 18:15-17 should be used which is:

- **Go One-on-One**

The application of Matthew 18 at the individual stage. If someone has a conflict with another person, they should go to that person to make their concerns known on the basis of B. and C. (see above)

- **Go with (one or two other) MemCa colleague(s)**

Should the above step to seek resolution not result in satisfactory resolution, the person(s) should go again with (one or two) MemCa colleague(s) who helps both parties listen to one another, understand each other, resolve differences and work towards reconciliation.

- **Consult with the MemCa Coordinators**

If Step 2 does not result in satisfactory resolution, a MemCa coordinator should be brought into the process as a mediator and try to help the parties hear each other and work out their grievance. After the coordinator has heard both sides, he/she asks both parties' help in coming to a resolution that each can accept. Both parties must feel that they have been "heard" and that their ideas have contributed to the proposed compromise/resolution.

- **Mediation Team**

If Step 3 does not result in satisfactory resolution, the MemCa coordinator should work with both parties to draw together an informal Mediation Team comprised of two other mediators. Each party should also choose a mature, trusted, impartial individual to serve as a "witness". This phase should be completed within one month.

- **WEA Missions Commission Staff**

If there is still an impasse, the person with the grievance may bring a request for formal intervention to the staff of the WEA Missions Commission. Steps 3 and 4 above are followed again. The parties agree in advance that the decision from this group will be final.