

## **Team Member Policy** **Growth and IMPACT Trips**

Growth and IMPACT Trips are designed to disciple our body by challenging each individual to grow in their spiritual life with Christ. Growth and IMPACT Trips aid in this discipleship process by exposing individuals to where God is working both locally and globally, and how He is calling them to be involved.

### **The purposes of Growth Trips are:**

- Training and equipping individuals to deepen their faith
- Training and equipping in evangelistic skills
- Improving group connections and cohesiveness
- Serve those in need or crisis in-culture
- Evangelism

### **The purposes of IMPACT Trips are:**

- To create and build a heart for the Nations in order to fulfill the Great Commission. (Matthew 28:18-20)
- To provide service to missionaries or the local church and aid them in their ongoing ministry efforts.
- Serving those in need or crisis cross culturally
- To provide individuals with opportunities to experience missions by sending them to different fields for the sake of exposure and education.

### **I. Purpose of the Growth and IMPACT Team Policy**

It is important to take seriously our responsibility and privilege of sending groups from Midland Free on Growth and IMPACT Teams. There are guidelines in place to select, equip, and send prepared people to the field for representing Christ in the world. The purpose of this policy is to inform team leaders, team participants, and church attendees what is expected of them when they participate on a Growth or IMPACT team.

### **II. Team Member Selection Process**

A. Those interested in participating on a Midland Free Growth and IMPACT Trip must do the following:

1. Submit a completed application along with a \$25 fee (refunded if not selected for participation on a team) deposit by the deadline. **NO LATE APPLICATIONS WILL BE ACCEPTED AND APPLICATIONS MUST BE ACCOMPANIED**

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BY THE \$25 DEPOSIT. If the project is cancelled, the fee will be returned to the applicant. Total team member contribution cost includes this \$25 application fee.

2. Complete a criminal background checks are required for participants 18 years and older (including leaders). This will be part of the application packet.
3. Submit a medical form with the application and any existing medical condition must be conveyed to the medical professional on the interview team.
4. An Interview Team will conduct individual interviews for each applicant applying for an IMPACT Level I or IMPACT Level II and a medical professional will review applicant's medical forms. Applications and interviews provide each potential participant the opportunity to articulate why they feel that the Lord is directing them to go on the Growth or IMPACT Trip. It provides the Interview Team with the opportunity to assess the candidate's expectations, experience, skills, and determine if the candidate is a good fit for the team they are applying for.
5. See specific pre-requisites on chart of last page of this document.
5. Applicants will be contacted by the team leader(s) to notify them of their status of participation on the team.

### **III. Team Training Expectations**

A. Team members must be willing and available to attend all scheduled team meetings. Any exceptions to this must be clearly evaluated/approved in respect to the impact on the team as soon as possible after team selection is completed. If the team member is aware of dates that he/she will not be able to attend they must be written on the application. All team participants must attend one of the two offerings of the Kick-Off Training Event. There are NO exceptions. There will be two Kick-Off Training Event dates scheduled each year. If a team member does not attend one of these two dates they cannot participate on the trip.

B. Members of a Growth or IMPACT team are not permitted to bring their children or grandchildren to team training. Childcare arrangements must be made in advance. Any associated costs for childcare are to be covered by the participant.

C. A team covenant must be signed and adhered to by each team member pre-field as well as during the trip. If the participant violates the covenant pre-trip they will not be permitted to participate on the team.

D. Vaccinations are often required by the field worker/and or agency, the Health Department, or by Midland Free. Each team member must comply with the requirements

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established by the team leader. Immunization expenses are the responsibility of the team member.

E. During team training sessions the use of cell phones or any electronic devices (ie. ipods) is prohibited. This allows for full team participation and provides an atmosphere of learning and spiritual/team development.

F. Team members during training as well as while on the trip are expected to adhere to the authority of the team leader.

### **IV. Team Fundraising and Support**

A. IMPACT trips are to be self-funded. That is, those participating in the project are responsible for raising the necessary support specified by the budget for the trip. Three primary sources of funds are: team member's own personal contribution, monies from the support letters sent out by each team member, and Growth and IMPACT sponsored fundraisers which may take place pre or post trip.

B. All accepted IMPACT team members must make an initial deposit of  $\frac{1}{2}$  their personal contribution amount due within four weeks from the acceptance of their application. The team member contribution and the initial application fee are tax deductible. Their second deposit of the remainder of their personal contribution will be due at a date specified by the team leader. If you are dismissed from the team or if after selection you choose not to go on the trip, these monies are non-refundable and are considered contributions to the team.

C. All participants on Level II IMPACT teams must write 20 support letters, 30 if it is a couple going on the trip together. These letters will require the approval of the team leader before distribution. Support letters must include a response form (available in team participant manual) to be completed by supporters and returned to the church office with their contribution. If an individual chooses to fully fund their trip and does not send out support letters, they are still required to send out 20 prayer letters in place of support letters.

D. Team members are encouraged to create prayer cards/letter and to recruit a minimum of 10 prayer partners for their support team (sample prayer cards may be obtained from the team leaders).

E. Any money that is raised for the team that exceeds the total cost of the trip will be applied to the Growth and IMPACT Trip Ministry. No monies will be refunded to any donor or trip participant.

F. Team members are to submit to their team leaders receipts of all budgeted expenditures both before and during the trip. If a receipt is not available, individuals must document the transaction on an expense report and submit it to the team leader.

G. While on the field, team members may be issued a daily allowance for budgeted expenses in the host country (ie. Meals, transportation). The team leader or team financial secretary must document in an expense report the amount given to each team member, but team members are not required to document the use of the daily allowance.

## **V. On-Field Expectations**

A. Teams should designate one member to communicate by e-mail with their supporters and the church while the team is on the field. This is a group email; members will not have access to communicate on an individual basis.

B. Cell phone or any electronic device use during the duration of the trip is not allowed by any team member. The only individuals who are permitted to carry cell phones are the leaders for trip communication purposes.

C. It is important to maintain healthy, loving relationships among team members. Our words and actions between each other display the character of God, and because we go to the nations for the sake of spreading knowledge of Him we need to tend carefully to our interpersonal relationships. Each member of the team is expected to deal with any interpersonal issue on the field, resolving them before returning home.

D. Team members are expected to be culturally sensitive. Midland Free is committed to spreading the gospel, participating in relief work, and church planting among the nations -- not spreading the American culture. When teams leave the field; they should leave behind a focus on God and not culture!

E. If a team member is unable to comply with the covenant while on the field, they may be required to return home early at the team member's expense. This will be determined by the feasibility of sending the individual home and will be determined by the team leader. The reason for this is to maintain God's reputation on the field and/or maintain the work of the field worker or agency. The team leader will be taking their direction from the on-field worker in order to most effectively minister while in the host country.

## **VI. Post Field Expectations**

A. Debriefing is necessary to maintain team unity, clear communication, and spiritual focus. Daily team check-ups will occur daily on the field and an in-depth debriefing will take place at the end of the trip while still on the field.

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B. Team members are required to participate in activities such as post-field team meetings, trip evaluations, church-wide presentations, and follow-up with supporters.

C. Team members are encouraged to pray about their continued role to the nations, whether as senders, prayers, or goers.

D. All team members will complete and submit evaluations confidentially. These evaluations will be to improve training, member and leadership selection, team interactions, field service, and improving the overall effectiveness of the teams that are sent out from Midland Free.

## Definitions/Examples of Growth and IMPACT Trips

| <b>Level</b>    | <b>Definition</b> | <b>Examples</b>   | <b>Other Information</b>  |
|-----------------|-------------------|---|---|
| Growth          | SAME CULTURE      | Service trip: (Butler, PA, Appalachia, Habitat for Humanity)<br><br>Equipping :<br>CONVERGE<br>MERGE<br>SEMP<br><br>DC/LA | <ul style="list-style-type: none"> <li>• No interviews for team members are required</li> <li>• Minimum team training is 4 sessions and guidance can be provided by IMPACT Committee but training package won't be provided</li> </ul>  |
| IMPACT Level I  | NEAR CULTURE      | New Orleans Urban Renewal<br><br>Inner City Chicago   | <p>For Youth trips pre-requisite is:</p> <ul style="list-style-type: none"> <li>• Previously been on a Growth Trip</li> <li>• Be selected through the interview process</li> </ul>  |
| IMPACT Level II | INTERNATIONAL     | Ireland<br>Honduras<br>Malaysia<br>Kazan  | <p>For Youth Trips pre-requisites are:</p> <ul style="list-style-type: none"> <li>• 10-12 Grade students</li> <li>• Must have been on an GROWTH equipping trip</li> <li>• Must be in a DG</li> <li>• Be selected through the interview process</li> </ul> <p>For Adult Trips pre-requisites are:</p> <ul style="list-style-type: none"> <li>• Be selected through the interview process</li> <li>• Be a regular attender or member of Midland Free</li> </ul> <p>For Family Trips pre-requisites for children as participants are:</p> <ul style="list-style-type: none"> <li>• Children must be 12 or older</li> <li>• Adults must be regular attenders/members</li> </ul> |