



Community Guardian Reference Manual

Now it is required that those who have been given a trust must prove faithful.
1 Corinthians 4:2



Table of Contents

Church/Partnership Communities	7
Code of Ethics	14
Communication Guidelines	5
Community Openings Spreadsheet	9
Decommission	10
Decommission Checklist	11
Definition of Guardian	4
Delete OM	7
Google Documents	5
Moving OM	9
My Commitment	4
Pitfalls	14
Qualifications	4
Responsibilities	4
Servant Leadership	16
Slack Messaging	6
Special Situations	13
Statement of Faith	14
Task List	5
Under-Age Contact	13
Updates and Information	6
Video Conferences	6
Violations Follow-up	12
Welcome	3



Welcome, Guardian!

Thank you for taking a deeper step into the leadership structure of GMO. You have proven to be willing, equipped and well able to manage the duties required in leading an entire branch of English Online Missionaries. We thank the Lord as we watch Him build His ministry into a voice for the Gospel throughout the entire world, and we praise Him for placing willing servants in critical places. You are a gift to this ministry. We appreciate your willing heart to serve Him in this strategic role.

You are never alone in GMO. Your Volunteer Program Manager (VPM) is here to help you in every way possible as you help your team grow in efficiency and dedication in serving the contacts who write to us every day. Please ask questions; no question is silly! Consistent and clear communication is the best way to build a solid and strategic team.

In the Parable of the Talents in Matthew 25, the Lord tells us clearly what He expects from servants to whom He has given valuable resources - He holds us accountable for how we use what He gave us. Verse 19 states "The master of those servants returned and settled accounts with them." In Luke 16, Jesus told his disciples, "There was a rich man whose manager was accused of wasting his possessions. He called him in and asked him, 'what is this I hear about you? Give an account of your management...'" We read in Luke 12:37 that the Master is so appreciative of the obedient servant's service that the Master 'dresses Himself to serve, will have them recline at the table and will come and wait on them.' This is our Servant King, and these parables should motivate us to keep our eyes on Him and to do our absolute best for our Savior!

You play a critical role in preparing and equipping your Online Missionaries. Run the race to win the prize! Let your life glorify the One True Living God, and help thousands of lost souls across the world learn about Jesus and give their hearts to Him. May we be found faithful in giving our best efforts to fulfill the tasks the Lord has set before us.

~~~~~

***Lord, help us to always be faithful, equipping leaders and Online Missionaries to compassionately respond to the talents You give us—the seekers who come to our inboxes.***



# Response Team Mission Statement

As Online Missionaries, our desire is to introduce people to Jesus and His gift of eternal life and help them to grow in their faith.

## Definition:

A Community Guardian (CG) has responsibility for one or more Community Leader Shepherds who report to him or her.

## Qualifications for a CG are similar to those of a CLS:

- A heart for God and a desire to help others.
- A reliable/regular internet connection.
- Experience using the software system and the ability to explain it.
- Willingness to invest the time needed to support your team.
- Good problem-solving skills.
- Good interpersonal skills using tact, patience and courtesy.
- Demonstrates a teachable attitude.
- Possesses intermediate level computer skills.
- Willingness to perform some basic administrative tasks and submit reports.

## Main responsibilities of a Community Guardian:

- Consistent communication with the Volunteer Program Manager.
- Assisting Community Leader Shepherds as they serve and guide their CLs and OMs.
- Answering their CLS's questions about software system use.
- Communicating regularly with their CLSs.
- Praying for all team members.
- Periodically checking CLS's communities to ensure good community maintenance.
- Assisting them with any difficult or unusual contacts they may reassign.
- Encouraging them to look for potential CLs in their own communities.
- Administrate across their CLS's communities. This may include adding or moving an OM from one community to another, troubleshooting, helping to resolve conflict in a Godly manner, etc.



# Suggested Basic Weekly Task List

A routine is different for each person. So, here is a suggested place to begin. Adjust as it fits your own personal schedule:

## **Daily:**

- Pray for your Shepherds and their teams as well as GMO's ministry.
- Log in and check for any maintenance issues in your communities.

## **Weekly:**

- Check Aging two to three times during the week; follow up with your teams.
- Spot-check communities for issues.

## **Monthly:**

- Have Shepherds and Community Leaders in your branch complete their monthly checklist by clicking on their unique link. Respond to each prayer request and concern brought to you by your Shepherds and Community Leaders.
- Respond to the Guardian Checklist sent by Volunteer Program Manager, if applicable.
- Communicate with each Shepherd regularly.

## **Schedule regularly:**

Troubleshoot branch issues; get leadership assistance as needed.

- Assist in training of CLs and Shepherds by answering questions asked by those in your branch.
- Be available to supervise communities for your Shepherds who are on vacation or are ill.
- Respond to requests presented by the Volunteer Program Manager.

# Google Documents

You will be given a gmomail.org account. Creating this account allows your leaders and coworkers in this ministry to be able to share necessary documents with you. There should be no out of date forms this way; the master copy is always available online through Google Docs to be viewed and/or edited by those who have shared rights to it.

# Communication Guidelines

We strive to limit the number of leaders for anyone so they are immediately accountable to only one person. Sometimes, leaders serve in more than one branch, and communication can get a little confusing if they are getting instructions from multiple supervisors. We must do our best to all be on the 'same page' regarding updates or instructions so that information shared across all branches is consistent.

Develop and maintain a relationship with the Shepherds serving in your branch. They should come to you for answers, and if you cannot answer their concerns, you may take the issue to your VPM. Encourage your leaders to communicate along the established line of 'command.'



The only time a Guardian should communicate directly with a CL under one of his/her Shepherds is if that Shepherd is unavailable. There may also be a time when the Shepherd has invited you to help resolve an issue, or if you have mutually agreed to share GMO communications directly. Respecting the line of 'command' goes both directions.

Occasionally, to facilitate quick communication, you may be asked by the VPM to send information to all leaders, Shepherds as well as CLs. Please be sure to let your Shepherds know when this happens, so that they do not send the same information again to their CLs.

## Sending updates and information down the line

Please be sure to use your 'BCC' option when sending messages to many people. This helps to keep their email addresses private.

Please do not send 'Forwards' you receive via the internet to your team members. As a representative of GMO, we should confine our communications to encouragement and information which applies to this ministry.

Do not send 'Forwards' to your VPM. They get enough emails.

## Video Conferences

You are encouraged to attend a monthly video meeting for Guardians to get more connected, ask questions, hear about new things coming up, and get to know each other better.

You are welcome to hold a Video Conference with the VPM for your branch from time to time, for the same purposes of relationship building and information sharing. This conference should be arranged by the VPM, who will attend and support you in your agenda. Ask for more details!

## Slack Instant Messaging

GMO leaders across the world stay in touch faster than email by utilizing an instant messaging system called 'Slack'. You will be asked to participate in that media, and even download the app onto your Smartphone. In this way, you will be able to connect with other Guardians, your VPM, and other leaders. This is an instant-messaging tool and allows you to communicate more rapidly than you can write an email.



## Delete!

Currently, clicking 'Delete' **no longer allows an OM who is a member of only one community to be Deleted**. A one-community OM can only be Decommissioned.

You may get a request from an OM who is in two teams (for example – Church and Specialty) to be removed from one of the communities. Unless you own both communities, Assist might not allow you to make this change.

If you do own all the communities that your OM is in, you should be able to Delete them from the one they want to leave. Be sure they are primary in the community they want to remain in before deleting them from the community they want to leave.

**Your VPM is happy to help.** If you need help completing this process, just let them know and they will help make the changes happen!

## Overseeing Church/Partner Communities

The greatest difference between Church Communities (and also Partner Organizations) and General communities is that they have signed an agreement with GMO which includes permission to recruit OMs if they wish. It also stipulates that a Church community should start with at least 10 OMs and maintain that number.

In return, if the church is a donor church to GMO at a certain level, we supply a quarterly report on the activity of the OMs -- just some basic statistics and a general GMO update.

If you see challenges within a church community, bring it up with your Church Shepherds first, and allow them to talk with the CL. If this does not remedy the problem, you may need to talk directly to the CL:

- **If you are not sure the CL has been active**, give the team the benefit of the doubt. Explain the reasoning behind what you are asking them to do in case they previously missed any particular training messages.
- **Use the 'Oreo Cookie' concept.** Start a conversation by thanking them for their service. Graciously and gently discuss whatever the problem or issue is, and then thank them again for their heart to serve.
- **Avoid ultimatums and judgments** against any perceived poor performance because you are GMO's representative. We ask that you show grace and present a positive resolution rather than a negative one.



## Church Community Things to remember:

- The definition of a community is 10 OMs. We would like church teams to maintain 10 OMs. Use discretion and grace and have your Shepherds stay in tune with the needs of that church team.
- They are welcome to try to recruit OMs for our other major languages, too. If those persons qualify as language community OMs, then they would be members of the English Church team, but PRIMARY in the other language. This allows accurate reporting and statistics. Contact the VPM about the languages that need more OMs.
- Recruiting materials are on the GMO Volunteer Resources site under the General Category.
- The invitation process has been added to the CL Interface in the 'My OMs' screen. There is a link on the left menu that will take the CL to their specific church invitation. A CL would fill in the name and email address of the person they want to invite and click Send Invitation. It will record the person's name in the list, and we can track progress of the application.
- Designating Donor Churches in Assist – A '(D)' has been added to the name of a church if they are a donor church. This means that the church has given us enough funds to receive a quarterly report
- CLs must be attendees of the church, not necessarily members. If a CL steps down, preferably an OM from that community would take their place. If no one is willing, we can consider dissolving the community. The final decision is up to the VPM. At this time, Harvest, Northland, and the Nazarene churches have permission to recruit globally. In these cases, the CLs are not required to attend a specific church, but they should come from that community.
- Sometimes the CL was appointed as the leader before ever passing training. They were not chosen by virtue of their ministry skills. Some became wonderful leaders, while some never engaged with the job. We suggest that you kindly confirm with them whether they are regularly communicating with their OMs. Work with them in a positive way to train them and develop their leadership skills.
- Sometimes Pastors are in the community just for visibility but are not active OMs. If you find a Pastor who is not really involved, do not bother them too much about engaging in ministry.
- OM Performance -- According to GMOs training guidelines, church OMs are held to the same standard as regular OMs.
- Reinstatement - If a Church OM has been decommissioned in good standing, and they want to return to active status, please let them return. If anyone wants to rejoin their church team, let the VPM know their name and username, and the church they want to rejoin. If it has been a year or more since they were with GMO they will need to go through training again before being reinstated.



# Community Openings Spreadsheet: General Teams Only

Guardians over General branches are sometimes notified when OMs needing a new community. If English Applications are open, we may also have OMs coming into the system who are not targeted for a partner Church or Organization, and Training needs to know where to place them upon graduation.

Training maintains a 'Community Openings Spreadsheet' for when an untargeted OM needs to be placed. Your VPM may also refer to this document in the event that a community is dissolving and the OMs need to be placed under a new CL.

After you have gained access to this spreadsheet, please determine which CLs in your branch want more OMs, and enter your requests.

- In 'Updated' column, enter the date you are logging the request.
- In 'Community Identifier' column, enter the destination community string as shown in Assist, each level separated by a '.'
- If the community is a new one, you can enter the word 'NEW' in the 'New Community' column. That team will be given priority in receiving OMs.
- Enter the number of OMs the CL is willing to receive. New Communities usually aim for about 15, and they may arrive in batches. The Training Placement Coordinator or your Volunteer Program Manager may make notes in the 'Comments' column regarding the dates OMs are placed in that team. Please note if the CL has less than 10 in their community.
- Check this spreadsheet often to keep your communities up to date.
- After your CL has received all their requested OMs, and their openings are at '0', the row will be deleted.

## Moving an OM Within Your Branch

Sometimes you will need to move OMs from one community to another. You can do this most of the time without contacting your VPM. If the OM is a member of any other community which you do not own (such as a Language, Test or Specialty community), you will need to contact the VPM for help since Assist only allows you to move someone when you own all the communities in which they hold membership.

1. In the community where the OM resides, go to the Members Screen and click the Move link in their line, (being careful to not click the Decommission link).
2. This will open a dialog box:
3. In the Move To: cell, enter the name of the community you want the OM to be moved TO.
4. Press your keyboard 'Enter' key, and allow Assist to bring up a list of Communities for you to choose from. Then click your destination community and it will autofill with the Community Identifier. When the correct destination community has been filled in, click the Move Member button. You will be asked to confirm the move; click the OK Cell, and you have moved your OM!



# Guardian Steps Required Prior to a Decommission

## ***During a required E-learning course period:***

GMO wants to track how many times an OM who is heading for decommission has been contacted by their CL who should be encouraging them to stay with us and take the course. Every OM decommissioned due to being unwilling or unable to complete required e-learning courses **MUST** have adequate reporting.

**Work with your Shepherds and CLs** to train them to follow the proper steps for recording their process.

**Extend grace** to those who have extenuating circumstances (illness, computer crash, family crisis), who need more time to complete the course. Keep your VPM in the loop on those cases.

**Guardians** report/record the number of times a CL connected with the OM in the Decommission Wait list.

**Wait** until Global Media Outreach approves the decommission by posting their OK in the Wait List.

**Guardian completes the task** after Global Media Outreach approves the decommission.

## ***For an OM decommissioned under any situation:***

These steps **MUST** be taken by Guardian before moving forward with the Decommission process for any OM:

- Check to see if the OM is logging in through your Assist Action Board. The OM may be logging in, not finding new Contacts, and not able to send new messages to archived contacts. They may be trying to be active, but in ARC2 there may be no activity showing if no messages are coming in or going out. If the OM is logging in, let their Shepherd and CL know, so that they are aware the OM is making an attempt to be active. The CL needs to connect with the OM to offer encouragement.
- Check OM profile for adequate notes. There should be a **MINIMUM** of three attempts at connection recorded by the CL, with enough time between each effort to grant the OM time to respond. Efforts made one-two weeks apart for a non-responsive OM would be a good guideline. By comparison, efforts made three times all in one week, a day apart, is not acceptable. Notes should include:
  - DATE of attempt, listed at top of the record string.
  - How did CL attempt to connect? Phone, email, SMS, Skype, etc. Please **SPECIFY**. Ask CL if you need verification.
  - Brief content.
  - INITIALS of CL or person entering note.
- Check content of the communication attempt, what did the CL convey to OM in brief wording:
  - Encouragement to do what: complete a course, take a new AC, offer to pray for OM, etc.



- Did OM respond? Record of OM's response, with DATE and CL Initials.
- If OM did not respond, be sure sufficient time was allowed between attempts.
- IF OM did respond, do they agree with decision? Are they willing to improve?

EVERY CL should be trained to follow the guidelines above, which will allow you to complete your Community Guardian tasks. The above will continue to be the standard guide for processing any decommission that has not been requested by the OM.

If OM requests decommission due to personal reasons not related to completing a training course, enter that information (including reason) in the Notes, and proceed with the decommission.

## Checklist for Decommissioning

Guardian must check OM login history:

Is OM logging in even if CL or Shepherd are not seeing activity?

At least three attempts using at least two avenues of communication recorded by the CL, proper information provided:

- Date
- Method
- Content
- OM's response, or non-response
- initials

Added for required Training courses:

- CG records number of CL efforts on 'Decommission Wait List'.
- Wait for GMO to post an 'OK' for OM waiting for decommission.

Guardian completes the task.

## Following up on Violations

Security Policy, Special Situations, Code of Ethics, Pitfalls

### **Security Policy**

OMs sometimes attempt to send personal contact information to Contacts/Disciples whom they feel they know well enough to trust them. While it is understandable that people who feel a connection with other people want to draw closer to them, we ask that OMs never share personal contact info.

Several years ago, GMO was testing a 500-hour Chat, and one of the female OMs was chatting with a young man who asked her to connect with him on Facebook, giving her his URL. She



looked him up on Facebook and his account showed photos of him holding an automatic rifle, and wearing a black-and-white checkered keffiyeh at some sort of protest with other young men holding automatic rifles. The OM did not give any of her personal contact information. She was just asked to do so. Was his intent to scare her? Impress her? In this era of terrorism getting closer to our doorsteps, would you want this young man to know where you live?

In this amazing technology centered culture, photos are often geo-tagged, and a savvy user can trace you, your location, and maybe other family members in the photos. Do you want that information available to people all over the world, whom you really don't know beyond a few email exchanges?

Photos and attachments are well known for carrying viruses, malware and other mischief into computer systems. ARC filters those items out of incoming mail, to keep our system and your computer safe. Every day, hundreds of attempts are made to hack into GMO's system. We cannot allow even a tiny window of opportunity for those who would desire access to our database.

Our purpose is discipleship and that does not require the exchange of photos, or sending/receiving attachments. We are here to help our Disciples grow in their walk with their Savior, and everything you need for that work is in the Bible, which is readily available to copy and paste into your correspondence.

Our Security Policy, first bullet point, states: "For all contacts, do not share your personal contact information (phone, email address, physical address) or social media information (Facebook or Twitter, etc)."

Assist generates a Security Violation Notice, sent to the CL and the OM, when an OM attempts to send the email address that we have registered in our system under their name. Assist will not screen out EVERY email address that is sent: it only recognizes the ones registered in our system. OMs might also send a variety of other personal info, social site URLs, phone numbers, mailing addresses, etc.

## Special Situations

The OM Manual discusses several scenarios where OMs might need to reassign a contact or get help contacting authorities.

One example of a need to contact authorities was a contact who repeatedly stated he was going to kill his sister, and added that he had already carried out terrorist activity against the USA. His contact information was turned over to the FBI. If you should run into any comments that are this intense, alert your VPM immediately so that a course of action can be determined.

As always, if a contact needs to be reassigned to a specialty community, it must be transferred as a NEW message, not a closed one.

For Suicide contacts, it is not a requirement to wait for permission to move them to another OM in the Suicide community.



Abuse/crime victims – In an ongoing, established relationship, the OM may desire to continue to work with the contact whom they have come to know. Reassignment is also an option, or the OM can contact their CL to determine if authorities should be contacted.

If you see cross-gender attraction developing that is inappropriate in carrying out godly discipleship, bring it to the attention of the VPM immediately. Many cultures have young people calling older people familial names, such as ‘auntie’ or ‘grandpa’ out of respect. Examine the conversation threads carefully to determine if this relationship is inappropriate or just part of a cultural tendency.

## Contact under the age of 13

Often, we have no idea the age of a contact unless we ask directly.

If an OM should discover that their contact is under 13, parent’s permission should be assured before the OM continues the correspondence. Is that a requirement? No, we cannot force a young person to assure us of that permission. This is a strong recommendation, but not enforceable.

If the contact is under 18, and of the opposite sex, it is strongly recommended that an OM of the same gender carry on the correspondence. The OM should reassign to their CL if they are fairly new in the correspondence if they learn the contact’s age. The CL can find an OM of the same gender to respond to that contact.

If an OM has a long history with the contact before the age is discovered, and there is evidence that there is some good discipleship going on, use discretion as to whether a transfer is needed. Use discernment to determine if a break in a relationship is needed. In some cases, a fruitful, longstanding relationship may be retained if the age of the contact is discovered well into the correspondence history.

## Code of Ethics, Statement of Faith Issues

The Code of Ethics covers many areas including attitude, honesty, sincerity and behavior.

Many OMs simply forget instruction as time goes by, so be as pleasant as possible as you share your concerns and help them to understand the direction we prefer they go.

If your OM disagrees with, or teaches material that contradicts GMOs Statement of Faith, try to establish a clear point where they veer away from where we stand, and take the issue to the VPM.



## Pitfalls

We are never to promise physical aid, and never send money or other materials to a contact. The ministry is online evangelism. We do not provide any materials, food, or financial aid.

Scripture tells us in James 2:15-17 – Suppose a brother or sister is without clothes and daily food. If one of you says to him, ‘Go, I wish you well; keep warm and well fed,’ but does nothing about his physical needs, what good is it? In the same way, faith by itself, if not accompanied by action, is dead.’

GMO wants to keep our OM's safe, anonymous, and protected from being scammed. We are here to offer spiritual advice and guidance. However, we have no way of discerning a legitimate need from a scam.

OM's sometimes feel the Lord leading them to offer assistance to contacts. Can we forbid them to meet the practical needs of desperate Disciples? Not really. We can only ask that anyone who is discovered to have done so, made the decision with the utmost caution and with the agreement of their spouse, if married.

Please read carefully the following story of an OM whose contact took advantage of her and her husband:

“Victory” came to us sounding like a Christian with a desperate longing to serve. His stories of growing up in Central Africa were heartbreaking; fleeing violence, starvation, etc. He’d reference stories and teachings in the Bible; many times it seemed like he had grabbed bits and pieces with no real understanding. He wanted to become an Online Missionary. I told him he would need to apply as everyone does. (I did not have high hopes, but he was passionate!) I have so much sympathy for young Christians in these corrupt countries who want to become doctors and pastors in order to serve Christ and their fellow man. He seemed like one of those... there were just no opportunities in his country and it broke my heart. He portrayed a terrible need of medical services in his area, proposing that he could build a clinic and support it with the farmland he had. My husband and I prayed about this and decided to take a chance on him. We knew that there would be no accountability for the funds; we knew no one in or near his country. We knew it was risky. Even with the best of intentions chances were good that he would squander it, but we decided to give him the chance. His investment requirement for the clinic around \$9,000. I wired him the money.

This Online Missionary stayed in contact with Victory, but talk of the clinic trailed off after she wired him the money and he only kept asking her controversial questions about Christianity.

Our Online Missionaries serve with us because they are compassionate people, and it’s important to have policies in place to protect them. If you find evidence of an OM sending money or aid to contacts, take the case to your VPM immediately.



How do you, and your branch leaders react when you are notified that an OM has infringed on any of the above guidelines? Remember you represent GMO and the Lord when you bring correction.

Exercise our favorite treat – the Oreo Cookie – as you respond to each incident.

If you are unsure or uncomfortable about handling the follow-up yourself, bring the issue to the VPM's attention.

Remember that you are the face of GMO to your leaders and OMs. People may get embarrassed, give excuses, or even get angry at being 'found out.' Exercise grace in your response.

Avoid communicating in a harsh or accusatory way. Remind them of GMO's written guidelines, and work with them in the hopes of restoration and continued good service as an Online Missionary. Christ has forgiven us for much; let us share that practice and attempt to resolve the situation before quickly removing the OM out of the ministry. Give yourself some time to frame a gracious approach as you begin your investigation.

They may have totally forgotten about our guidelines. Let's remember OMs learn a lot when they are in training, and it may have been a long time since they were in training. Give the benefit of the doubt on remembering every word they were taught.

Connect with the OM, letting them know you have been notified of the issue and want to hear from them. They should feel safe coming to you with issues. Let them share their perspective before any decision is made.

Try to diffuse the emotions. Give them time to consider what they have done. Hasty reactions are often filled with regret, so remember that you don't have to solve this in one day.

Is this their first offense? Kindly request that they review the GMO guidelines in the manual and ask them to commit to not repeating their action. If they agree, then the case should be closed. Put notes in their file as to the date of the occurrence, and let them continue to be an OM.

If the OM is argumentative, which violates guidelines for serving as an OM, you may want to disable their account to keep them from pulling new contacts until the issue is resolved.

NOTE - If you do disable an OM, but they end up staying with us, be SURE you enable them again. If the OM is unwilling to agree to abide by GMO standards, a decommission may be the next step. Be sure to document the steps you take in that process in their profile Notes. Get help from the Volunteer Program Manager if needed.

If it is a Security Violation - You may suggest, but not require, that they close any Social Media pages that have been shared. Likewise, they may want to use a different email address from that point forward for GMO, but taking this step should not be a requirement.



Is this a second offense? Do you have a record of past violations? If they have been warned in the past, and agreed to refrain from a particular activity, yet have continued, they are displaying disregard for GMO and for their leaders and may not be suited to continue ministry with us.

Proofread your words often, being careful to always use the most positive language that you can, while leading the OM through the process to evoke a commitment from them to better practices in the future.

You should be careful to not create 'policy' that is not stated in the OM Manual, Enhanced Security Policy, Statement of Faith, or Volunteer Agreement. These documents can be found in the Volunteer Site; let your words to your OM echo what is written there.

While email produces a written record of the events, a phone call often goes a long way in bringing two people closer together in understanding the issue. We can talk in greater detail if we have the freedom of voice.

## Servant Leadership

Philippians 2:5-8 – “Your attitude should be the same as that of Christ Jesus; Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself and became obedient to death— even death on a cross!”

From the time Jesus left heaven, He followed only one direction, in the straightest of paths – down. He knowingly and actively embraced a life of giving, serving, losing and dying. What is sometimes hard for us as Jesus' disciples to follow is that we are called to do the same. To make ourselves nothing.

Jesus made Himself downwardly mobile and gave Himself away for the benefit of others. We are expected to do the same thing. It is not that God has a problem with seeing His children in places of honor and glory. In truth, He longs to exalt them. What concerns Him is upward mobility as defined by the world: to promote ourselves, to advance our own cause, to push our agenda at the expense of others. The end of the goal is to arrive at the top of the heap with enough of 'whatever' to feed one's self-indulgence. He knows that self-indulgence, by its very nature, always leads to self-destruction. What seems like a climb to the top, to a deep sense of self-fulfillment, turns out to be the digging of one's own grave.

Up, in God's dictionary, always leads down, and down leads up. James 4:6 & 10 say, “But He gives us more grace.” That is why Scripture says: “God opposes the proud but gives grace to the humble.” ....Humble yourselves before the Lord, and He will lift you up.’

Jesus Christ descended, decreased and downscaled so that He might perfectly demonstrate the love of God. He made Himself nothing in order to accomplish the purposes of His Father, and God highly exalted Him. God calls on Christians to develop the discipline of losing, so we can gain.



Humility is the wisdom to know that each of us, in the eyes of God, is the same: deeply flawed yet precious. None of us, regardless of our titles and possessions, is worthy of more than hell. God offered us His love knowing we didn't deserve it, we are called to offer love in exactly the same way. 'In humility consider others more important than yourselves.' Christians are to roll up their sleeves to advance God's Kingdom. They give themselves away in love, so God and others might receive. They make decisions not on the basis of economic, social or status factors, but with only one question in mind – Does this bring God's Kingdom on earth closer to reality?

By stepping into a position of leadership, you are serving shoulder to shoulder with all other volunteers in GMO. Our hope is that you are in agreement with this document's contents, and are ready to move into; effectively supporting the people you are given with a gracious and joyful heart. Any hint of 'grasping or seeking recognition' will likely eliminate someone from the privilege of serving in leadership. The moment we lose the 'servant' mentality' we lose our authority and grace to serve.

## MY COMMITMENT

Thank you so much for your interest in reaching the world with the Gospel! Please let your VPM know if you feel you need some time off and coverage will be arranged for you. If you feel that this role is not a good fit for you, we will also make a plan to help you step down. While this is not our wish, we do understand that life issues sometimes bring the need to simplify.

