

# Simple Answers



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# Welcome!

Greetings Dear Laborer,

How exciting it is to think of all the Kingdom potential that exists in the lives of each person who will read this document. While a 20-page document may feel like an item to check off your list quickly, it has by no means been a hasty endeavor to put it before you. In fact, it has taken six years of prayer and the experience of working together with our missionaries and partners to compile what you will read here.

We are asking you to therefore take the time to genuinely digest each section ensuring that you understand not just what it says, but why it says it and how it relates to you personally. Ask questions where there is confusion or when you need more information. Seek guidance as to how to apply these answers to your relationship with us in Kingdom work.

We look forward to watching how God unfolds His purposes and plan for you. Please know that we are here to serve you and assist you in fulfilling your purpose. Thank you for taking the time to let this document become a valuable tool as you get to know GoSendMe Global.

Grace and peace,  
The GSM Team

## Acronym Key

GSM = GoSendMe Global  
M/V = mission and vision  
LTM = Long-term Missionary(s)  
EPM = Essential Professions Missionary  
STM = Short-term Missionary(s)  
STT = Short-term Team(s)

## Our Mission is:

To Serve Those Who Are Serving Him

## Our Vision is:

Nationals reaching the nations and  
communities around the world  
transformed by the love of Jesus Christ

# GETTING TO KNOW GSM

## Who is GSM?

Simply put, GoSendMe Global (GSM) is a unique mix of ministries, countries, missionaries, and partnerships. We strive to hear God’s voice and follow His call in all the unique ways that He has chosen to work among us.

### Administrative & Support Staff

Founder and Executive Director ..... Robert Casey  
 Finance Director ..... Lori Cannon  
 Sports Missions Director ..... Michael Johnstone  
 Latin America Regional Director ..... Shawn Moore  
 Restricted Access Regional Director ..... *secure*  
 Asia Regional Director ..... Daniel Kim  
 Operations Manager ..... Amber Elwell  
 Administrative Assistant ..... Channon Overby

Visit our website  
to learn more!



[www.gosendmeglobal.org](http://www.gosendmeglobal.org)

### Philosophy and Culture

- GSM operates completely by faith, setting the culture of the same for our partners and missionaries. While those who serve with us will have to raise the costs of serving, sometimes including small fees pertaining to our travel agent or on the ground shared ministry costs, we do not hold back any funds from partners or missionaries or teams through assessments but are trusting the Lord for what we need to cover the costs of investing in those whom God is calling and sending. Essentially, it is a “100% in - 100% out” ministry model.
- GSM respects and recognizes the unique M/V of each missionary and partner, without imposing a separate agenda or expectation but to serve the Lord wholeheartedly, with integrity, a biblical worldview, and always with the agenda of God’s Kingdom in mind.
- GSM requires accountability toward the missionary/partner’s M/V. For example, GSM will not provide STM’s, STT’s or interns without being able to identify how they can actually further the M/V of the one making the request.
- GSM will seek to be a resource that identifies pitfalls and opportunities for more effective Kingdom success. Thus, GSM will seek to continually understand the workings and methods of missionaries and partners and provide guidance and oversight to help them fulfill the role GSM believes God has called them to.

## Why & How Was GSM Started?

- GSM was founded in 2016 by its current Executive Director, Rob Casey.
- GSM was founded out of a calling to bring healing to the issue of how separate “church world” and “mission world” have become.
- GSM was founded out of a calling to altruistically and sacrificially support the work of God’s people who are being called and sent to do a variety of Kingdom work around the world.
- GSM was founded to be a liaison between the Church and missionaries, providing the necessary training and encouragement to said relationship on both sides, so that the Kingdom advances.
- GSM was founded on the belief that God is an inviting God and is still calling the nations to the Gospel, that the harvest is plentiful, but the laborers are few, and that we must learn to be a people on mission with Christ.
- GSM has since been called “a home for homeless missionaries”, which exemplifies how God is using GSM to support and send those who otherwise cannot see a way to fulfill their calling in their present circumstances but know that God has still called them to their people group or field of service.

**“A home for the  
homeless missionaries”**

## How does GSM operate?

- GSM has grown quickly because we encourage people to serve where and how the Lord is leading them using their giftings and talents.
- GSM leadership is based more on accountability than authority. We trust our team.
- We keep overhead very low. Nearly 90% of our Greatest Need Fund goes toward support and aid.
- Did you know that most organizations take administrative fees out of all their contributions? Our approach is unique, in that no one who serves with us must pay any administrative fees back into GSM.
- GSM believes that we become better through working together. This keeps our momentum high!
- As we grow, so does our knowledge and experience. We learn from serving together, serving one another and from all of those whom we serve around the world. Thus, every new team member, volunteer and financial partner exponentially contributes toward making the world a better place for those in need.

## Where Does GSM Serve?

- GSM is not bound by borders, domestic or international. We seek to follow the Lord's direction and leadership into any and all territories that He would have us further the M/V of those He has called and sent.
- GSM considers global to also mean local.
- GSM has a footprint in 32 countries by sending and serving missionaries, partnerships, and national ministry leaders.

## Humanitarian Aid and Development

GSM is constantly developing new field work that results in the better future of those living in vulnerable, impoverished, or inhumane conditions. We accomplish this by equipping and sending passionate people to make a lasting difference. We make every effort to work with locals toward making their futures better through sustainable community development, to avoid an over-dependency on relief and allowing us to help far more people.

GSM has seen lives saved, suffering alleviated, and human dignity brought to people in the areas of:

- abused/victimized children
- human rights advocacy
- anti-human slavery/trafficking
- asylum seeker/refugee camps
- children and families with mental/disabilities
- clean water education and distribution
- college student mentorship programs
- community development training
- building housing, sanitation, and education facilities
- feeding the homeless and indigent
- life skills for aging-out orphans
- job skills and small business development
- malaria prevention
- medical aid distribution
- natural disaster and emergency relief
- orphanages
- pastoral counseling
- malnutrition prevention
- sports camps
- English as a second language (ESL)
- vulnerable youth/after-school programs
- war widow care

A few ways GSM has served in these areas:

- GSM has served more than 7,500 hours in refugee camps. Our work there has provided human dignity and basic care to thousands of war victims and victims of ISIS terrorism.
- GSM is partnering with a coalition of community organizations and government agencies to assist in the development of a sustainable and appropriate response to the migration of internationals at the Texas border.
- GSM spearheaded the development of a coalition against human trafficking in 2018. The coalition took steps to begin educational and prevention programs in 2020, beginning in Grayson County, where GSM is headquartered.



## How Does GoSendMe Global Serve the Local Church?

- GSM is called to stand in the gap and be a helpful bridge between the local church and the world of missions.
- GSM is a training resource for church teams and those who are called out of the local church into missions.
- GSM assists and trains churches in how to best support those whom they have sent.
- GSM is an advocate, go-between, and an ally of both the church and the missionary.

**“serving those who are serving Him”**

## What Does GSM Do?

- GSM strives to see **God’s Kingdom expand** around the world through the spread of the Gospel, the making of disciples, the planting of churches, and the equipping of the saints for serving the Lord.
- GSM **recruits, trains, and sends new missionaries** to do the work God has called them to do and to go to the places where God has called them to serve, both in the United States and around the world.
- GSM provides **ongoing training, accountability, missionary care**, and a **fundraising platform** for its missionaries.
- GSM provides the **behind-the-scenes support for donors** by processing their contributions, providing them with annual statements, and offering technical support for maintaining their recurring donations.
- GSM **partners with existing Kingdom-minded ministries** around the world to:
  - Provide **training in making disciples**, a nationals-reaching-the nations approach to ministry development.
  - Provide **ministry leadership training** and **pastoral training** to church planting movements.
  - **Recruit and prepare STM’s, STT’s and interns** that serve to further the M/V of partner ministries and GSM missionaries.
    - We work right alongside STM’s, STT’s and interns to take them through the application process, coordinating their travel arrangements, processing their trip funds and expenses, and offering both pre-field training and debriefing once their assignment is complete.
- GSM responds to **disaster relief and national/international crisis** with STM’s, STT’s and interns, as the Lord leads.

## What Does GSM NOT Do?

- GSM does not allow missionaries to go to or remain on the field who are **under-funded** and demonstrate a lack of support from the Body of Christ, or a lack of consistent effort to maintain their appropriate funding.
- GSM does not run short-term teams for churches who only want an organization to administrate it for them.
- GSM does not seek to lead **tourism-only**-focused opportunities that do not have at their core an integrity regarding strategies to expand God's Kingdom. We reject the notion that merely visiting countries without a calling to go there or without Christian intent is a true Kingdom work; we recognize that far too often that is the result of a church or organization's inward-focused growth strategy. Meanwhile, we fully embrace the wisdom of utilizing believers in the context of "tourism" for the both near and long-sighted purpose of making it possible for nationals to reach others in their country with the Gospel and for establishing economic and developmental routes by which others may later establish genuine disciple-making works. We acknowledge the necessity of such said efforts in persecuted places where more open evangelism is prohibited and poses a greater risk to the work in that region.
- GSM does not provide **international internships without the request** of missionaries or partners on the field.
- GSM does not provide a "**hands off**" or "**vehicle only**" approach for those hoping to go to the field through GSM.
- GSM does not **limit the location or various kinds of ministries** God may be sending people to serve in.
- GSM does not guarantee that we can provide **access or a way to serve in every location** around the globe.
- GSM does not send anyone without first discerning a **sincere Kingdom purpose, mission, vision and calling**.
- GSM does **not** claim to be **the best choice for everyone**, but instead **seeks the best interest of the applicant**.
- GSM is not primarily focused on one key area of ministry over another (i.e. evangelism, discipleship, church-planting, medical, construction, etc), as we are called to a **broader spectrum of ministry that balances all aspects of missional life and ministry** in a healthy and effective way.



## What does GSM Believe?

GSM is non-denominational and seeks to co-labor in a loving spirit of Christian unity with all those who are in agreement with the following statements of our faith.

- the Bible is the inspired, infallible, and authoritative Word of God.

*Ex 24:4; Deut 4:1-2; 17:19; Josh 8:34; Ps 19:7-10; 119:11, 89, 105, 140; Is 34:16; 40:8; Jer 15:16; 36:1-32; Matt 5:17-18; 22:29; Lu 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Rom 15:4; 16:25-26; 2 Tim 3:15-17; Heb 1:1-2; 4:12; 1 Pet 1:25; 2 Pet 1:19-21.*

- there is only one God, eternally existent in three persons: the Father, Son, and Holy Spirit.

*Gen 1:1; 2:7; Ex 3:14; 6:2-3; 15:11ff.; 20:1ff.; Lev 22:2; Deut 6:4; 32:6; 1 Chron 29:10; Ps 19:1-3; Is 43:3,15; 64:8; Jer 10:10; 17:13; Matt 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Rom 8:14-15; 1 Cor 8:6; Ga 4:6; Eph 4:6; Col 1:15; 1 Tim 1:17; Heb 1:6; 12:9; 1 Pet 1:17; 1 John 5:7.*

- in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His substitutional and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, in His personal return to power and glory, and in His coming again to judge the living and the dead.

*Gen 18:1ff.; Ps 2:7ff.; 110:1ff.; Is 7:14; 53:1-12; Matt 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Lu 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Rom 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Cor 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Cor 5:19-21; 8:9; Gal 4:4-5; Eph 1:20; 3:11; 4:7-10; Phil 2:5-11; Col 1:13-22; 2:9; 1 Thess 4:14-18; 1 Tim 2:5-6; 3:16; Titus 2:13-14; Heb 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Pet 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Rev 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.*

- that for the salvation of lost and sinful man regeneration by the Holy Spirit is absolutely essential.

*Gen 3:15; Ex 3:14-17; 6:2-8; Matt 1:21; 4:17; 16:21-26; 27:22-28:6; Lu 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Rom 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18, 29-39; 10:9-10,13; 13:11-14; 1 Cor 1:18,30; 6:19-20; 15:10; 2 Cor 5:17-20; Gal 2:20; 3:13; 5:22-25; 6:15; Eph 1:7; 2:8-22; 4:11-16; Phil 2:12-13; Col 1:9-22; 3:1ff.; 1 Thess 5:23-24; 2 Tim 1:12; Titus 2:11-14; Heb 2:1-3; 5:8-9; 9:24-28; 11:1-12,8,14; Jam 2:14-26; 1 Pet 1:2-23; 1 John 1:6-2:11; Rev 3:20; 21:1-22:5.*

- in the present ministry of the Holy Spirit by who's indwelling the Christian is enabled to live a godly life and supernaturally gifted to serve and fulfill God's will and purposes on earth.

*Gen 1:2; Jud 14:6; Job 26:13; Ps 51:11; 139:7ff.; Is 61:1-3; Joel 2:28-32; Matt 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Lu 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Rom 8:9-11,14-16,26-27; 1 Cor 2:10-14; 3:16; 12:3-11,13; Gal 4:6; Eph 1:13-14; 4:30; 5:18; 1 Thess 5:19; 1 Tim 3:16; 4:1; 2 Tim 1:14; 3:16; Heb 9:8,14; 2 Pet 1:21; 1 John 4:13; 5:6-7; Rev 1:10; 22:17.*

- in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.

*Is 2:4; 11:9; Matt 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Lu 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Rom 14:10; 1 Cor 4:5; 15:24-28,35-58; 2 Cor 5:10; Phi 3:20-21; Col 1:5; 3:4; 1 Thess 4:14-18; 5:1ff.; 2 Thess 1:7ff.; 2; 1 Tim 6:14; 2 Tim 4:1,8; Titus 2:13; Heb 9:27-28; Jam 5:8; 2 Pet 3:7ff.; 1 John 2:28; 3:2; Jude 14; Rev 1:18; 3:11; 20:1-22:13.*

## What does GSM Believe? (continued...)

- in the spiritual unity of all believers in Christ worldwide, regardless of skin color, nationality or language.

*Ex 17:12; 18:17ff.; Jud 7:21; Ez 1:3-4; 2:68-69; 5:14-15; Neh 4; 8:1-5; Matt 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Lu 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Cor 1:10-17; 3:5-15; 12; 2 Cor 8-9; Gal 1:6-10; Eph 4:1-16; Phil 1:15-18.*

- in the responsibility of every believer to make disciples, be ambassadors of Jesus Christ in this world, and to love others as Christ has loved us.

*Gen 12:1-3; Ex 19:5-6; Is 6:1-8; Matt 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Lu 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Rom 10:13-15; 2 Cor 5:14-6:10; Eph 3:1-11; 1 Thess 1:8; 2 Tim 4:5; Heb 2:1-3; 11:39-12:2; 1 Pet 2:4-10; Rev 22:17.*

- it is the role of every local church to equip, edify and encourage every believer toward their Christ-centered identity and Kingdom purpose.

*Deut 4:1,5,9,14; 6:1-10; 31:12-13; Neh 8:1-8; Job 28:28; Ps 19:7ff.; 119:11; Prov 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecc 7:19; Matt 5:2; 7:24ff.; 28:19-20; Lu 2:40; 1 Cor 1:18-31; Eph 4:11-16; Phil 4:8; Col 2:3,8-9; 1 Tim 1:3-7; 2 Tim 2:15; 3:14-17; Heb 5:12-6:3; Jam 1:5; 3:17.*

- that God has established marriage as a lifelong, exclusive relationship between one man and one woman and that all intimate sexual activity outside the marriage relationship, whether heterosexual, homosexual, or otherwise, is immoral and therefore sin.

*Gen 2:24-25; Ex 20:14, 17, 22:19; Lev 18:22-23, 20:13, 15-16; Matt 19:4-6, 9; Rom 1:18-31; 1 Cor 6:9-10, 15-20; 1 Tim 1:8-11; Jude 7.*

- that God created the human race male and female and that all conduct with the intent to adopt a gender other than one's birth gender is immoral and therefore sin.

*Gen 1:27; Deut 22:5*

# SERVING WITH GSM

Jesus taught us that the Good Shepherd leaves 99 sheep to go after 1 who has gone astray. We calculate that every life matters, that every seed sown has untold and exponential potential, and only in eternity will we learn of God's unfolding story of grace in the lives we touched on earth. Therefore, at GSM:

“We are **obedience** driven, *not results* driven, and our obedience is driven by **love**.”

Service Lengths

**Short-term (ST):** individual and team service between a few days and 1 year

**Mid-term (MT):** service between 1-3 years

**Long-term (LT):** service over 3 years (open-ended)

**Internship (I):** individual service offered between 1 month and 3 years

## Short-term & Mid-term Service

- GSM's focus is on the long-term, **sustainable Kingdom outcomes** of our efforts toward establishing a culture in every place we go of nationals reaching the nations, which translates to indigenous disciples making disciples in order to become churches that are planting churches.
- GSM will not sacrifice this calling to accommodate churches or groups who only desire to experience a short-term mission trip. Our trips are designed to further the work that long-term missionaries, or our partnerships are doing toward that calling.

“ One of the ways that we serve those who are serving is by handling the logistics of sending short-term missionaries, teams, or interns: caring not only for the vetting and approval process of applicants, but also ensuring that the appropriate flights, applicable Visa, and travel insurance are all arranged and secured in a timely manner. Because of our established channels for transferring funds, we also facilitate the processing of the on-the-ground costs, so that lodging, meals, transportation, etc may be secured in advance. In our experience, this is huge blessing for the field missionary or partner to not have to use their personal or ministry funds to cover these expenses. The short-term trips that we facilitate are designed to completely serve not only our field missionary or partner, but also the short-term missionary, team, or intern. ”

## Internships

- GSM internships exists for the express purpose of **meeting the needs of long-term missionaries and partnerships** in the common goals of our Kingdom calling, and for training those who believe they will one day be serving full-time on a foreign field.
- GSM does NOT host or create internship opportunities solely for the purpose of satisfying collegiate requirements but will gladly seek to assist approved students who will serve our missionaries or partners to do so.
- GSM internships has embraced the idea that our investment into the next generation may provide long-term Kingdom solutions. Therefore, we will openly pursue internship opportunities among our long-term missionaries and partnerships, as well as avidly seek and recruit potential interns to serve both locally and internationally.

For more information about how GSM can help equip and prepare you to serve, please request our “Steps to the Field Packet & Checklist for STM’s, STT’s & Interns”.

## How GSM Budgets for Short-term Trips, Teams & Internships

- It is our philosophy that those who serve under our banner in any context should be a blessing to the people they go to serve, either alongside or under the supervision of, and should not require resources from the local church being served, indigenous ministry leaders or partner ministries. Therefore, it is our policy to intentionally ensure that each line item has margin for unexpected costs, incidents, and accidents for each person, within reason. Some will find that they required every penny raised to do life and ministry over the course of their stay, while others may feel frustrated that they raised more than they needed. Experience has taught us that not having enough is far worse than having too much.
- It is our hope that ST workers will utilize those funds to bless others, serve and encourage local ministries. Funds that are utilized on the field are to be accounted for with receipts, should GSM be audited for its spending. Hence, funds not used on the field are to be returned to the organization within 30 days of the trip return date. Individuals that will serve on more than one ST trip in the same calendar year may request that unspent funds be allocated to their next trip but must apply for said trip within six months of returning home. Otherwise, accounts will not be created for STM's beyond this, and remaining trip funds will be placed into the Trip Scholarship Fund after 30 days from the trip return date to assist others taking trips in need of funds. At that time, all iDonate trip giving lines will be closed as well.
- Per the above stated philosophy, policy, and regulations, here are a few points to explain how funds are handled when there are extra funds beyond the budgeted amount:
  - All funds raised and donated through GSM for a ST project or trip are legally considered organizational funds to be used for the mission of the organization, per IRS regulations. This means that no individual or group that raises funds through GSM for a ST project or trip has ownership over the funds that are raised and sent to the field.
  - In the event of extra funds raised, GSM policy is that the team should be covered first and foremost before additional funds are sent to the field. If a team member is short on funding past the deadline, then any extra funds raised by another team member will cover the cost of the entire team if there are sufficient funds. We believe every dollar and resource belongs to God and is to be used jointly to advance the Kingdom work.
  - Once the team is fully funded, any additional funds raised beyond the budgeted amount, or extra funds remaining at the end of a project or trip should be returned to GSM.
  - Funds should not be kept for personal use beyond the trip. If remaining funds are kept by an individual or the funds cannot properly be accounted for, that individual will be held liable, and the funds will be taxed as income, meaning the individual will be sent a 1099 tax form at the beginning of the tax year.
- Cancellation Policy: If an applicant must cancel their participation in a trip, but has already submitted funds for that trip, they may choose to apply any remaining funds (once refunds or cancellation fees have been processed) to an upcoming GSM trip. The applicant must respond in writing within 90 days of the cancellation that they desire to apply the balance to a GSM trip, and then within six months choose a specific future trip to have the remaining balance applied towards. Otherwise, the balance will be absorbed into our fund to assist GSM missionaries with future travel needs.

## Long-term Service

- GSM missionaries are provided holistic missionary care, regular accountability to their calling, and consistent, ongoing training specialized to the mission and vision, location, and culture of the missionary.
- GSM provides W2 handling of our missionaries' salaries, with direct deposit and access to tools that make international banking simpler and less expensive.
- GSM requires appointees (those approved to become GSM missionaries who are still preparing for departure and raising support) to go through training that would be appropriate based on the previous experience level, education, spiritual maturity, and difficulty of the chosen location for each missionary. This requires the appointee to raise funds to attend training with their family.
- GSM appointees are approved as GSM commissioned missionaries once their assigned "Steps to the Field" have been completed.
- GSM recognizes that many of our candidates come to us already serving in their field. However, all applicants desiring to come under the umbrella of GSM as a missionary that will represent the organization, regardless of experience, must still fulfill the "Steps to the Field" that GSM will assign to the missionary applicant based on our assessment of the applicant's status.

## Essential Professions Missionary

The Essential Professions category of long-term service encompasses all the concepts of Business As Mission (BAM), Marketplace, Part-Time work, and Bi-Vocational.

- BAM: creating a business within the culture as an Ambassador for Christ
- Marketplace: working in a business as an Ambassador for Christ
- Part-Time: working less than a 40-hour work week in ministry for hourly or part-time salary.
- Bi-vocational: typically, in ministry, this means having a separate occupation which provides living expenses while either completely donating time to ministry or receiving very little compensation that would not support a family for a small set of hours worked for the ministry.
- Essential Professions: continuing in one's profession because it provides not only financially but also the licensure and credibility to perform certain services or render aid which otherwise would not be acceptable unless one could prove their current credentials and practice met certain standards.

An Essential Professions Missionary sets aside time to focus on the ministry, using their own financial means and funds raised, to utilize their profession for ministry. Thus, all the previous categories could fall under this heading, as it may require re-creating the profession completely overseas (BAM), working under an existing entity as an employee overseas (Marketplace), working part-time for the profession and part-time for the mission, and/or working for the profession but getting little to no compensation from the ministry as a volunteer donating time (bi-vocational). Rather than creating all these categories, we have one major heading for all those who will not raise full financial support in a traditional missionary sense but will either in part or completely rely on income from a profession to compensate themselves and support the work of the ministry.

## Financial Structure of GSM and Financial Responsibilities of LTM's:

GSM wants each applicant to be fully aware of the financial responsibilities involved with raising support with a non-profit organization that is subject to IRS regulations before presenting the opportunity to applicants to invest their lives into Kingdom work with us. Thus:

- All GSM missionaries are responsible for raising 100% of their required salary wage.
- GSM assumes no responsibility for raising funds for any individual missionary or team.
- Every person raising a salary wage will be a W2 employee and will not receive 1099 earnings or be considered self-employed and will be required to raise both the employee withholding and employer withholding taxes payable to FICA.
- The financial arrangement for each missionary will be outlined through the application process and will be finalized before the appointee leaves candidate orientation.
- All GSM missionaries will be required to work with their immediate supervisor to create and agree upon an annual living budget, starter ministry budget, reserve fund and launch fund.
- Every person raising a salary wage will be required to raise a reserve fund, regardless of serving Stateside or Internationally, as this protects the organization and the employee. The reserve fund is equivalent to 1 month's living budget plus 1 emergency flight home from any location they may travel for their entire family.
- All GSM missionaries are required to raise a projected annual ministry budget. This will fund the non-taxable ministry related expenses of the missionary.
- GSM missionaries who are preparing to serve on the field will be required to raise a Launch Fund that must include 3 month's living budget, costs associated with moving to the field and getting established, and any applicable in-country Language School costs.
- A support raising schedule should coincide with these budgets to determine launch and/or service dates.
- All GSM missionaries receiving a wage for their living budget will be paid bi-monthly paychecks with the applicable taxes withheld. Special circumstances may be presented for consideration on pay schedules.
- Support raising training is provided, as well as tools to make the process as smooth and successful as possible.
- If a GSM Missionary is unable to raise the total amount of funds needed for their mission before their departure or launch date, GSM will work with them to select a new departure or launch date, so long as it remains reasonable and evident that they are called by the Lord to pursue it.
- All GSM applicants must understand that GSM is a true not-for-profit and does not receive any funding from missionaries to put toward administrative costs or missionary expenses.
- All GSM applicants must understand that GSM cannot return funds raised or donated to any short-term missionary, intern, or long-term missionary due to tax laws in the United States. Therefore, below are some guidelines GSM must follow to retain 501c3 status:
  - Contributions received from any source by GSM are ultimately donated to GSM and not for specific individuals.
  - Contributions received from any source by GSM must be used toward the mission and vision as specified in our non-profit IRS application.
  - GSM must ultimately have full discretion and control over all contributions.
  - If any individual decides to no longer serve with GSM and has remaining unused funds in the account assigned to them for support raising, GSM must reserve the right to use those funds toward the mission and vision of the organization.
  - GSM always seeks to be above reproach and transparent and operate with complete integrity as Kingdom ambassadors.
  - GSM always seeks to honor the intent of every contribution as described by every donor, whenever possible.



## Why Missionaries Need a Kingdom-Focused Sending Ministry Behind Them:

1. Accountability, partnership and discernment to their calling, purpose, mission, and vision.
2. Accountability to ministry ethics and higher biblical standards.
3. Accountability to holistic biblical priorities in service to Christ:
  - a. The man/woman's walk with Christ, their spouse, their children, other believers and the lost.
4. Training and equipping from experienced and seasoned servants that are preparing them to serve in a cross-cultural, Christ-centered work.
5. Fundraising coaching from a truly Kingdom perspective that understands pitfalls and best practices as they also raise support for Kingdom work.
6. A safe place for the struggles and heartaches of missionary life when public posts or newsletters would not be appropriate.
7. Administrative support that is experienced in crossing cultures, international relations, visas, exchange rates, foreign travel and tax laws for missionaries, etc. that most churches are simply unable and ill-equipped to offer.
8. Security measures and best practices from a team of qualified individuals who can best assess with them how to make a solid plan for being a good steward of themselves, their family, and their ministry.
9. Resource for recruiting, administrating, preparing, sending, and mentoring teams, interns and other co-laborers to their field.
10. Liaison for them back in the United States with supporters and supporting churches, providing a much simpler and healthier platform for supporters, including training to know how to better work alongside the missionary for Kingdom success.

## General Process to Become a GSM Missionary:

1. Initial conversation, First Step Call, over phone or video to recognize potential for common ground in the Gospel, your approach, Kingdom-centeredness, overall sense of being able to work together, and to obtain a ministry overview.
2. After reading this document (Simple Answers) and the applicable Steps to the Field, potential applicant/applicant couple will complete a Second Step Call with 2 members of the Leadership Team to determine if an invitation to apply will be extended.
3. Applicant is invited to start long-term missionary application.
4. GSM Executive Director and Leadership Team reviews all application pieces and determines if applicant/applicant couple are to be invited to a formal interview and Candidate Orientation where a final decision will be made to approve Applicant(s) or recommend other next steps.
5. Approved Appointee accepts the Commission of GSM and the onboarding process begins.
6. GSM works with Appointee/Missionary to prepare, train, equip and send them to their field to do missions together.
7. GSM continues plan of accountability, training, partnership, encouragement, and advocacy.

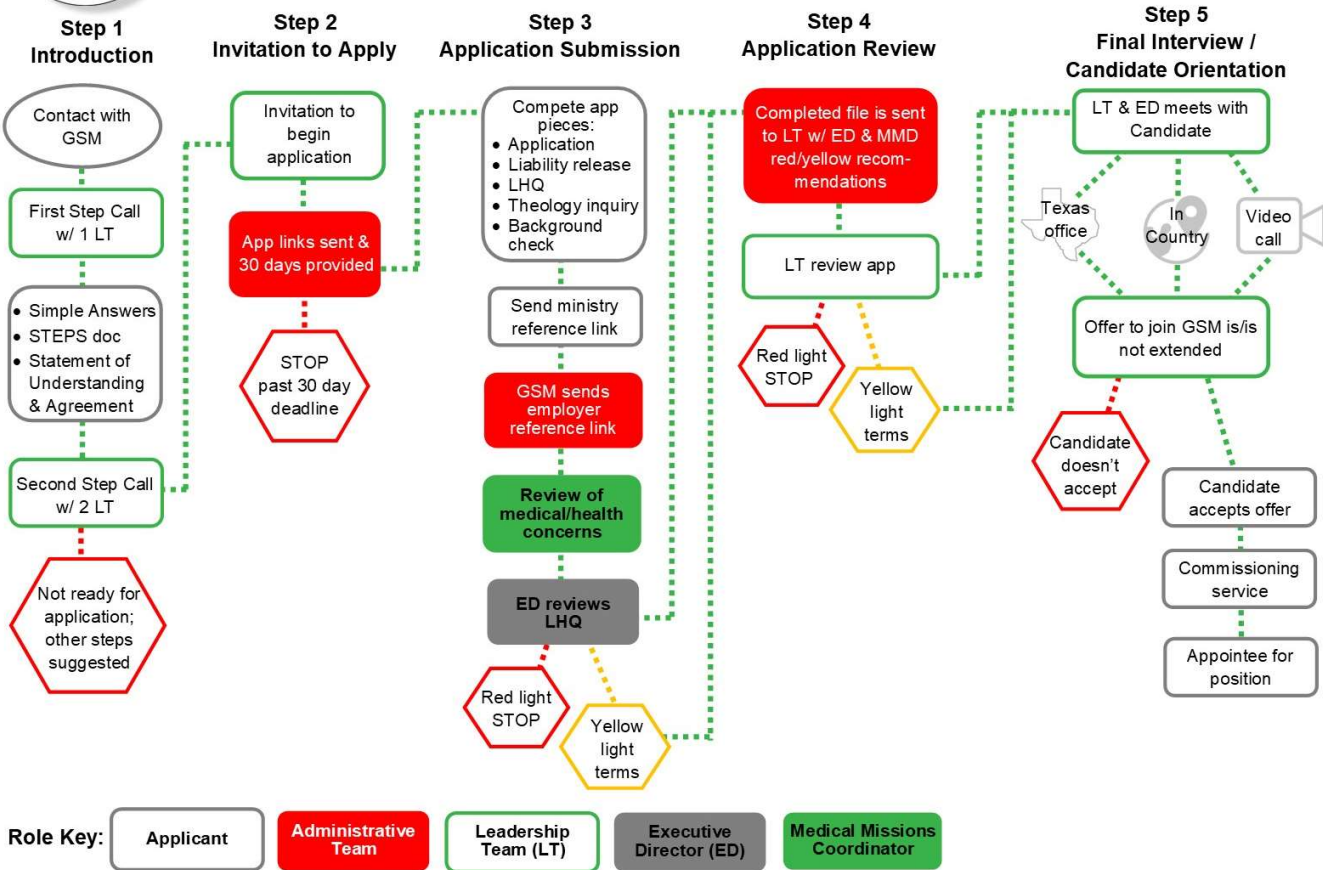
To see the detailed steps to becoming a GSM missionary, please request our applicable Steps to the Field document:

- Steps to the Field, Preparing to Serve (for Applicants preparing to serve mid- to long-term)
- Steps to Serving with GSM from the Field of Service (for Applicants currently serving in their mission field)
- Steps to Serving in a Ministry Staff Role (for Applicants applying to serve in a GSM Ministry Staff Role)
- Steps to the Field for an Essential Professions Missionary (for Applicants relying on a profession for compensation and the credentials needed for their ministry)





# Application Road Map to Serve with GSM



## Vision, Exploration and Pioneer Trips

### Vision Trip: Getting a vision for missions

Vision trips are for those who are generally interested in mission but are unsure what living missionally looks like or where to start. A Vision Trip is an invitation to experience life on mission, learning from missionaries in the field for the express purpose of discerning God's call in your life as a potential long-term missionary. Being immersed in the daily lives and stories of those on the field gives you a fresh view of true discipleship and helps affirm God's calling on your life.

### Exploration Trip: Exploring the area where God has called you

Exploration Trips are for those who have discerned God's calling to a specific area and are ready to begin investigating where they would live, where they would work, and other similar details. This prayerful trip allows you to see and meet the people you will be serving, start to establish relationships with your new teammates, and consider God's will for this specific location.

### Pioneer Trip: Pioneering connections and foundations in the area where God is calling you

Pioneer trips are for those who have a specific place on their heart, but no points of contact or connection. The purpose of this trip is to understand ministry potentials and pitfalls, to find opportunities to engage with People of Peace, to strategize how we might reach that place, and to start a foundation for spreading the gospel. These trips may incorporate forming an understanding of the country through visiting places of culture, so as to best identify both the needs and the assets of the people group.

## GSM Protocols & Strongly Recommended Arrangements

Often we are asked what the policies and protocols are for missionaries who serve under our umbrella in regards to **emergencies, extraction from a foreign country, negotiation in case of kidnapping, hospitalization and insurance requirements.**

- GSM missionaries are responsible to **research** and evaluate the country and specific area to which they are sent and then **formulate** and report what **their response plans** should be in such cases. We trust our team members to be led by the Holy Spirit.
- We require each missionary to have a **Reserve fund** that is equivalent to one month's salary to be used for both medical and emergency care, as well as evacuation and the cost of return tickets for the whole family.
- We do not negotiate with terrorists, nor pay ransoms, nor carry insurance to be taken advantage of regarding these kinds of scenarios, as we have been advised it is merely another reason for situations of this type to actually happen.
- Each missionary is also required to establish their own set of teams (**APACS**), which includes a Care & Crisis team that is to be informed and advised of the particulars of their location's potential concerns and their plan in scenarios wherein an emergency evacuation would be in order. *See page 17 for a further explanation of APACS.*
- GSM missionaries are people who are called to be where they are being sent, including through difficulties, as the Lord leads. Therefore, we do not encourage or discourage departure or exit strategies as an authoritatively written policy. Who knows that they aren't there for this very time and purpose? Hence, when GSM missionaries depart, it is to be with the mindset that they already know they quite possibly may never return. We trust the Lord and work together from there to do all we can to care for GSM missionaries as they communicate what is best for them to us.
- We do offer **resources** for medical insurance, including travel and evacuation policies, through our **trusted providers**, but do not require these policies to be purchased. We do require that GSM missionaries adhere to the rule of law in each country regarding such requirements, of course.
- We will collaborate with qualified advisors in the creation and documentation of the missionary family's outline for these things. The hypothetical possibilities are simply too vast to make one set of rules to oversee every place and eventuality.
- Although we do not require the following, we do strongly recommend that every GSM missionary have them in place:
  - Will
  - POA (Power of Attorney)
  - DTS (Designated to Sign)
  - Health & evacuation insurance
  - Life insurance

## Overview of Our A.P.A.C.S. Concept

Based on our years of experience with missionaries around the world and the difficulties they face while serving the Lord in those places, we have developed a concept that we call A.P.A.C.S., which is quite simply a group of teams who provide invaluable support to those who are serving on the field. As we are sending out those who have been called, we want to ensure that the body of Christ is going with them, that the Church is on mission right alongside them.

The purpose of A.P.A.C.S. is for each missionary to personally build their own teams who will support them spiritually, emotionally, physically, and mentally as they serve. We will not dictate the exact workings of the teams, as we believe the Spirit will guide in knowing what is needed on the field, but we will help give direction to the missionary and also help those who will make up the teams to know how best to serve the missionary.

### The 5 teams that make up A.P.A.C.S. are...

#### Accountability Team

- Deep personal commitment to the missionary's spiritual success as an individual and family
- Regular confession of sin that is met with grace and restorative prayer
- Encouragement through regular meeting times where the walks with Christ are discussed

#### Support Team

- Committed to monthly or annual financial partnership
- These "go with us" through their giving and share in the fruits of our labors
- They are investing in the Kingdom through the missionary, transferring their Kingdom resources into Kingdom needs, as the Holy Spirit directs, but they are not to be viewed as the Provider

[Watch the A.P.A.C.S. training videos on our Youtube channel](#)

<http://bit.ly/APACStraining>

#### Prayer Team

- Committed to praying daily, willing to go through spiritual warfare, and is deeply concerned over the holistic well-being of the family
- Has the mentality of "You go into the well, but we hold the rope."
- Various levels of intimacy and openness to be determined

#### Care & Crisis Team

- May or may not be monthly/annual financial partners
- Have agreed that should a family emergency or crisis occur, they will organize support, resources and/or financial aid
- Not necessarily those with financial resources, but those willing to arrange and organize an effort "on behalf of"
- Their involvement should range from encouragement notes to emergency management

#### Advancement Team

- May or may not be monthly/annual financial partners
- Promote awareness, support, and prayer for the missionary and their mission
- Understand through detailed instruction what it takes to get the work done while the missionary is out of the country
- Willing to print letters and stuff envelopes, host fundraisers, etc or make arrangements when the missionary needs to come off the field

## Ministry Partnership With GSM

- Ministry partners are provided the opportunity to raise support through GSM for reimbursable purchases made toward ongoing ministry projects on the field. Funds raised through GSM will not be assessed any fees, except for transaction costs incurred through our online giving software. GSM will assist in the campaign management with partners, providing online space and advertising.
- Ministry partners may only turn in receipts for reimbursements; they may not use GSM to cover living expenses like our missionaries.
- Ministry partners can request STM's, STT's, and/or interns and specialized training venues from GSM. GSM will work toward recruitment, vetting, training, and fundraising efforts with the above mentioned to strive toward solid Kingdom success in mutual endeavors. GSM cannot guarantee fulfillment of requests but will strive with integrity to fulfill agreed upon expectations.
- GSM will open access to our ongoing training, which provides training on a variety of topics. GSM is responsive to interaction and requests for particular training issues.
- Ministry partners with existing STM, STT or Intern relationships may request for GSM to manage pre-field, onsite and debrief training and management.
- Ministry partnership also provides GSM with the express right to establish further opportunities to work in the same country or area as the ministry partners, as well as to establish new relationships there for more Kingdom work, including sending GSM missionaries eventually.
- Ministry partnership does NOT mean that GSM must work exclusively with the ministry partner in an area but may form new ministry partnerships as the Lord leads.
- Money will NOT be sent to ministry partners unless previously raised by the ministry partner through GSM for teams, interns, approved projects, or combined efforts.
- Ministry partners who are considered by GSM to be abusing or manipulating the relationship with GSM for financial gain will eventually have the partnership terminated by GSM, after a biblical approach toward restoration has been pursued.
- Ministry Partnerships can only be formed with registered Christian non-profits, including churches, but not individuals.

### Process to Become a GSM Ministry Partner:

1. Initial conversation over phone or video conference to recognize potential for common ground in the Gospel, our approach, Kingdom centeredness, overall sense of being able to work together, and to obtain a ministry overview.
2. Potential ministry partner is invited to send in their M/V statements as well as their statement of faith via email.
3. GSM Regional Director and Leadership Team will review these documents and prayerfully decide if ministry partnership is how the Lord is leading.
4. GSM may then offer ministry partnership to which ministry partner may agree to pursue.
5. GSM or ministry partner draft a Memorandum of Understanding to outline how ministry partnership will be defined.
6. GSM and ministry partner complete the ministry Partnership and Grant Agreement.
7. GSM opens giving account for ministry partner and gives access to online training.
8. GSM extends request for ministry partner's needs regarding teams and interns for the next 12 months.
9. GSM builds recruiting and training process for meeting ministry partner's needs as requested.
10. GSM hopes to be onsite alongside ministry partner once per year (unable to guarantee).
11. GSM offers onsite training/encouragement of ministry partner personnel.

# SUPPORTING GSM

## Why Donors Should Invest in the Kingdom through GSM:

1. **We are Kingdom first.** Our application and screening process has no other goal but to ensure that those who work with us and are under our care are above reproach and sincerely called by God to accomplish Kingdom purposes.
2. **We are committed to Christ's commands.** We live by faith, spread the Gospel, make disciple-makers, start church-planting movements, and reveal the Kingdom of God in every nation where He sends us. We are driven by no other measure of success but our sincere love for the Lord Jesus Christ, and our desire to hear Him say, "Well done."
3. **We are a 100%-in / 100%-out, not-for-profit ministry.** We do not withhold anything from anyone who serves with us in order to run the organization, but instead we live by faith, trusting God to provide for our needs through contributions designated specifically for GoSendMe Global by our giving partners.
4. **We are called to serve the missionary.** We exist to make the M/V of those whom God has called a reality, to meet their needs. Those who serve with us know we exist to help them accomplish their calling, not to serve our organization.
5. **We are one in purpose and diverse in global impact.** We are operating from an "every nation" burden. Your Kingdom investment can target specific areas of need or the scope of your global impact can grow as we continue to come alongside God's servants in an increasing number of differing ministries and locations around the world.
6. **We are serious about a holistic approach.** Missionaries need ongoing training, accountability, and pastoral care, and your investment helps us equip missionaries and their families toward biblical health in an emotional, physical, and spiritual sense.
7. **We are responsive to "the least of these."** We respond to God's call to "pure and undefiled religion" by seeking out what God is doing in the global picture and joining Him at work, especially among those experiencing international humanitarian crisis.
8. **We are dedicated to discipleship among nationals.** We agree from Scripture in the creation of a Christ-centered missional culture among people groups in every culture and context that results in nationals reaching nationals.
9. **We are adamantly opposed to tourism-only** focused opportunities that do not have at their core an integrity regarding strategies to expand God's Kingdom. We do not provide romanticized mission trip opportunities. Thus, more is accomplished for the Kingdom, more long-term relationships are built, and more life-committed missionaries are called to serve in true ministry environments. *See page 7 for further explanation.*
10. **We are faithful to the call.** We hold our partners and missionaries accountable to their God-given mission and vision. Even when a team or intern is requested, we ensure that every person we send will actually serve to accomplish what the missionary has told us they are there to do.



## How to Support GSM Through the Greatest Need Fund

GSM missionaries are not assessed any fees for the support and services that we provide to them. We trust God to provide for the needs of the organization through the contributions of our donors and fundraising efforts. These donations are placed in our Greatest Needs Fund (GNF) which covers all our operational and ministry efforts. Partners who help bear our financial burden allow us to obey God's call to serve those on the field.

There are multiple ways to donate to the GNF including secure **online giving**, **offline giving**, donating while you shop through **Amazon Smile**, and even participating through an employer's **Benevity** fund-matching program.

Go to the Give page on our website to learn more and to make a contribution.

[www.gosendmeglobal.org/gnf](http://www.gosendmeglobal.org/gnf)

### A Note About Contributions Received per IRS Regulations:

- GSM cannot return funds raised or donated to any short-term missionary, intern, or long-term missionary due to tax reasons.
- These are some guidelines GSM must follow to retain 501(c)(3) status:
  - Contributions received from any source by GSM are ultimately donated to GSM and not for specific individuals.
  - Contributions received from any source by GSM must be used toward the mission and vision as specified in our non-profit IRS application.
  - GSM must ultimately have full discretion and control over all contributions.
  - If any individual decides to no longer serve with GSM and has remaining unused funds in the account assigned to them for support raising, GSM must reserve the right to use those funds toward the mission and vision of the organization.
  - GSM always seeks to be above reproach and transparent and operate with complete integrity as Kingdom ambassadors.
  - GSM always seeks to honor the intent of every contribution as described by every donor, whenever possible.

### GSM cares about Feedback:

As stated previously, GSM exists to serve those who are serving Him. That is our calling. We believe that we are to be the arm of the Church that is the support, encouragement, accountability, mentor, and resource that the local church(es) and even sending agencies either cannot or do not provide for the missionary or partner. We see too large a gap between the world of the church and the world of missions, whether one serves in their own backyard or around the globe, and we believe that the Lord has called us to make up the hedge and stand in the gap. Therefore, we remain in a learning and listening posture, always wanting feedback and to constantly improve the "what" and "how" of this ministry toward our missionaries and partners. If at any time, you believe there is an area where we can better assist with what God has called you to, we sincerely want to know.

You may reach us using one any of the contact forms below (see footer).