

SEND FER missionaries serve on teams

SEND FER is committed to teaming and seeks to place its personnel in locations where they can meet and minister with other Christian workers (expatriate missionaries and/or Russian workers) in the context of a ministry team. We believe that God desires that those who serve Him should do so in partnership with other believers. Teaming not only provides support and encouragement for individual team members, but more importantly it enhances the effectiveness of each individual missionary and makes it possible to accomplish goals which one person could never achieve by himself/ herself.

We consider the following elements to be essential for any such ministry team:

1. Team members are committed to a common objective.
2. The team has an accepted leader who spends a significant amount of his time on team building.
3. Team members agree on methods and activities that will be used in ministry.
4. Team members have a strong sense of respect for, value of, and loyalty to one another.
5. Within the team, there is a division of labor among team members, where each team member understands and fulfills his or her responsibilities.
6. Team members are able to effectively communicate with one another.
7. Team members meet together on a regular basis for prayer, reporting and planning.
8. Team members are flexible, that is willing to seek mutually acceptable compromises within the parameters of Biblical truth.

Before SEND FER will assign missionaries to a particular ministry location, area leadership will seek to ensure that the ministry team leader and existing members are committed to the importance of teaming, and that these elements already exist or are being developed. SEND will seek to help in team-building and team leader training, so as to enhance the effectiveness of those ministry teams on which our missionaries serve.

In all ministry teams, SEND FER believes that national Christian workers (preferably full-time workers) must be included as integral members of the team. SEND FER constantly seeks to keep in balance our desire to bond with the Russian culture and our desire to minister to the other members of our mission organization. We believe that Russian believers can and should meet the needs of SEND missionaries for friendship and support. But we also recognize that member care concerns and responsibilities for our missionaries generally can be addressed more effectively by other SEND missionaries. Therefore SEND FER seeks to concentrate its missionaries in urban centers so that there will be multiple SEND units on each ministry team and/or multiple teams in each urban center. Locating several SEND missionary units within one city or in close proximity (though perhaps serving on different ministry teams) makes it possible for them to meet together for fellowship on a weekly basis, and for a monthly prayer and worship time in English.

We recognize that some SEND missionaries can function effectively on a ministry team with no other expatriate team members. In situations where SEND FER assigns expatriate units to a ministry team without any other SEND missionary units nearby, we will do so only with the consent of the missionaries involved and the consent of their sending churches and only with missionary units who are not in their first term.