

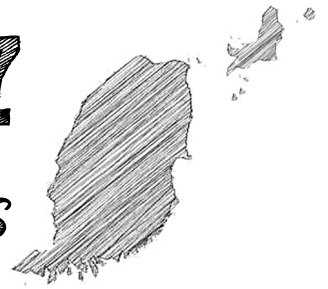
ROAD TO GRENADA HANDBOOK



THE BASICS,
THE NEXT STEPS,
THE WHAT TO EXPECTS
FOR JOINING THE TEAM OF
GRENADA 24-7

GRENADA 24•7

Ministries



Greetings from the Spice Isle,

We're super excited you're considering joining our mission team! We've designed GRENADA 24-7 so that it doesn't center around one personality or activity— but instead is a movement for the whole body of Christ. We believe that God's plan for Grenada calls for a multitude of different passions and gifting. This is why we look forward to getting to know you better and determine if there's a fit and match.

That said, this process is not about being accepted or rejected for a job. We see the “candidating process” as us confirming and edifying the call you feel God has on your life and equipping you to fulfill that calling.

The following ROAD TO GRENADA HANDBOOK is designed to kick-off this process— as well as prepare you for what to expect.

Keep in mind, this journey is not an overnight one. The candidating process is lengthy and complex. Not only do we (as an organization) want to make a confident decision, we also want to set you up to succeed in missions after a decision is made. That said, we believe that no matter what the outcome, God has big and awesome plans for those who seek Him.

On Earth As It Is In Heaven,



Gerry Keens-Douglas

Grenadian President, Board of Directors

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SHEPHERDING THE ISLANDS

--

ON EARTH AS IT IS IN HEAVEN

2 CORINTHIANS 5:17-18

WHAT'S THE PURPOSE...

This booklet is a guide for your thoughts and prayers as you decide whether to take the first steps to become a member of our mission team. Chances are, you've already visited Grenada multiple times. Chances are, we've already discussed together what role you'd play in the organization. Chances are, we've already expressed our excitement about you joining the ministry. HOWEVER, there's still a lot to learn, discuss and pray about.

The following pages highlight certain factors we'd like you to seriously consider before deciding to move forward. Such as the dynamics of the candidating process, organizational structure and values, staff responsibilities and ultimately what all this means to you as someone thinking about joining the ministry.



"For which of you, desiring to build a tower, does not first sit down and count the cost... Or what king, going out to encounter another king in war, will not sit down first and deliberate whether he is able...?"

~Jesus
(Luke 14)

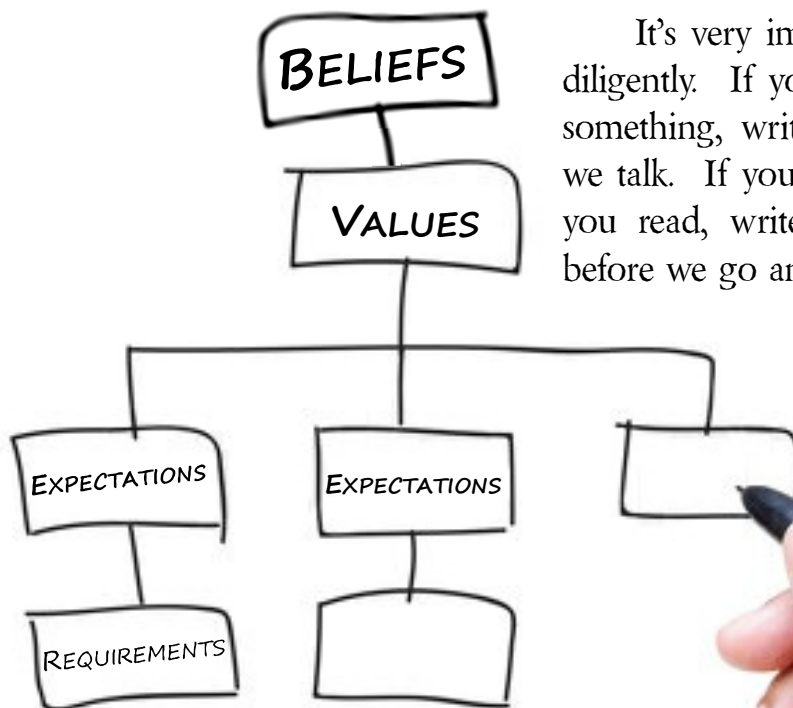
“ No company, small or large, can win over the long run without energized employees who believe in the mission and understand how to achieve it. ”

*-Jack Welch, former CEO of General Electric
(Considered one of the greatest American CEO's of his time)*

Eventually you'll be given a job description for the role you'll play in the ministry. It will list your title, the purpose of the position and of course the job's tasks, responsibilities, goals and expectations. But is that all there is to 'believing in the mission and understanding how to achieve it'? Spoiler Alert: ABSOLUTELY NOT!

In many ways, organizations are like people— no doubt because they're made up of people. They have beliefs and values and out of those are shaped the way they see things, do things and ultimately what they would expect and require of you if you were to become a part of it. In fact, understanding organizational values, in many respects, is more important to understanding job expectations than the actual job description itself.

This booklet is broken down into different sections that each cover a different aspect of what we as an organization value and believe. It's designed to help you, not just identify the value itself but, connect the dots as to what would be expected and required of you because we hold that value (beyond what is listed in a job description).



It's very important that you go through each section diligently. If you have a question or are confused about something, write it down and bring it up the next time we talk. If you have an issue or concern about anything you read, write it down and make sure we discuss it before we go any further in this process.

HAVE I EXAMINED
MY HEART PROPERLY?



We feel privileged and honored that you desire to be a missionary with us. However, there's a serious reason that we start this booklet (and the process) here... with a heart-check. Unfortunately, we've talked to many people who want to be missionaries for all the "wrong" reasons. We ask that you use this first section to take a serious look at your heart and motivations.

Ask yourself: "What is driving me to do this?", "Why Grenada?", "Why now?".

The unfortunate reality is that if you become a missionary for the wrong reasons, you can cause yourself, our organization and the Grenadians we're trying to reach with the Gospel a lot of unnecessary trouble.

(IN NO PARTICULAR ORDER...)

#1

TO PROVE YOURSELF TO OTHERS

Are you hoping that becoming a missionary will make people back home see you differently? Are you expecting this decision to impress others? Are you trying to gain respect/favor in someone's eyes?

Becoming a missionary in order to impress or please others just doesn't work. First off, it's doubtful you'll even get the satisfaction you're seeking from them. But ultimately, this motivation just isn't strong enough to keep you going when the reality of "mission life" sets in.

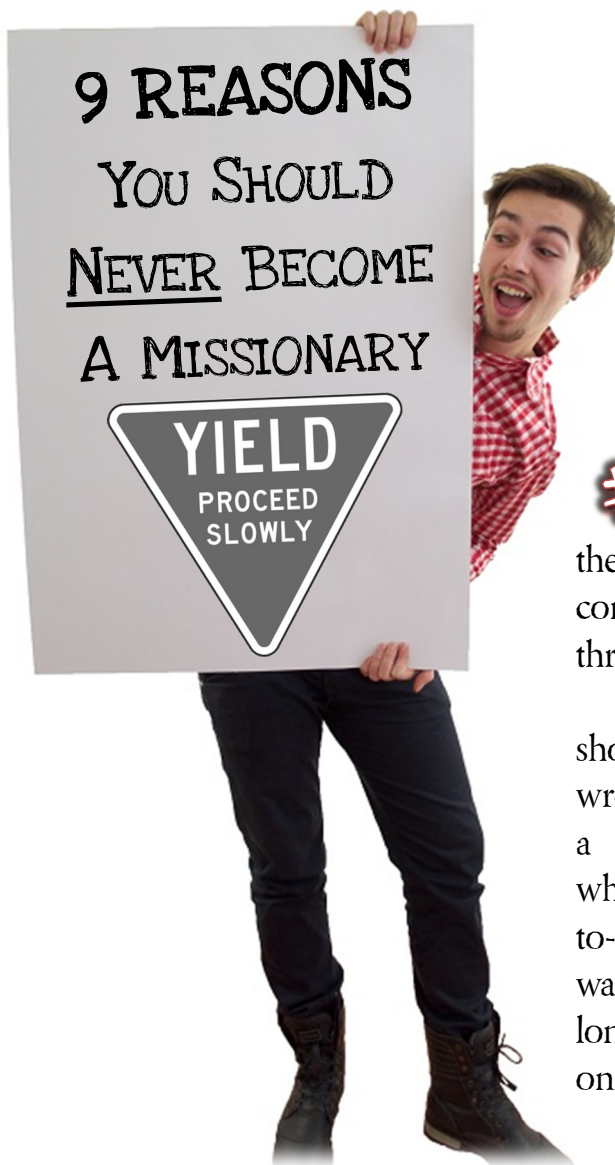
#2

BECAUSE YOU LOVE MISSION TRIPS

Are you expecting the mission field to be like the experience you had on a short-term trip? Are you confident you'll succeed as a missionary because you thrived on a mission trip?

Truth is, whatever you observed/determined, on a short-term trip, about being a missionary... is probably wrong! During a mission trip the host missionary steps into a surreal world, focused on meeting the team's needs, where nothing they do actually resembles their normal day-to-day. Don't get us wrong, short-term trips are a great way to test the waters before jumping into something more long term. But, if your motivation to be a missionary is only based on your experience during a short-term trip...

You'll soon find yourself begging to return home.



YOU SHOULD NEVER BECOME A MISSIONARY...

#3 TO BECOME A DIFFERENT PERSON

Are you expecting to have a deeper connection with Grenadians than you do with people at home? Do you anticipate “coming into your own” and finding a rhythm-of-life you don’t currently have? Do you imagine your interactions with others becoming more fruitful?

One of our past interns was a confident dynamic guy who wasn’t afraid to talk to anybody about Jesus... the village kids, the old-guys at the shop, people on the bus, even the pot-smoking Rastas. BUT... he didn’t become like that in Grenada. He was already like that back home. Who you are at home is who you’ll be on the mission field. If you don’t like yourself now then you definitely won’t like yourself on the mission field. You’ll still have the same fears, hang-ups, personality and issues. And while it’s true your experiences on the mission field can spark personal growth, it doesn’t mean you’ll magically go from who you are now to supercool-radical-Christian just because you’re overseas doing mission work.

#4 BECAUSE YOU THINK IT’S EXCITING AND COOL

Are you drawn to overseas missions because it’s overseas? Are you excited by thoughts of living cross-culturally? Are you looking forward to being on a tropical island?

The dictionary defines the word “cool” as: fashionable, stylish, trendy. We highly doubt any seasoned missionary would use those words to describe the mission field. Don’t be surprised when you’re in church with old ladies singing hymns from the Civil War era. Don’t be surprised when social interactions with Grenadians are awkward at best. Don’t be surprised when you never find time to go to the beach. Aspects of island life (such as the weather, riding the bus, close neighbors) seems enchanting at first but the delightfulness quickly wears off. There’s nothing fashionable or cool about being stereotyped because you’re an American. And off course, there’s definitely nothing exciting, stylish and trendy about feeling out of place, away from home, and being rejected and belittled because you’re a missionary.

#5 IF YOU THINK LIVING ON SUPPORT IS EASY

It might look easy, but it’s most definitely not! It’s a monthly cycle of holding your breath and praying that you get a full paycheck, while knowing that even *that* paycheck is based on the kindness of your parents, friends, and the lady from church who hardly has two pennies herself. And then, when you *do* have a little money, you stress about how you should spend it... Do I really need that coffee? Do the kids really need to go to the beach? Do I really need furniture? Should I buy the more reliable product or the cheaper one that will (probably?) be just fine? And then, and *then* (*shudder*) there’s that awkward process of asking for money in the first place and feeling like you’re annoying-the-heck out of the *same* people, who happen to be the only people you know— like that pushy lady selling Tupperware down the street. The whole thing *might eventually* be great for your faith, but it can sure be a killer on your heart, sense of self-worth, savings, relationships, quality of life, fun and freedom.

YOU SHOULD NEVER BECOME A MISSIONARY...

#6 TO FIX YOUR FAMILY

Are you anticipating the mission field to change your family dynamic? Are you hoping being joined together in ministry is the breakthrough your marriage needs?

Be warned... whatever issues, disconnects or failings your marriage and family have back home will not magically disappear just because you're on the mission field [similar to point #3]. Your personal and family problems will, most definitely, follow you overseas and (because of the pressures of cross-cultural mission work) probably become worse.

Make no mistake, forcing a reluctant spouse to leave everything behind and move overseas will not bring you closer together. Nor will jerking a rebellious teenager from liberal American society into mission life in Grenada make them automatically love Jesus. Using the mission field as a "positive atmosphere" to raise your family should never, ever, ever be the primary reason a family takes up missions.

#7 TO BE WITH FRIENDS

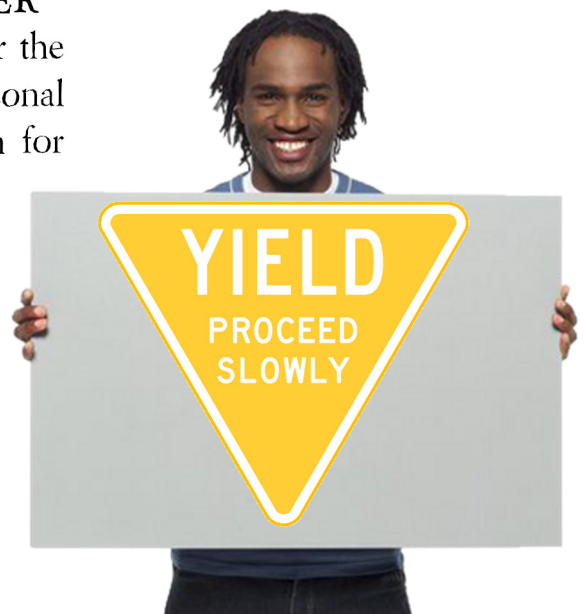
What are you more looking forward to: ministering to Grenadians or ministering alongside your missionary friends? Are you really feeling called to leave everything behind, having no comforts and luxuries of the American life, to move overseas and serve villagers in a third-world nation or are you just excited and burdened for the work your missionary friends are doing?

Without fail, when someone feels called to missions... their friends wonder if they're called also. After spending time with missionaries (especially after visiting them on the field) most people leave inspired, encouraged, and full of faith. No doubt, there's a God-given reason you have a deep connection with missionaries and there are many ways to support and minister with your friends who are on the field. However, it doesn't necessarily mean you were called to follow and join them on the field.

#8 TO BECOME A GREAT WORLD-CHANGER

Does your heart beat more for the people or for the ministry? Do you imagine being interviewed? Is your personal ambition to change the world (or at least the recognition for doing your part) trumping your need to serve and care for those around you? Ask yourself if you'd be satisfied being overseas with less quality of life but higher cost of living to quietly help a local, while getting no recognition... that's actually what most mission work is like!

**Sidenote: It's never a good idea to seek "man's approval" as a reward. Just remember, a couple days after Jesus experienced the 'triumphal entry' those same people voted to put Him to death... Sometimes mission work feels the same way.*



YOU SHOULD NEVER BECOME A MISSIONARY...

#9

IF BEING A MISSIONARY IS JUST THE NEXT LOGICAL STEP

Does it just make sense that the next step in your journey is to move overseas for missions? Do you see the mission field as the next move up the ladder? Are you really feeling a strong pull from God to live on the mission field or is it just a good idea?

Unfortunately, too many people approach mission work the same way they do a job opportunity. However, a role on the mission field shouldn't be pursued with the same mindset as a corporate career; where you spend time in one position to eventually move up to the next.

The issue here (as with all nine points) is that our motivation to become a missionary should be "a calling" connected with a gut-wrenching, heart-breaking compassion for the people you're "called" to. Every other reason falls woefully short and is misguided at best.

**Sidenote: This goes hand-in-hand with pursuing missions because you lack better prospects. Too many young people, just graduated (or older people just fired) who can't seem to find that "dream job" decide being a missionary is a better alternative than accepting a job just to pay the bills. The reality is that they're only doing mission work, as an escape, until something better comes along. This is a setup for disaster! It would be wiser for them to stay home, keep the job search going and instead volunteer every available minute to their church.*

This is by no means meant to be an exhaustive list. There are plenty of other motivations that should cause pause and concern. For example: If you think you're God's gift to Grenada, or if you think being an overseas missionary is God's definition of a real Christian, etc...

If your true motivation was "called out" in this list... it doesn't mean you're automatically disqualified. Don't worry and definitely don't deny the truth (and change your story) in fear of being rejected. Remember, this process isn't about being accepted or rejected for a job. It's about us confirming and edifying the call you feel God has on your life and equipping you to fulfill that calling.

However, it does mean we should press the pause button until we have the chance to discuss this issue further.*

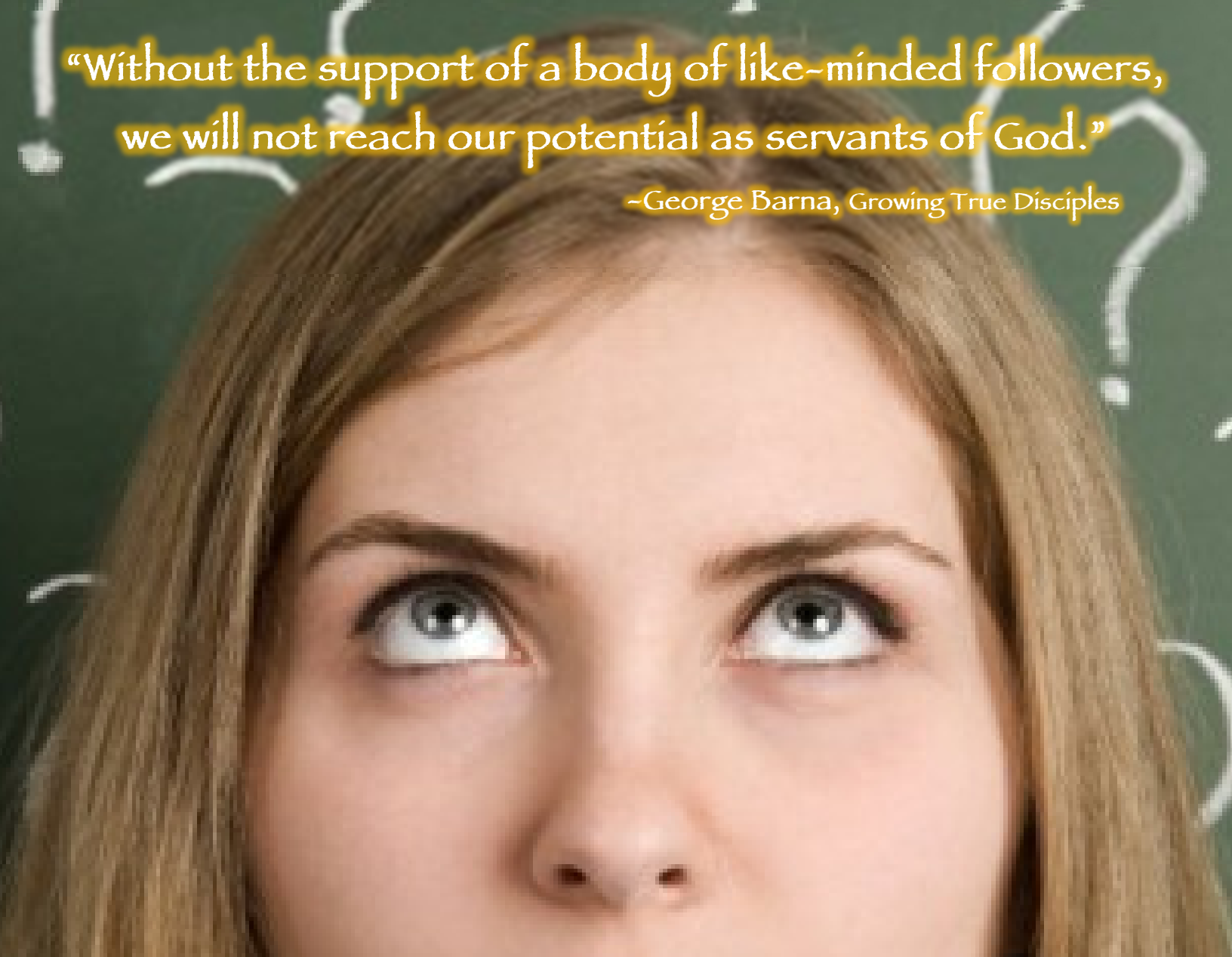
**Be greatly encouraged you discovered this before making any long-term commitments, selling all your stuff and moving overseas.*



DO I EMBRACE THE MINISTRY'S CULTURE?

“Without the support of a body of like-minded followers,
we will not reach our potential as servants of God.”

—George Barna, *Growing True Disciples*



OUR HEARTBEAT

IS FOR REVIVAL IN GRENADA!

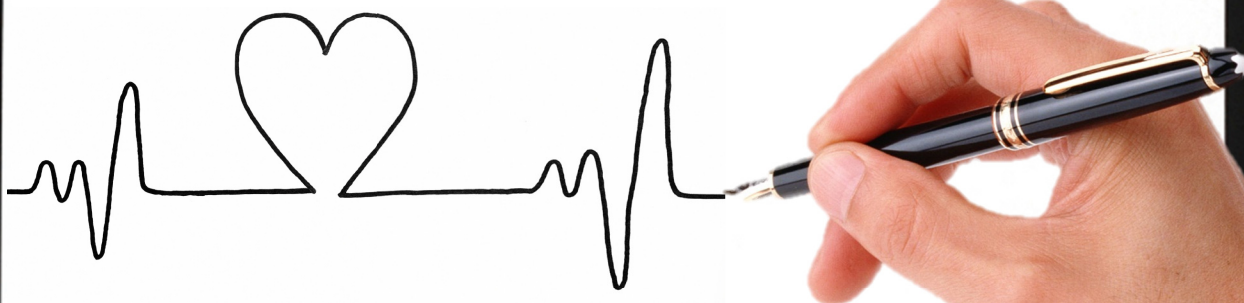
The Hebrew word used in the Old Testament for 'glory', as in the 'Glory of God', actually means "weight". Our desire is for the full heavy weight of God to be felt throughout the nation. Time and again, we've seen lives radically transformed through an experience with the Glory of God.

This is best described in a song we like to sing for worship:

"I come in empty, I leave filled.
I bring my sickness, I leave healed.
Broken hearted, You mend every piece.
I come in captive but I leave free."

Can you imagine a whole nation having that life-changing experience with God together? That's the heartbeat of Grenada 24-7!

This mission for revival is rooted in over a decade of prophetic dreams and visions that God has given to multiple pastors and missionaries on the island. It's a vision of Grenada consumed with the fire of God's awesome presence and those flames spreading to all the different islands in the Caribbean. So, ultimately, our ministry is not just about our island of 100,000 people... but about God using our island as a launching point to reach the whole Caribbean— over 40 million people in all.



OUR MISSION

IS NOT CENTERED AROUND

ONE PERSONALITY OR SPECIFIC ACTIVITY



Let's face it, there are a lot of organizations out there that exist for the sole purpose of furthering the ministry and agenda of a specific person. These ministries function primarily to provide a platform and recognition for that individual. Which is why the organization usually bears the person's name.

Another dynamic of many organizations is the strict focus on one specific type of ministry. Those involved usually all have the same gifting and passion; and they come together to share resources and perform the same task.

In turn, what usually occurs in these organizations (whether it's intended or not) is that they create a culture of exclusion. This means that those who don't fit the narrow design of the ministry don't belong. **THIS IS NOT THE CULTURE OF GRENADA 24-7 !**



We believe that a heartbeat for revival transcends our differences and unifies us as a body of Christ. That's why we're involved in ministries that deeply connect us to various churches and denominations; and we're partnered in ministry with individuals that have various gifting. In essence, what we mean by, "*We don't center our ministry around one personality or one activity*" is that we don't make this effort all about us.

What that means for individuals feeling called to join our mission team is that we're not going to 'put them in a box' just to serve our purposes. Because the ministry God has given them is important to us as we come together.

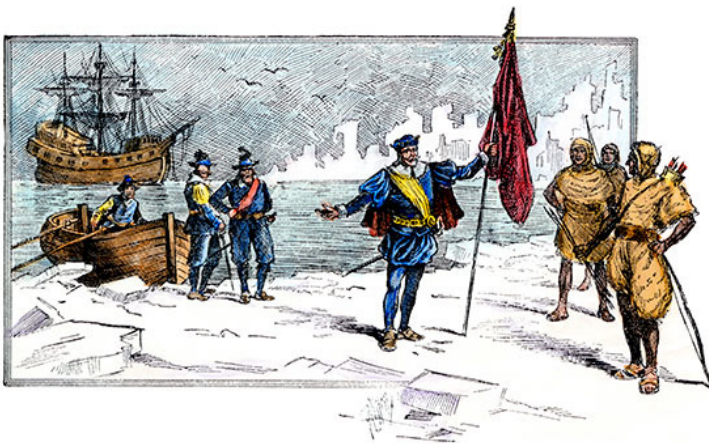
The apostle Paul says it perfectly... "*Now there are varieties of gifts, but the same Spirit. And there are varieties of ministries, but the same Lord. There are varieties of effects, but the same God who works all things in all persons. But to each one is given the manifestation of the Spirit for the common good. For even as the body is one and yet has many members, and all the members of the body, though they are many, are one body, so also is Christ. For by one Spirit we were all baptized into one body... and we were all made to drink of one Spirit.*" 1 Corinthians 12

OUR MINISTRY

IS INDIGENOUSLY DRIVEN

Most ministries are *indigenously focused*... there to reach the nationals with a heart for those people. Many ministries are *indigenously supported*... you find out real quick that, as a foreigner, you don't get much done without the help of local pastors and other nationals.

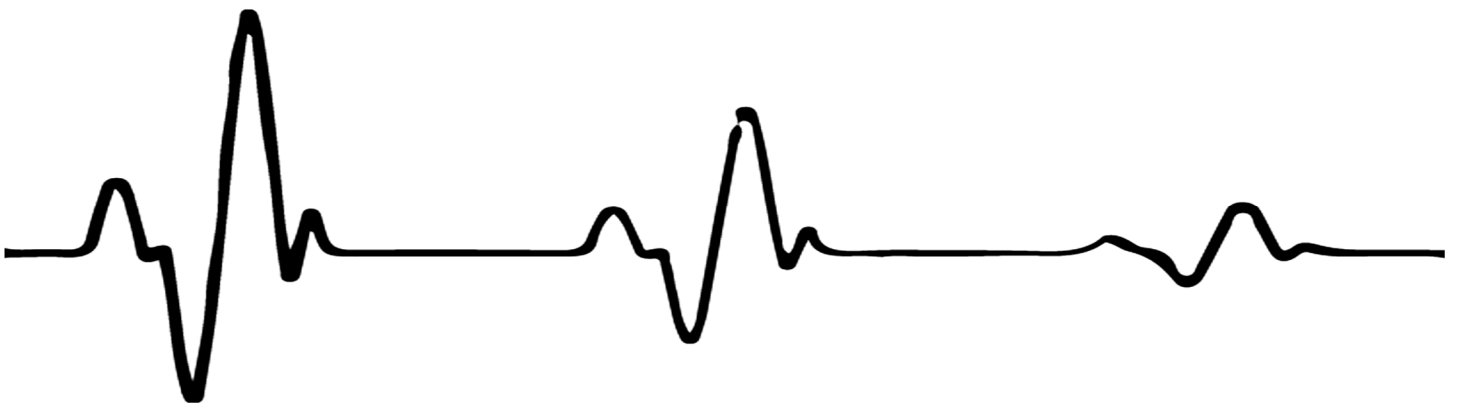
However, along with being indigenously focused and supported, GRENADA 24-7 has also been called, as an organization, to be *indigenously driven*.



This means that we didn't come to the island thinking that the answer was that they take our lead and do things our way. We didn't come with the ignorant mentality that we were bringing the gospel to a new land. Our organization has only been around since 2012... trust us... God has been at work in Grenada far longer than that!

What being *indigenously driven* means is that, we don't just do our own thing and then announce, "Ok, who's with us!" Instead, it means that, **as an organization, we serve humbly under the leadership and vision of local pastors; who also have a heartbeat for revival.**

Long before we were ever involved, God anointed and appointed certain individuals. We believe that as an organization we need to recognize and honor that. We recognize that God has placed a vision and revelation in the hearts and minds of these pastors that we need to submit to and follow. In regards to day-to-day ministry activities, God has created a great momentum through these leaders that we need to come alongside and support.





Simply, if you're involved with our organization we'll expect you to embrace and promote what we value in every aspect of your life and ministry.

"No company, small or large, can win over the long run without energized employees who believe in the mission and understand how to achieve it."

For Example:

Because we're a ministry that values the diversity of the Body of Christ...

- ✓ We'll expect you to nurture a culture of freedom within your specific ministries so that God's gifts (in others) can be developed, expressed and celebrated.
- ✓ We'll expect you to develop and possess the skills needed to live and work in unity within our community and with other pastors, churches, missionaries and organizations inter-denominationally.

Because we're a ministry that values the supernatural moves of God...

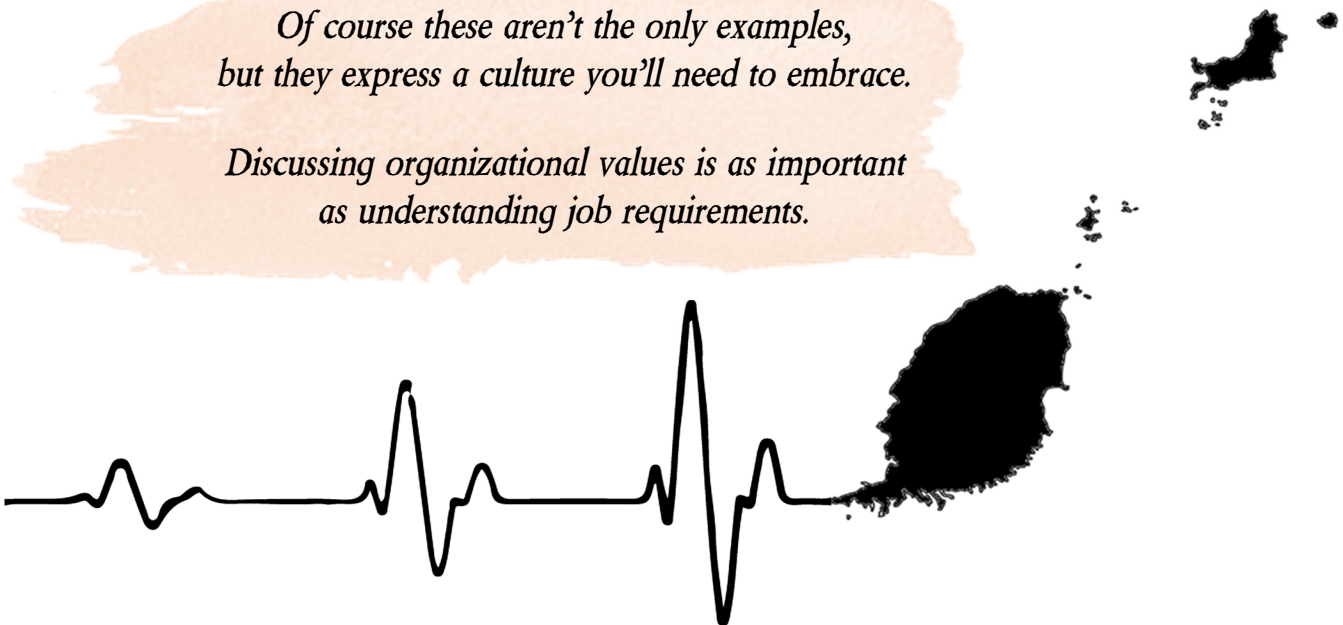
- ✓ We'll expect that you believe it's God's will and desire that all people experience revival.
- ✓ We'll expect you to eagerly pursue the gifts of the Spirit and as a result minister with more than just your own strength and passion.

Because we're a ministry that values the leadership of the Grenadian pastors...

- ✓ We'll expect you to appreciate and pursue opportunities to serve and sacrifice for others.
- ✓ We'll expect you to learn from, edify and honor local leadership.

*Of course these aren't the only examples,
but they express a culture you'll need to embrace.*

*Discussing organizational values is as important
as understanding job requirements.*



A close-up, sepia-toned photograph of a person wearing a brown, textured coat. The person's hands are visible, holding a thick, old book. The left hand is at the top of the book, and the right hand is at the bottom. The background is plain white.

DO I BELIEVE
WHAT THEY BELIEVE?

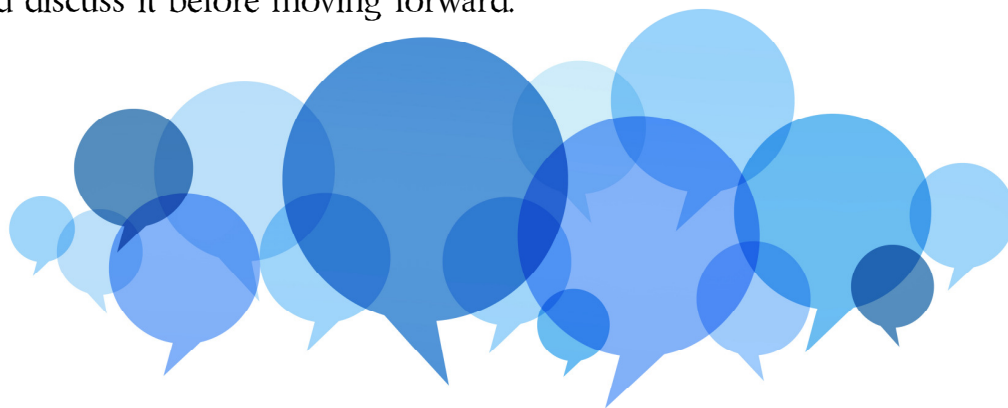


“ Find me two people ”
that are of the exact same mind
and I'll bring disunity just by asking
what they each want for lunch.

There are countless ways Christians can disagree with each other. Even when we agree on the “big point”, we can disagree on little nuances, personal applications or any number of ways we can stress or focus in on a specific word. In fact, with 250 million Christians in the US and 31,173 verses in the Bible... it's actually possible to have close to 7.8 trillion different “views” on scripture— just between Americans alone.

However, we believe that what unites us in ministry is NOT an ABSOLUTE AGREEMENT on every nuance of doctrine point by point— if it was we'd never be united!

It's that we're passionately in love with our Dad in Heaven. And because of this we've dedicated our lives to “seek first His kingdom and His righteousness” (Matt 6:33). We believe that if we're unified as a body of Christ and live in His power and authority, that there's nothing on earth or from hell that can stop us. We also believe that God has given you unique gifts and passions for His Kingdom. And because of that, your personal journey and what God's revealed to you along the way is important to us as we come together to reach Grenada for Christ. However, if after reviewing this section you have concerns regarding specific beliefs, then we should discuss it before moving forward.

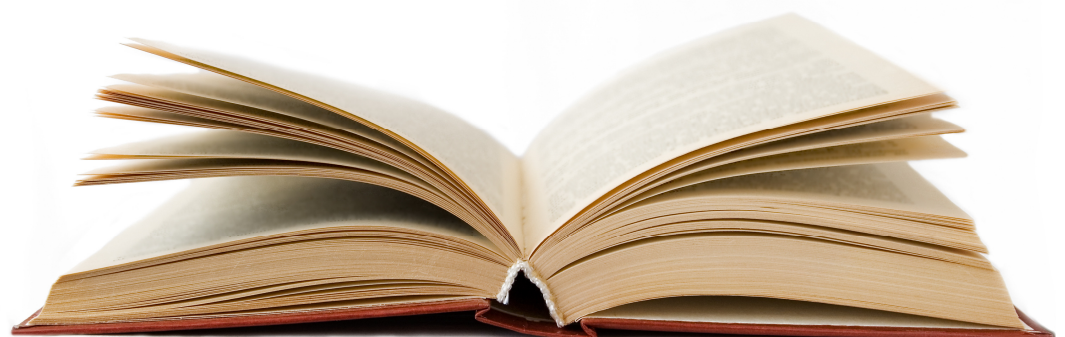


This is the section where people want to read a list of our beliefs in bullet points so they can decide whether they're included or excluded—based on how much they agree or disagree. Strangely enough, it's probably this “in or out” thinking that's most out of sync with our beliefs.

We believe that unity and partnership can occur despite our differences. This is why, as an organization, we don't feel the need to automatically separate and alienate ourselves from fellow believers just because they don't agree with every nuance of our doctrine point-by-point. We believe that humility and grace leaves room for differing interpretations and personal applications in many areas of Scripture.

In turn, we're deeply involved with the Evangelical Churches of the West Indies, as well as the Pentecostal Assemblies of the West Indies, along with independent churches planted by missionaries from Guyana and others by Americans. We're also partnered with ministries led by Methodists as well as those led by Catholics. Even our own leadership team comes from varying backgrounds and denominations. We believe that all of these churches and denominations have great doctrines, however none of them have perfect doctrine in everything. Neither do we, and neither do you.

However, in regards to formally joining our mission team, we do have several core foundational beliefs that (if not embraced as your own) would make it hard for you to wholeheartedly join us in our calling and mission.





THE ESSENTIALS...

The following pages are not intended to be an in-depth treatise on all of our beliefs... but merely a 'big picture' outline so you can determine if you feel comfortable moving forward with joining an organization that holds such beliefs and standpoints.

IN NO PARTICULAR ORDER...

- ✓ God created the world according to His explanation in Genesis. We're not the result of random acts of nature. In other words, we believe in creation not evolution. Also, because God created and values life, we should too. Therefore we're a pro-life organization.

*We realize that these two beliefs have become highly politicized in America. It's not our intention to take a "political stand". These views are a direct reflection of our belief in ^(#1) the inerrancy of Scripture and ^(#2) the sanctity of life.
- ✓ Jesus is God. He's not just 'god-like' and He's more than just the reflection or representation of God. He is actually God Himself.
- ✓ There is a literal heaven and hell; and salvation is found in Christ alone. In other words, Jesus is the only pathway to God.
- ✓ The Bible is the inspired Word of God. It is not just a collection of good ideas from wise men. Also, it is perfectly accurate in all it describes; it has no inherent fault or flaw.

BELIEFS THAT DRIVE US...

The Holy Spirit moves in miraculous 'signs and wonders' just as much today as He did in Bible times— if not more. His job is far more than just convicting us of sin and being the downplayed one of the Trinity.

Healing and miracles are an essential aspect of our ministry. Not only is it the example Jesus gave us but it's also what we should expect by ministering in the power of the Holy Spirit.

Suffering, in today's world, is not a result of God's punishment or anger toward mankind's disobedience. Nor is it sent from God as 'character building' in disguise. The hardships and troubles we experience (^{ie} illness, poverty, death, etc) are, instead, the unfortunate effects of (^{#1}) living in a sinful/fallen world and (^{#2}) the persecution from others.

FOOD FOR THOUGHT...

The Greek word in the New Testament for 'power' (as in the power given to us in the Holy Spirit) is "dunamis". It's where we get the word 'dynamite'. Dynamite is used to blow up mountains— it's a landscape changing power.

WHY WOULD GOD GIVE US LANDSCAPE CHANGING POWER,
IF WE WEREN'T MEANT TO BE CHANGING LANDSCAPES?

God's not kept His desires secret: He wants the reality of heaven to invade and transform this rebel-torn world, and to bring it under His headship. What's free to operate in heaven—joy, peace, wisdom, health, wholeness and all the other good promises we read about in the Bible—should be free to operate here on this planet. What's not free to operate there—sickness, disease, spiritual bondage and sin—shouldn't be free to operate here. That, in a nutshell, is our assignment as believers on earth.

Our job is to demonstrate that the reality that exists in heaven can be manifested right here, right now. We're not just to *believe* the right things about God, but *put the will of God on display*, expressing it and causing others to realize: "Oh, so that's what God is like."

Healing and deliverance and restoration do much more than just solve the immediate problem; they give people a concrete demonstration of who God actually is. He commissioned us to demonstrate His will "on earth as it is in heaven", transforming this planet into a place radiant and saturated with His power and presence. This is the very backbone of the Great Commission.

“

Those who have only concepts and ideas
are not presenting the full message of the Gospel.

”



Simply again, if you're involved with our organization we'll expect you to embrace and promote what we value in every aspect of your life and ministry.

Chances are, expectations like these aren't stated and detailed in 'job descriptions'. Expectations, like those below, are only realized through embracing the same values and culture. This is why, discussing organizational values is as important as understanding job requirements.

For Example:

Because we're a ministry that doesn't blame God for hardships and loss...

- ✓ We'll expect you to freely and unflinchingly pray for healing and restoration; confident the healing and restoration is God's desire.
- ✓ We'll expect you to minister in a way that instills true hope and comes from the assurance of God's goodness and faithfulness.
- ✓ We'll expect you to reject and refuse to pass on "ridiculous" explanations to those we're comforting. Such as during illness, "Maybe this is God's way of telling you to slow down." or after a loved-one's death, "God needed them more than we did."

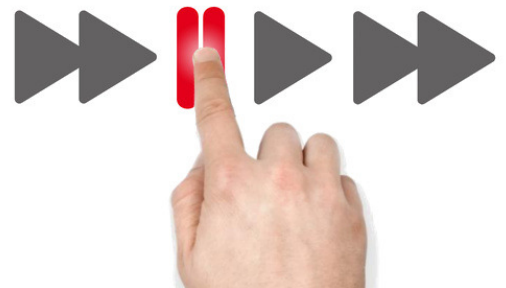
Because we're a ministry that values the supernatural moves of God...

- ✓ We'll expect you to always make time, in all ministry endeavors, for God to move supernaturally; even if it means sacrificing time from something else you had planned.
- ✓ We'll expect you to set goals and cast a vision for your ministry that's impossible without the supernatural intervention of God.
- ✓ We'll expect your teaching to reflect your pursuit and expectation of 'the impossible' and not your disappointment and justification of what may be currently 'lacking'.

If you have issues/concerns with anything in the previous pages...

It doesn't mean you're automatically disqualified. Don't worry and definitely don't deny the truth (and change your story) in fear of being rejected. Remember, this process isn't about being accepted or rejected for a job. It's about us confirming and edifying the call you feel God has on your life and equipping you to fulfill that calling.

However, it does mean we should press the pause button until we have the chance to discuss this issue further.



AM I WEIGHING
ALL MY OPTIONS ?





WHAT KIND OF INVOLVED ARE YOU??

Sometimes we miss out on something God wants us to be a part of because we only envision our involvement in one specific way— and when it doesn't work out that way, we disqualify ourselves. Unfortunately this happens way too often with foreign missions when we think that the only way to be involved in such ministries is to be a full-time resident overseas.

However, many people (for many reasons) can't commit to living overseas full-time. Does this disqualify you from being involved? Does this prevent you from joining our mission team? **Absolutely not!**

Therefore, we've designed two different ways of being a part of the team:

RESIDENT MISSIONARIES
and
NON-RESIDENT PARTNERS

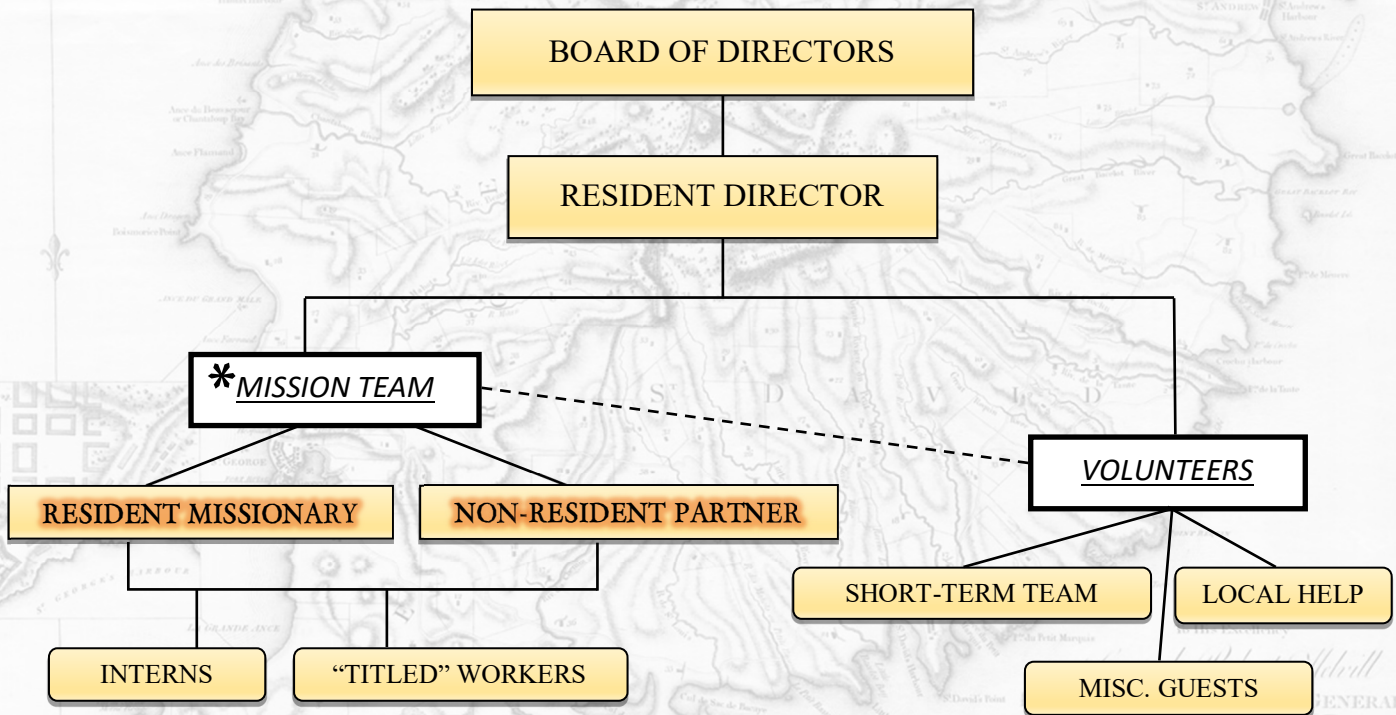
(The following pages outline each kind of opportunity and the expectations we have for someone in that role.)

AS YOU COMPARE BOTH OPPORTUNITIES...

★ The worst thing you can do is view these options as if one is better or worse than the other... or more or less committed than the other. Both positions hold great worth and value to us as an organization. In fact, as you can see in the chart below, both positions are equals in the organization. The question you should ask yourself is: “Which opportunity allows me to personally make the greatest long-term impact?”

★ The difference is not whether you want to be a missionary or a partner. Those terms are inter-changeable. We could easily switch it to “Resident Partner” and “Non-Resident Missionary”. The key in understanding the big difference between these two positions are the terms “Resident” and Non-Resident”. The question you should ask yourself is: “In the role God is calling me to play, does it demand that I become a full time, year-round, resident of the island?”

ORGANIZATION CHART



* All staff reports directly to the Resident Directors of Grenada 24-7 [Justin and Erica Zauflik] who are ultimately responsible to the Board of Directors to oversee and shepherd any and all ministries you perform.

RESIDENT MISSIONARIES

DEFINITION and BASIC EXPECTATIONS

DEFINITION

Those living on the island year-round because they've committed full-time and long-term to both GRENADA 24-7 as an organization and the nation of Grenada as a place of ministry. ¹

BASIC EXPECTATIONS ²

✓ TO ENGAGE AND ENCOURAGE THE GIFTING GOD'S GIVEN YOU.

We expect you to seek out and engage in activities (including private prayer and fasting) that develop and utilize your unique gifts/passions to further the kingdom of God in Grenada.

✓ TO ENGAGE AND ENCOURAGE YOUR COMMUNITY

Being an effective RESIDENT MISSIONARY is more about being a resident than a missionary. Therefore, we expect you to spend time with your local community outside of formal "ministry time". It's essential that you learn the local culture, value and customs so that you know how to become, not only a blessing to, but an active member of the community around you.

✓ TO ENGAGE AND ENCOURAGE YOUR LEADERSHIP

We expect you to not only be able to follow the direction of those in leadership but also to embrace and appreciate their insight and guidance. Furthermore, it's necessary that you communicate with leadership, and keep them up to date, on not only ministry activities but also your personal well-being.

✓ TO ENGAGE AND ENCOURAGE YOUR ORGANIZATION

Our mission depends on everyone involved working as a team and supporting the organization as a whole. It's expected that you will do whatever is in your power to ensure the needs and operations of the ministry as a whole are met. Furthermore, we expect you to be a positive and encouraging influence on other team members, and to readily and pro-actively come to their support and aid.

REALIZING THAT YOUR DAY-TO-DAY ACTIVITIES AND FOCUS MAY VARY,
IT'S EXPECTED THAT PART OF YOUR ON-GOING RESPONSIBILITY IS TO:

- Strengthen and deepen our relationships with local pastors, community leaders, churches, and other organizations.
- Create opportunities for people and churches (mostly those in the US) to financially support our organization through donations and/or participating with mission teams.

¹Compared to those individuals who may be just as dedicated to the cause of the mission but live in another country and are not able to commit year-round and full-time.

²This is not a job description nor should it be seen as a complete checklist of all responsibilities and expectations.

NON-RESIDENT PARTNERS

DEFINITION and BASIC EXPECTATIONS

DEFINITION

Those who are not full-time (year-round) residents of Grenada but still have a strategic long-term commitment to both the organization and the island as a place of ministry.¹

The NON-RESIDENT PARTNER (NRP) plays an ongoing and strategic role in the ministry (and the community around us) for a whole host of reasons too extensive to list. The NRP is a vital team member; able to fill certain roles, needs and obligations of the ministry that other team members, including RESIDENT MISSIONARIES, cannot.

BASIC EXPECTATIONS²

Realizing your schedule and activities, while on the island, will tend to be intensely focused due to time limitations, it is still expected that you abide by certain standards and accountability such as:

✓ TO ENGAGE AND ENCOURAGE YOUR LEADERSHIP.

We expect you to not only be able to follow the direction of those in leadership but also to embrace and appreciate their insight and guidance. Furthermore, it is necessary that you communicate with leadership, and keep them up to date, on not only ministry activities but also your personal well-being— this includes times on and off the island.

✓ TO BE IN LINE WITH OUR VISION AND CURRENT ONGOING MINISTRIES.

The NRP is not someone who just uses GRENADA 24-7 to further their personal agenda or programs. Our mission depends on everyone involved working as a team and supporting the organization as a whole. Along with this, we expect you to be a positive and encouraging influence on other team members, and to readily and pro-actively come to their support/aid.

✓ TO BE CULTURALLY SENSITIVE AND RELEVANT

Since you're not of the culture you're working with and not residing on the island long enough to truly assimilate—we expect you to find a way to gain a good, practical grasp of this culture so that you know how to, amongst other things, relate, interact and communicate the gospel in a way that makes sense to Grenadians.

✓ TO HAVE AN EFFECTIVE EXIT STRATEGY

Obviously, your time being on the island is limited; but that doesn't mean your effectiveness has to be. To that end, we expect you to understand that any leadership you exercise or ministries you initiate must be passed on to the resident staff before your departure. The most effective way to achieve this transition is to come prepared for this process.

¹Compared to those individuals within the organization residing on the island year-round and long-term.

²This is not a job description nor should it be seen as a complete checklist of all responsibilities and expectations.

AM I ABLE TO COMMIT TO THE PROCESS?

“For which of you, desiring to build a tower,
does not first sit down and count the cost...

Or what king, going out to encounter another king in war,
will not sit down first and deliberate whether he is able...?”

-Jesus (Luke 14)



What To Expect Down The Road

Below is each step of the candidating process. Keep in mind, the combination of due diligence and being overseas can make the application process take months in and of itself.

APPLICATION PROCESS

☐ **Initial Application**

This is the first step! The application is found on our website:
www.grenada247.org/staffapplication.html

☐ **Initial Interview**

We'll talk about your calling, passions, and expectations and why you feel led to Grenada 24-7.

☐ **Reference & Background Checks**

----- *INITIAL DECISION POINT*

Sometimes it's obvious, at this point, there's not a fit and match.

However, even if we desire (as an organization) to continue the process, we ask you to pray and reassess your decision and get back to us reaffirming your commitment to proceed.

☐ **Background Questionnaire**

You'll need to set aside considerable time to complete this in-depth and extensive document.

☐ **Assessment Interviews**

Using the questionnaire, you'll have 3 separate interviews with members of the assessment team.

☐ **Follow-up Interview**

We'll ask you some final questions regarding the assessment team's feedback and recommendation.

----- *FINAL DECISION POINT*

At this point your candidacy will either be officially accepted or rejected.

PRE-FIELD WORK

You're officially on the team... however, there's still work to be done before you join us on the field.

☐ **Fundraising**

We'll teach you how to fundraise and guide you during the process.

No staff is allowed to permanently reside in Grenada until they are 100% funded.

☐ **Cross-Cultural Training**

You'll go through an extensive assessment and training program in cross-cultural relations.

☐ **Personality & Leadership Training**

You'll go through extensive assessment and training regarding your specific personality and your organizational roles.





A Quick Word On FUNDRAISING

Okay, let's face it... First-time missionaries don't have a clue about fundraising. Raise your hand if you've had a career in sales or regularly approach investors for business capital — We don't imagine many missionaries raising their hands. Unfortunately, for most people, the closest experience they have is applying for a loan or asking mom/dad to 'help out' with bills— nothing in those experiences correlates to fundraising. Therefore, chances are, whatever you're envisioning or expecting the fundraising process to be like is probably VERY wrong!

Truth is.... fundraising is hard!! The work required is equivalent to having another full-time job.

It's NOTHING like mission trips...

The current trend is to find donors through social media using gimmicks and promos. While this is a great way to get money for a short-term mission trip... it is **THE WORST WAY** to find donors for long-term missions.

The reality is that getting people to give a one-time donation, so you can pay for a plane ticket and ground costs, is a world of difference from being personally responsible to raise 100% of all the on-going money needed to both live overseas and minister effectively.



The odds are NOT in your favor...

Here are the current statistics about fundraising: If you give a face-to-face (1-on-1) presentation, you have a 50% chance of that person becoming a donor. These are the best odds you'll ever get! For example, if (instead of a face-to-face appeal) you ask someone to give over the phone, there's only a 20% chance of them giving. If you make a group presentation, you have only a 9% chance of each individual becoming a donor. If you send out your appeal in a letter or email, there's only a 3% chance of that person becoming a donor. And after all of that, the average monthly gift (the amount they are likely to give) is \$35.

That said, if you think that you'll raise 100% of your support through friends, family, church and a few appeals on social media... **YOU ARE IN FOR A WORLD OF HURT!!** In fact most missionaries, after appealing to their friends, family and church, find themselves less than 25% supported.

Be ready to give lots of presentations...

Let's break down just how much it will take for you to be 100% fully funded.

So first, let's start with figuring how much money you'll need to raise... Obviously this varies for each missionary, but a good estimate is to **add 25% to your current 'family budget'**.

Now, based off that number, you can figure how many total donors you'll need. To do this you need to take into consideration the statistics about fundraising. —————→

Divide your 'budget' by 35. For example if you're budget is \$3500/mth (which is way below average for a typical American family) then you'll need 100 total donors. That is if each give at least \$35/mth.

Since your best odds are in making face-to-face appeals (50/50), use that statistic to figure how many people you'll have to appeal (to get the donors you need). To do this, **multiply 'donors' by 2.** For example, if you need 100 donors then you'll have to make 200 face-to-face appeals.

Taking these numbers into consideration, if you plan to be fully funded within a year then you'll need to **divide 'appeals' by 52** (amount of weeks in a year) to figure how many appeals you need to make every single week for a year. For example, if you need to make 200 appeals then you'll have to make fundraising presentations at least 4 nights a week. That is if you want to be on the mission field within a year.

The "reality check" of fundraising is that it takes MUCH MORE time and effort than most people expect and/or can handle. In addition, our organization has a policy that missionaries can not enter the field full-time until they are 100% fully funded.

Truth is, fundraising is hard.. but not impossible!
Missionaries, all over the world, do it all the time.

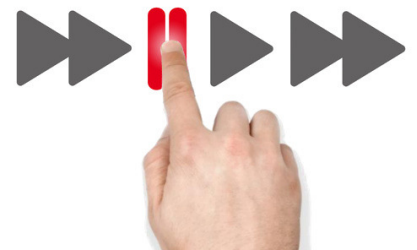
However, let's hit the pause button if:

*These pages just stole your joy and you're feeling
defeated by an overwhelming process.*

or

*These pages fazed you none-what-so-ever
and you have no concerns about fundraising.*

<u>STATISTICS</u>
Avg. monthly gift: \$35
"Yes Rate"...
*Face-to-face: 50%
*Phone call: 20%
*Group meeting: 9%
*Letter/Email: 3%



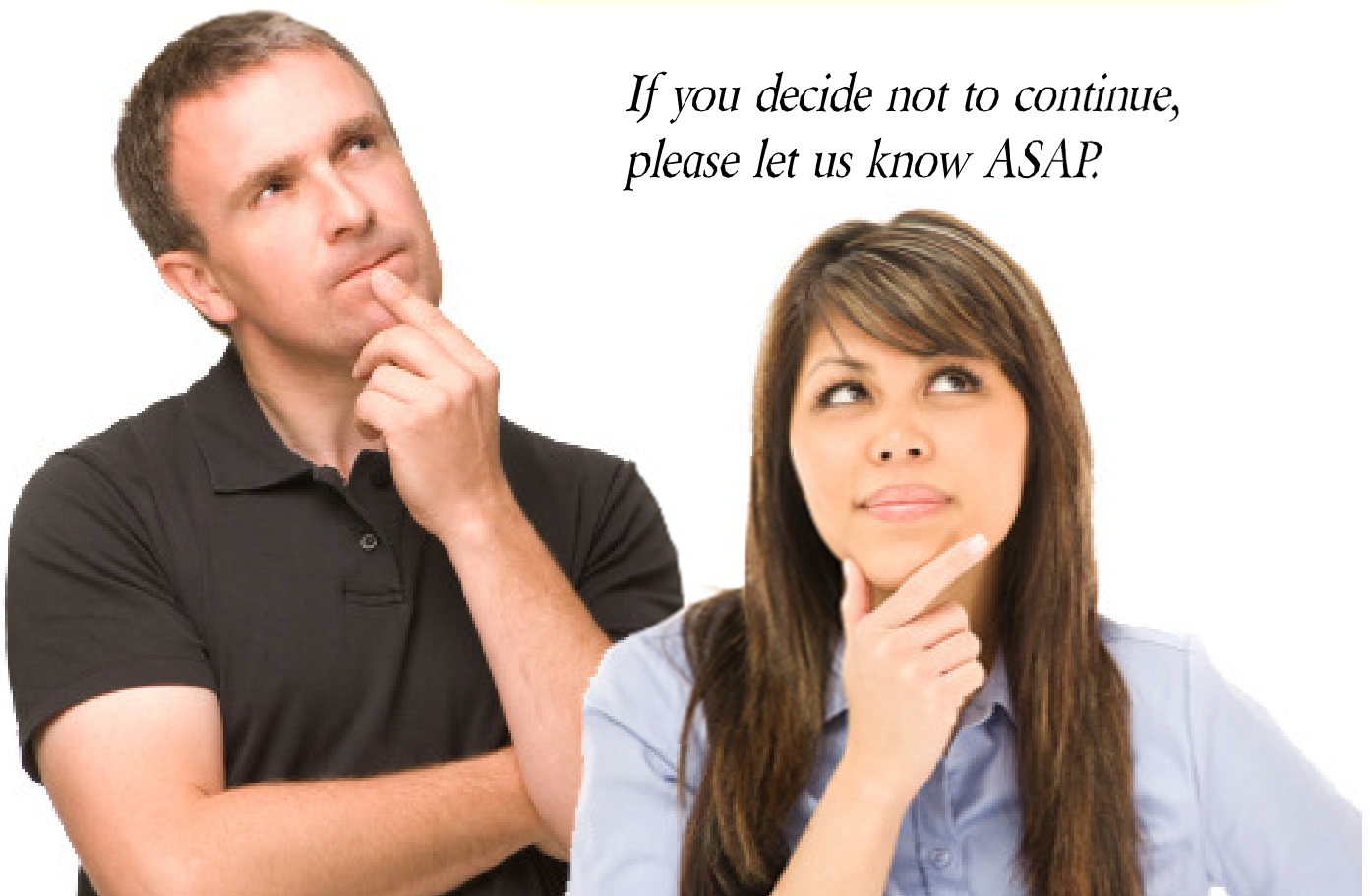
WHAT NEXT ??

We want you to really think and pray hard about what we shared in this booklet. Ask yourself...

- ✓ *Does my desire to minister in Grenada come from a true calling from God, or is it maybe driven by something else?*
- ✓ *Do I embrace the organization's values and beliefs?*
- ✓ *Am I able to fully commit to the lengthy candidating process?*
- * When you're ready to proceed fill out the initial application (found on our website).

www.grenada247.org/newstaff.html

*If you decide not to continue,
please let us know ASAP.*



GRENADA 24-7

SHEPHERDING THE ISLANDS — ON EARTH AS IT IS IN HEAVEN

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