

Team Member Policy

IMPACT Trips

IMPACT Trips are designed to challenge the disciple of Jesus in growing in their spiritual life with Christ. IMPACT Trips aid in this discipleship process by exposing individuals to where God is working both locally and globally, and how He is calling them to be involved.

The purposes of IMPACT Trips are:

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

I. Purpose of the IMPACT Team Policy

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

II. Team Member Selection Process

- A. Those interested in participating on a Midland Free YOUTH IMPACT Trip must do the following:
 1. Submit a completed application (available at the Student Welcome Center in the church lobby or online at www.mefchurch.org/xtreeme-impact-trips or mefchurch.org/jam-impact-trips) along with a \$25 non-refundable initial contribution by the deadline (Jan 13, 2019 for X-treeme trips and Jan 27, 2019 for JAM trips) (please make checks payable to Midland Evangelical Free Church, online payment is available also). If the trip is cancelled, the fee will be returned to the applicant.
 2. Applicants will be contacted by the team leader to notify them of their status of participation on the team.

III. Team Training Expectations

- A. Team members must be willing and available to attend all scheduled team meetings. Any exceptions to this must be approved by the team leader. If the team member is aware of any dates that he/she will not be able to attend they must be written on the application if known at time of submission. If a conflict arises after team selection, the training session that will be missed needs to be communicated immediately to the team leader.
 - i. Minimum training sessions required for IMPACT Trips are:

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- a. Same Culture Trip- 4 (including Parent Meeting)
 - b. Near Culture Trip- 5 (including Parent Meeting)
 - c. Cross Culture Trip- 8 (including Parent Meeting if youth trip).
- B. Members of an Adult IMPACT team are not permitted to bring their children or grandchildren to team training. Childcare arrangements must be made in advance. Any associated costs for childcare are to be covered by the participant.
- C. A team covenant must be signed and adhered to by each team member pre-field as well as during the trip. If the participant violates the covenant pre-trip they will not be permitted to participate on the team. If the covenant is violated during a trip, the team leader will have the ability to send the individual home at the member's expense.
- D. If Vaccinations are required by the field worker/and or agency, the Health Department, or by Midland Free, each team member must comply with the requirements established by the team leader. Immunization expenses are the responsibility of the team member.
- E. During team training sessions the use of cell phones or any electronic devices (i.e., ipods) is prohibited. This allows for full team participation and provides an atmosphere of learning and spiritual/team development.
- F. Team members during training, as well as while on the trip, are expected to adhere to the authority of the team leader and or the agency with whom they are working.

IV. Team Fundraising and Support

- A. IMPACT trips are to be self-funded. Trip funds are raised in the following three ways:
- i. Team member's own personal contribution
 - ii. Monies sent to the church from individuals who received support letters from each team member
 - iii. IMPACT sponsored fundraisers which may take place pre- or post-trip. IMPACT Teams must participate in the Rummage Sale Fundraiser even if your trip has already taken place.

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- B. All accepted IMPACT team members must provide a team member contribution.
 - i. This can be made in 1 or 2 installments. The first installment is due following the acceptance on to the team as indicated by the team leader. The team member contributions and the initial contribution are tax deductible. The second installment of the remainder of their personal contribution will be due at a date specified by the church accountant and communicated by the team leader.
 - ii. If you are disqualified from participating on the team you are responsible for covering incurred trip costs at the time of dismissal. Whichever is greater, the pre-determined member contribution or the actual incurred expenses (ie. plane ticket, agency fees, etc.)
 - a. EXAMPLE: If a team member has paid \$500 as their team fee, and a plane ticket has been purchased for \$800, then the member would be responsible for covering the \$300 balance.
 - iii. If your balance is not paid in full at departure you will not be able to participate in the trip.

- C. Some Cross Culture IMPACT Trips are required to send out support letters.
 - i. Each participant must write 25 (Youth Trips need 20) support letters, 30 if it is a couple going on the trip together. These letters will require the approval of the team leader before distribution.
 - ii. Support letters must include a contribution envelope or an online giving form (this will be provided by the team leader) to be completed by supporters and returned to the church with their contribution.
 - iii. If a team member chooses not to send out support letters they will be required to fully fund their trip (ie. total trip cost per person which includes expenses such as airfare, accommodations, agency fees, food, etc.) If an individual chooses to fully fund their trip, they are still required to send out 20 prayer letters in place of support letters.
 - iv. Funds raised through support letters DO NOT replace or subtract from the Team Member Contribution which is advertised in the trip brochure and online.

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

- E. Team members are encouraged to create prayer cards/letter and to recruit 8 – 10 faithful prayer partners for their support team.

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

- G. While on the field, team members may be issued a daily allowance for budgeted expenses (i.e. meals, transportation). The team leader or team accountant must document in an expense report the amount given to each team member.

V. Trip Expectations

- A. Team members may not be able to communicate at all with individuals back home. This means no phone communication. If email is available on the trip/work site, do not expect to be able to utilize for personal communication. Any communication via email may be as a team email to a distribution list of recipients.
- B. Cell phone or any electronic device use during the duration of the trip is not allowed by any team member. The only individuals who are permitted to carry cell phones are the leaders for trip communication purposes.
- C. Each team member is expected to submit to the authority of the team leader, site leader, agency representative, missionary, etc. that is working with them.
- D. Each participant is required to adhere to the team covenant.
 - i. If a team member is unable to comply with the covenant while on the field, they may be required to return home early at the team member's expense. This will be determined by the feasibility of sending the individual home and will be determined by the team leader. The reason for this is to maintain God's reputation on the field and/or maintain the work of the field worker or agency. The team leader will be taking their direction from the on-field worker in order to most effectively minister while in the host country.
- E. Each team member is required to participate in all team activities.
 - i. Unless unable to participate due to health issues, the team member must participate in all team activities, this includes team devotions, daily debriefing, meals, work events, ministry events, worship, and trip debriefing.

VI. Post Field Expectations

- A. Debriefing is necessary to maintain team unity, clear communication, and spiritual focus. Daily team check-ups will occur on the field and an in-depth debriefing will take place at the end of the trip while still on the field.
- B. Team members are required to participate in activities such as post-field team meetings, trip evaluations, and follow-up with thank you notes/gifts to supporters.
- D. All adult team members must complete and submit confidential evaluations by the provided deadline. These evaluations will be to improve training, member and leadership selection, team interactions, field service, and improving the overall effectiveness of the teams that are sent out from Midland Free.

Definitions/Examples of IMPACT Trips

Type of Trip	Examples	Other Info
SAME CULTURE	JAM : Butler, PA The Net Outreach and Fishbone Ministries DISCIPLESHIP ADVENTURE	<ul style="list-style-type: none"> • No interviews for team members are required • Minimum training sessions to be expected: 5 • Parent meeting will be provided (youth trips)
NEAR CULTURE X-treeme	Washington DC Lead the Cause Detroit, MI GO DETROIT	<ul style="list-style-type: none"> • Be selected through the interview process • Minimum training sessions to be expected: 4 • Parent meeting will be provided (youth trips)
CROSS CULTURE X-treeme	Thailand	<ul style="list-style-type: none"> • Be selected through the interview process • Minimum training sessions to be expected: 6 • Parent meeting will be provided (youth trips)

December 11, 2018