



EMBARK

A church-based equipping ministry
which facilitates global outreach
through Parkway Bible Church

Shaping Disciples Makers to serve as
Global Partners or Global Mobilizers

GLOBAL OUTREACH

Our Mission

Parkway Bible Church is committed to the urgent and unfinished task of helping to make disciples of the unreached people groups of the world.

Our Vision

1. We desire to empower Gospel-driven believers to engage lost people.
2. We desire to pursue ministry multiplication to grow the body of Christ.
3. We desire to raise up the next globally-minded generation of disciples.

Our Values

Prayer-saturated

Grace oriented

Global engagement

Equipping believers

Church-centric

Servant based

THE LOCAL CHURCH'S
RESPONSIBILITY IS TO
SEND

- THE RIGHT PEOPLE
- AT THE RIGHT TIME
- WITH THE RIGHT
EQUIPPING

THE AGENCY'S
RESPONSIBILITY IS TO
FACILITATE THE
SENDING OF

- THE RIGHT TEAM
- TO THE RIGHT PLACE
- TO DO THE RIGHT JOB

Pipeline Postings, November 2023, Vol. 18, Issue 11, by Ellen Livingood
catalystservices.org, Should Your Missions Pipeline Run Uphill?

WORKING TOGETHER

- Builds healthy ministry
- Unites vision
- Mobilizes agency and church ministry
- Gives everyone more opportunity

PREFACE

Why does Parkway believe Embark is an important step toward Global Ministry?

Church-based Global Partner preparation brings a much stronger ownership to any process.

1. There is group support and supervision of the preparation process leading to higher results.
2. There is accountability for all involved because of timelines, mentoring, and evaluations.
3. Embark develops a broad sense of teamwork because there are so many from the church on the same team.
4. This structure contributes to the development of better quality-control of our people and process.

For these and many other reasons, we recommend the Embark approach to ministry preparation. We believe it will not only strengthen the ministry but also honor the Head of the Church.

Therefore:

Any person or couple wanting to serve as Global Partners overseas must complete the 2-year discipleship emphasis called Embark.

Completing the Embark discipleship effort will increase the candidate's level of effectiveness for any ministry as a Global Partner or Global Mobilizer. At the 18th month point in Embark, several members of the Embark leadership team or Global Outreach Team will assess the person or couple to determine whether they are better suited to becoming a Global Partner or Global Mobilizer. If the general agreement is serving as a Global Mobilizer, they could involve a variety of voluntary leadership roles within Parkway. If the general agreement is for them being sent out as a Global Partner, then the application to a mission organization is sought within months.

WELCOME TO EMBARK!

Dear Embark Candidate:

As we start this journey together, here are a few things to keep in mind:

1. *Embark is designed to be self-paced, competency driven, and interactive with the Embark Leadership Group (ELG).* That means that you, in large part, will set the pace for your progress. Our suggestion would be that you divide your efforts into four blocks of time, with each block being about six months. Realizing that situations may arise that interrupt progress, it is important to keep the ELG apprised if more time is needed. We (the ELG) will be looking for the development of skills needed for effective ministry with regular communication between you and your mentors.
2. *As you progress through the material and tasks, we would like to be kept informed.* On pages 8 & 9 in this manual you will find a requirement sheet. Please keep track of your progress on these pages. You should quarterly communicate with your mentors to report such progress.
3. *Embark is a tool that is flexible.* Should you encounter problems or difficulties, please openly share such challenges with the ELG by first contact the Director of Global Ministries, Stever Beirn, at beirnsteve@gmail.com

We are very much looking forward to all that God will do in and through you in the future as you walk down this pathway. You will be prayed for and supported all along the way! Remember that we are committed to YOU and not the program.

For His glory among the nations,

The Embark Leadership Group

Parkway Bible Church
Pflugerville, Texas

EMBARK OUTCOMES

We understand that both the local church and the mission agency have a role in the development process. A critical part of preparation to be an effective Global Partner or Global Mobilizer is to establish outcomes that we want to see in the lives of everyone who participates in our program. All requirements in the program are connected to at least one of the five outcomes. This program is designated to be intentional and interconnected.

Upon completion of this program, all candidates should provide clear evidence of the following outcomes:

1. Growing Spiritually
2. Healthy Relational Skills
3. Cross-Cultural Discernment
4. Competency in Discipleship
5. Compatible Philosophy and Doctrine

By Growing Spiritually we mean: a person who engages in self-directed Bible study. We desire that this person nourish and sustain themselves in a vital relationship with God.

By Healthy Relational Skills we mean: understanding and applying Biblical principles for appropriate interpersonal relationships. We desire to see proper conflict resolution skills and a growing ability to live Christ-like.

By Cross-Cultural Discernment we mean: thoughtful interaction with another culture to build bridges of trust for friendships and ministry. We desire to become more incarnational and promote the posture of a servant.

By Competency in Discipleship we mean: being devoted followers of Christ, together leading people to multiply genuine life in Christ.

By Compatible Philosophy and Doctrine we mean: the church is the sender of the Global Partners and the agency is the facilitator of Global Partners. We see the candidate and Global Partner as much of a resource of the church as the agency, therefore, we desire collaborative decision making between the church, the agency, and the candidate or Global Partner. We also desire to pursue a primary ministry focus (not exclusive) on the unreached peoples of the world.

EMBARK MENTOR/CANDIDATE RELATIONSHIP

Mentors are part of the ELG. Mentors are here to assist you in your growth.

Responsibilities of the Mentor

1. Meet monthly with the candidate. Review status of goals that were set.
2. Discuss the Candidate Bi-Monthly Worksheet every other month.
3. Be prepared to interact with the candidate on at least one of the questions from the assigned chapter in *Conformed to His Image* by Boa. NOTE: This interaction provides a discipleship framework and is intended to lead to meaningful spiritual discussions. The candidate selects the chapters.
4. Discuss the candidate's progress meeting the requirements, paying special attention to goals for the coming months.
5. Share and pray together.
6. Establish meeting time, place, and chapter(s) from *Conformed to His Image* for the next month.
7. Meet semi-annually with a designated person from the ELG. You contact the ELG to arrange this at beirnsteve@gmail.com.

Guidance for Mentors

1. Availability – It is essential that the mentor make a commitment to the relationship and is available for interaction on a flexible basis.
2. Vulnerability – Candidates will learn the most from mentors who are willing to openly share from their life experiences. Learners respond best to models they can observe and know.
3. Confidentiality – Since personal matters will no doubt be shared and discussed, a high degree of personal trust is essential.
4. Accountability – The mentor exercises a responsibility of stewardship for the mentoring relationship with the candidate.
5. Encouragement – The road to global partner service can be challenging and at times overwhelming. Your positive encouragement can go a long way in helping someone to not lose heart.

Responsibilities of the Candidate

1. In the initial meeting with the mentor, share your background and testimony, ministry experience, and goals.
2. During subsequent meetings, share with your mentor your progress through Embark Training and future goals. (Use the *Global Partner Candidate Bi-Weekly Worksheet* form as a prompt for discussion.)
3. Be prepared to select and discuss at least one question that you find most relevant in the book *Conformed to His Image* chapter for that month.
4. Pray with and for your mentor.



EXAMPLE

GLOBAL PARTNER CANDIDATE BI-MONTHLY WORKSHEET

Name: _____ Date: _____

Please Note: This report is for the confidential use of the candidate and his/her mentor. It is not to be forwarded to the ELG or anyone else without the permission of the candidate. It serves as a guide for appropriate accountability.

1. Which question(s) from this month’s chapter in Conformed to His Image, by Ken Boa do you want to discuss?
 Page: _____ Questions _____, _____, _____
2. Agreed upon Boa chapter for the coming month: _____
3. Heart Check: As you reflect on your recent experience, circle three words most descriptive of you and cross out three words that are least descriptive of you:

	Discouraged	Teachable	“Ho-hum”
Committed	Procrastinating	Praying	Tired
Faithful	Frustrated	Regularly	Loving
Disciplined	Trusting God	Cooperative	Learning
Serious about ministry	Excited	Inconsistent	Obligated
Submitted	Focused	Encouraged	

4. Comment on your time spent alone with God (time in Scripture, prayer, meditation, etc.).
5. Share prayer requests.

UNIQUELY YOU

A spiritual gifts and communication style inventory

What is Uniquely You?

Uniquely You is a tool that seeks to provide insight in two areas for the candidate:

1. What are the spiritual gifts that God has entrusted to me, and
2. What is my style of communication and interaction with others in which I will employ my spiritual gifts?

The assessment consists of a series of 128 indicators of spiritual gifts and 96 indicators of personality (DiSC). The candidate uses two different forms to record responses. These responses are interpreted according to research that predicts normal patterns according to the unique mix of responses scored.

Why is this part of Embark?

We believe that global partners have the maximum potential to serve God effectively when they are placed in a ministry opportunity that corresponds with the gifts and abilities God has placed within that person. While not believing that such an assessment offers the last or absolute indicator of how and where God desires to use someone in His vineyard, it is believe that such self-knowledge empowers the candidate to make a far better decision under the guidance of the Holy Spirit.

What is the process for taking the assessment?

- The candidate contacts the Director of Global Outreach requesting an Uniquely You packet. The packet contains an assessment booklet and response form. Directions for completing and scoring the assessment are included in the booklet. These should be carefully followed and can be done at the convenience of the candidate at the time and place of his/her choosing.
- Once completed, the candidate schedules an appointment with a designated person on the ELG. He or she will review the results of the assessment with the candidate.

How are the results of the assessment used?

Once the candidate has reviewed the results of the assessment with the designated person the assessment will be complete.

EVANGELISM SKILLS ASSESSMENT

Philosophy

Since Parkway Bible Church believes that making disciples is, at its core, a task of evangelism, we are committed to developing and deploying Global Partners who are competent and willing to share their faith in a culturally relevant manner. This applies to all global partners sent by the church regardless of their specific gifts or ministry assignment.

All candidates will be required to complete the assessment described in this document. This assessment is based on the following assumptions:

1. While recognizing that some people are spiritually gifted in evangelism, we believe that all people are called to fulfill the responsibility to be effective witnesses of the Gospel.
2. People should learn to share their faith in a manner that is compatible with their gifts, temperaments, and relational styles.
3. Skill in evangelism is learned over time as we learn from experience. While such skill is based on knowledge gained through studying, it reaches its maximum potential in actual relationships with lost people.

Goals

1. The candidate must demonstrate a working knowledge of key truths associated with salvation.
2. The candidate should be able to demonstrate an ability to verbally communicate the Gospel.

Inability to accomplish these goals will require additional evangelism training.

Process

1. The candidate is to be contacted by an approved assessor once sections A & B are completed. This is to arrange a time to conduct the assessment. This exercise is part of section C found on page 11.
2. The candidate will write down, from memory, in front of the assessor, the following list of key truths with scripture references. Later this will be placed in the candidate's file. The references are to be developed by the candidate. It is important to realize that belief in these essentials can only result from the work of the Holy Spirit, who is one with the Father and Son (2 Thessalonians 2:13; Titus 3:5).
 - a. The Bible is the Word of God.
 - b. God the Father and God the Son (Jesus Christ) are one.
 - c. Everyone has sinned against God.
 - d. Sin against God must be punished.
 - e. Jesus died on the cross in our place as punishment for our sins.
 - f. Jesus rose bodily from death.
 - g. Apart from faith in Jesus there is no salvation.
3. Based upon the assessor's comments, the Embark Leadership Group will determine whether the candidate needs further evangelism training.

EMBARK OUTLINE & DIRECTIONS FOR GLOBAL PARTNERS AT PARKWAY

Take approximately 6 months to complete each section.
Please complete each of the 4 sections in order and 1 section at a time.
Within each section you may proceed in whatever order you like.

Section A: Assessment

1. Complete the Uniquely You assessment which includes the spiritual gifts profile and behavioral blend material. Allow a minimum of 1 hour 15 minutes. Secure your assessment through the church office.

When everything is complete, fill out your action plan. This should be done at another time within a week of completing all other material. Keep a copy of your action plan to periodically review it. Submit a copy of your action plan to your file in the church office.

Name: _____ Completion Date: _____

2. Read *Ministering Cross Culturally* and write a one page report.

3. Take the basic values questionnaire found in the appendix of the book *Ministering Cross Culturally*. Show your results to your mentor and share any new insights.

Name: _____ Completion Date: _____

4. Select one of the following podcasts to watch/listen to. These podcasts are from <https://globalmissionspodcast.com/>

#115 Developing Global Influencers in the local church

#108 Helping to Finish the Task - Practical ideas to engage the unreached with the Gospel

#092 Three Strategies for Engaging the Next Generation in Mission

Provide a one page report on one of these podcasts to Global Ministries:

global@parkway.church

Name: _____ Completion Date: _____

EMBARK OUTLINE & DIRECTIONS FOR GLOBAL PARTNERS AT PARKWAY *continued*

Section B: Spiritual Growth

(Take approximately 6 months to complete this section.)

1. Complete the Bible application assessment. Keep the length of your answers reasonable, one or two paragraphs. Use Bible references. Submit your paper to church office for review.
Name: _____ Completion Date: _____
2. Develop a spiritual growth plan for yourself that includes prayer, Bible reading, and some scripture memory. Keep is basic and use the plan for year 2.
Name: _____ Completion Date: _____
3. Read and report on the book *Resolving Everyday Conflict*.
Write a one-page report on how this material may apply to Parkway Bible Church or overseas ministry. Submit your one-page report to the global@parkway.church.
Name: _____ Completion Date: _____

Section C: Ministry Experience

(Take approximately 6 months to complete this section.)

1. Complete Evangelism Skills.
2. Read and complete all discussion portions of *Go Mobilize*. Write a one-page report on that book. Submit to global@parkway.church.

Section D: Assessment on Mobilizing / Going

(Take approximately 6 months to complete this section.)

1. Go through an assessment on mobilizing / going to provide future guidance. This is done with your mentor plus several ELG people. This is accomplished by contacting the Director of Global Outreach.
2. Read the book *Winning Your Spiritual Battles* and complete one-page report. Submit to global@parkway.church.

GLOBAL MOBILIZER PATHWAY

First Six Months

1. Complete the Uniquely You assessment.
2. Listen to and report on one of the Global Missions podcasts. Instructions on Page 11.
3. Complete the *Conformed to His Image* reading, assigned bi-weekly worksheet and discuss monthly with your assigned mentor.

Second Six Months

1. Develop a spiritual growth plan for yourself (as described on page 12). Follow this plan into and through the first six months of year two.
2. Meet monthly with your assigned mentor(s), completing the bi-monthly worksheet.

Third Six Months

1. Complete lessons 1-7 from the book *Mobilizing the Body of Christ*.
2. Read and sign "*Take the Pledge*" on page 75 or talk to your mentor about any hesitancy.

GLOBAL MOBILIZER MINISTRY THOUGHTS

Once you have completed your pathway, discuss future ministry assignment with your Embark Leadership Group leader.

Growing in your ability to influence others for Global Outreach:

1. Pray that the Lord of the harvest will send out laborers from Parkway into His harvest fields. Luke 10:2
2. Encourage others to consider going on a short term trip.
3. Encourage others to read a good missions book. Two suggestions that can be made readily available to you are:
 - a. *Is the Commission Still Great* by Steve Richardson
 - b. *Praying for Your Missionary* by Eddie Byun

You can use these books in a one-on-one discipleship effort with you or to read for personal growth.

4. A Mobilizer can also lead a Barnabas Team, join a Global Ministry Life Group or promote short term teams. They may also participate in the Embark equipping ministry.

BIBLE APPLICATION ASSESSMENT

Philosophical Base

The ministry of making disciples requires laborers who know and are guided by biblical principles. They need to be competent in accurately understanding and applying the Bible to their everyday living. It is not enough to know certain Bible facts or doctrine. It is essential that we deploy Global Partners who know how to make life decisions based on the teachings of Scripture and are competent to advise others in the same way.

All Global Partner candidates will be required to complete the assessment described here. This assessment is based on the following assumptions:

1. While recognizing that some believers are spiritually gifted as pastors and teachers, we believe that all believers are called to understand and daily apply the Bible to how they live.
2. There are some believers for whom a higher level of skill is required in this area due to the level of responsibility they may have in teaching and counseling ministries overseas.

Practical Steps

1. Written Assessments:

The candidate will answer the essay questions on the following page in writing, using only an unmarked Bible as their resource. This is then submitted to the Global Ministries Department at the church office.

BIBLE APPLICATION ASSESSMENT



On a separate piece of paper, please write your responses to the following questions or use the QR code to type and submit your answers digitally.

1. The Spirit of God has taken up residence in the mind of the believer. How does that affect your life?
2. Can a Christian have peace even in the “valley of the shadow of death”? Explain.
3. Cite examples of how you are flexible in the hands of the Holy Spirit.
4. After settling onto your new field, after language school, you find that the team’s philosophy of church planting is totally different than what you want to do. How do you handle this?
5. Your team leader’s wife turns out to be what one may call “a gossip”. How do you deal with it when she begins to tell you negative things about other team members who are not in your presence?
6. Sally has just come home from a global ministry conference. She has been strongly affected spiritually. She announces to her godly parents that she believes the Lord wants her to serve as a missionary to Japan. Sally is an only child and her parents are very elderly. They voice strong opposition. Sally is in her second year of college, majoring in computer science. Sally wants to change colleges in order to go to a Christian college “to study the Bible.” What is your advice to Sally?
7. Tom has everything needed by way of preparation to leave for the mission field immediately. However, he is \$10,000 in debt. He is acceptable to the mission agency and would move forward but for the agency’s position in respect to debt. Tom is confused. His church is in debt yet moves forward on expended service. His mission goes into debt to obtain property. Tom says, “I believe the Lord wants me to move forward just as Joshua did at the Jordan.” What counsel can you give Tom?
8. John and Sue with three children are early in their first term. Language study is a must. Sue has done exceedingly well. John, to say the least, struggles with it. Tension builds up between them and sometimes they explode in front of the children. They are open to help. What would you say to them?

RELEASE OF INFORMATION

Please read the following material carefully. Show any questions arise, please discuss your questions with appropriate Global Leadership before signing this document.

Global Partners enter into a unique ministry relationship during ministry service. They are sent out by Parkway Bible Church and are supported by the church ministry. At the same time, the global partner is considered an employee of the agency through which they serve. Because of this complex arrangement, confidentiality boundaries have limited communication between the Global Partner, church, and agency. The limits of confidentiality have, at times, impeded the coordination of effective ministry or member care. To improve efforts between all parties, we are asking the Global Partners involved to sign this release of information form. By signing this form, the Global Partner is giving permission for the Global Ministries Director/Pastor of the church and supervisor within the agency to work together with the Global Partner when coordinated efforts serve the Global Partner and/or the ministry. Confidentiality will continue to be a carefully guarded effort in both the church and agency. However, from ministry experience, we have found that thoughtfully exchanged information on the part of a select few serves everyone's best interest. Please read the information and sign the appropriate blanks.

.....
I hereby grant permission for the full and complete exchange of information between:

Parkway Bible Church

(my church)

and

_____ (my agency, please include the name of a specific person on the field, their title and email contact)

I understand that this information may include, but not be limited to, personal information about me and/or my family, information regarding job performance, observations by third parties, performance reports and evaluations by professional or non-professionals, test results, and official documents. This authorization is voluntarily given with my full realization that the information exchanged may contain highly confidential information. For myself and my heirs and assigns, I further release Parkway Bible Church and my agency, including, but not limited to, its officers, agents and employees from any liability or damages whatsoever arising out of the exchange of this information.

I further understand that I may revoke this authorization at any time with a written request, which shall not affect any prior confidentiality agreements I have made or any disclosure of confidential information pursuant to this Release of Information prior to my revocation.

Signature: _____ Date: _____

Signature: _____ Date: _____

PARKWAY BIBLE CHURCH GLOBAL MOBILIZER'S PLEDGE

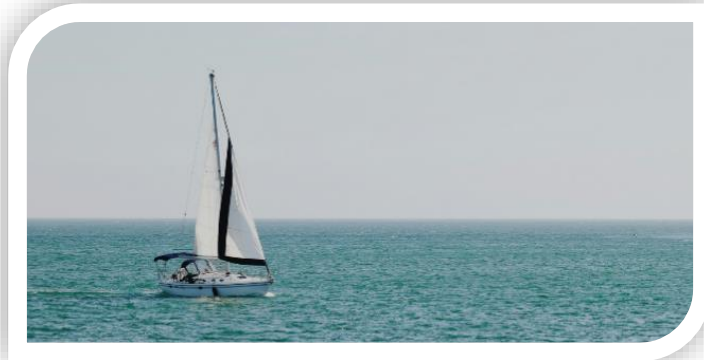
Empowered and guided by the Holy Spirit,
I commit to living my life in light of
God's Word, God's World, and God's Work

As God allows, I will model this through:

Praying "earnestly to the Lord of the harvest to send out laborers into his harvest."
- *Matthew 9:38*

Signed: _____ Date: _____

*How can God's heart for the world become more prominent
in my life and in the life of my church?*



PARKWAY BIBLE CHURCH
GLOBAL PARTNER APPLICATION

Please complete this application digitally.

Follow the QR Code to complete the application
or find it online at

<https://parkway.churchcenter.com/people/forms/732874>.

