

HANDBOOK

A GUIDE TO NEW NATION MINISTRIES

2022





New Nation Ministries is part of Every Home For Christ International Family. A non-denominational Christian organization believes That every person on earth would have a genuine opportunity to respond to the truth and love of Jesus.

www.everyhome.org

We dare to dream of a New Nation regardless of the brutal reality because the Gospel of the Grace of God, & the redemption of Jesus Christ, keeps us from seeing any person or situation as hopeless.





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OVERVIEW







FROM THE DIRECTOR

We realize that what a society believes about God determines in an unmistakable way how that society lives on all levels: social, political, and economic. This is because societies are made up of individuals whose influences are determined by what they believe about God, the universe, and themselves. Every generation, anywhere in the world, faces various difficulties resulting from these convictions and belief systems. Throughout history, the Church of Christ has responded, and continues to do so today, to these challenges in different ways as God provides. However, regardless of the way the Church responds, the Gospel message remains constant and relevant, because it is the exclusive message which impact touches positively not only the eschatological dimension, but it reaches to all the details of our lives. Because it comes with a holistic model capable of transforming the life of the individual through a distinctive belief system that has proven throughout history its ability to create a society concerned with improving human life and preserving its values, freedom, & distinction.

Throughout the ages, the Church has dealt with the problem of ignorance by building schools and universities, and has worked to improve the quality of life for people around the globe by building hospitals and sending nurses and doctors

as missionaries. No one denies the positive influence of Christian missionaries throughout the past centuries. But what distinguishes the work of the Church from other similar works is being concerned about what comes next.

The Christian faith is not concerned with quantity, but rather with quality. Therefore, any assistance provided by the Church aims to create a qualitative and lasting impact on people's lives. For this reason, discipleship comes at the top of the church's priorities, because it is the main element in creating a sustainable improvement in the lives of individuals, and thus in any given society as a whole.

Today, poverty has hit hard in the areas where we work. Families are under the weight of hunger and fear, and the future of children is in jeopardy. We are witnesses to the many pains our society is facing. Dealing with these challenges is at the heart and core of our job description, and our ministry is determined to help alliviate the suffering of our people, however, our ultimate mission is to help our people create a new reality and write a new story through meeting Jesus Christ and experincing his unconditional Grace.

**« NEW NATION MINISTRIES IS BUILT UPON THE
PILLARS OF EVANGELISM ,DISCIPLESHIP & THE
DOCTRINES OF GRACE.»**

DANNY BURMAWI



FROM OIKOS H.O.D

After the great explosion of Beirut, I volunteered with New Nation to serve the people as a humanitarian initiative, only to help my people who were suffering greatly. I never imagined that I would end up working in the ministry.

When God started calling me to serve him with New Nation Ministries I resisted Him, in fact I am still resisting today. I never planned for this, and I did not want it. I have a business and I have plans for my future. But the anguish kept growing and my resistance failed to keep me away from the ministry. God put in front of me the sick, the thirsty, and those who are without Christ. He filled my mind and my heart with images that overwhelmed me and pushed me to realize that Christ is more precious than anything else. More precious than my business and my future.

New Nation Ministries opened the doors for me to meet with people, hear them and give them a hand. I was able to spend time with hundreds of people and to see hundreds of them go through our discipleship programs. Within few months I understood that every single event took place in my life was designed to lead me to this point, to be a servant to Christ.

All of us at New Nation Ministries have similar stories, God has gathered us together to do something big.

«WE DON'T KNOW HOW WE ARE GOING TO ACCOMPLISH THE THINGS THAT WE ARE OUGHT TO ACCOMPLISH. BUT WE TRUST HIM AND RELY ON HIS SOVEREIGN GRACE TO LEAD US UNTIL THE END.»

JAD ABI HANNA

VISION & MISSION



VISION & MISSION

MISSION

To bring healing to the people in the ME through the love & the truth of Jesus Christ.

VISION STATEMENT

Empowered by the radical grace of Jesus Christ, New Nation Ministries exist to Create and provide resources to heal individuals & transform communities.

PASSION STATEMENT

In a region affected by war and conflicts, we long to see our people rewrite their story through seeing the true image of God as presented in the Gospel of the love of Jesus Christ.

STRATEGY 2022-2025

Production of Christ-centered materials: Books, Animation, Motion graphics, talk shows, documentaries & make them available for free to help equip the local churches to reach every home with the message of the Gospel.

Access Ministries: Relief, Psychotherapy, Sports ministry, Language center, Music Academy

Christ groups and worship gatherings: To help individuals & groups understand the foundations of the Christian faith and to empower them to grow in faith and understanding to bring about transformation.

Development: To help people rewrite their story through equipping them with the needed training, support, and guidance.





OLD STORY

PRODUCE & PROVIDE

NEW NATION


- ACCESS MINISTRY
- DIRECT EVANGELISM

RELATIONAL ENGAGEMENT

STRATEGY

- DISCIPLESHIP
- WORSHIP GATHERING

JOIN LOCAL CHURCH



NEW STORY





2021

2021



2021

“Here in this
life & in the life
after.”

Our people are in desperate need for hope. Many of them are trying to leave their nations, even at the expense of throwing themselves into the dark Mediterranean Sea as their only way out.

Their daily dream is about finding a new nation where they think they can prosper and build their future. But our dream is to bring a new nation, a new kingdom to their hearts.

Therefore, New Nation exists to help our people see this new hope that will eventually lead them to rewrite their story. By finding their role in the story of God, our people will ultimately live their new hope – here in this life and in the life after.



500 PLUS Spiritual Productions

Aims to create Gospel-centered resources: Books, Gospel literature, Animation, Motion graphics, Talk Shows, Documentaries, Short movies...

to reach everyone in the region with the message of the Gospel, & to provide free resources to support local churches and Christian ministries in order to carry out their missions.

In 2021, our materials were viewed by 330,552 people on multiple social media platforms.

We have also distributed 482,000 Gospel-centered literatures, booklets & books.

This production has generated 11,136 responses & resulted in 1,834 conversations with people from all over the country.

54 people joined our online discipleship program, & 36 people joined our Christ groups meetings.



EVANGELISM



DISCIPLESHIP



CHURCH
EMPOWEREMENT



RELIEF



COMMUNITY



SPIRITUAL
PRODUCTIONS

OIKOS

Diaconal program:

4800 families were supported in 2020 and 2021 by providing compassionate care to those in need. Our team shares a mission of preventing and relieving suffering in the ME. We provide shelter, food, and health services to help families and entire communities get back on their feet.

This program aims to establish a Christ group in every home we serve. In 2021, we established 92 Bible studies in 92 different homes. The total number of people attending these ongoing groups accumulated to more than 650 people. They are being exposed to the message of the Gospel on a weekly basis.

Providence (Mental health program):

Our mental health department provides counseling, rehabilitation and psychotherapy to the families that our OIKOS team serves. Once our team members identify a mental-health need among the Christ-groups attendees, they refer the case to our Providence coordinator who initiates contact and offers free sessions to them.

Gospel Ministry:

Our Field team seizes every opportunity to deliver the message of the Gospel to people anytime and anywhere they are. In 2021, our team, alongside several volunteers from local churches, distributed more than 300,000 Gospel Literature, 3,000 Bible copies, and more than 2,000 discipleship books.

Also, our team was able to make 10,600 Gospel presentations in person. These outreach events have resulted in more than 186 people visiting our center and occasionally attending our meetings.

BOOKS PUBLISHING:

500 Plus celebrated in October the launch of its newest book titled “Our Reformed Faith for the 21st century” at Haigazian University.



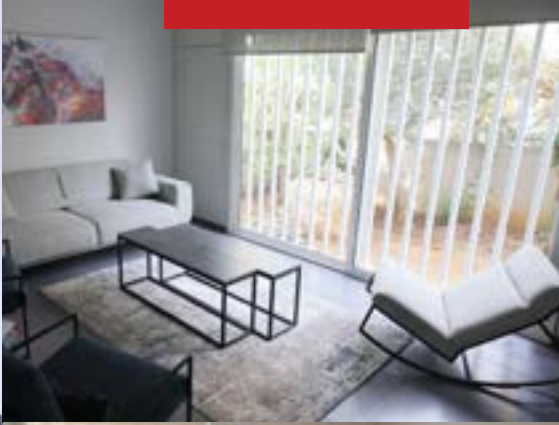
OTHER NEW RELEASES

- 1 - *What is Reformed Theology* By R.C. Sproul
- 2 - *When foundations Collapse* By Pastor Tony Skaf.
- 3 - *Ask Me About Christ*
- 4 - *Sports & the Centrality of Christ* by Peter Jang.

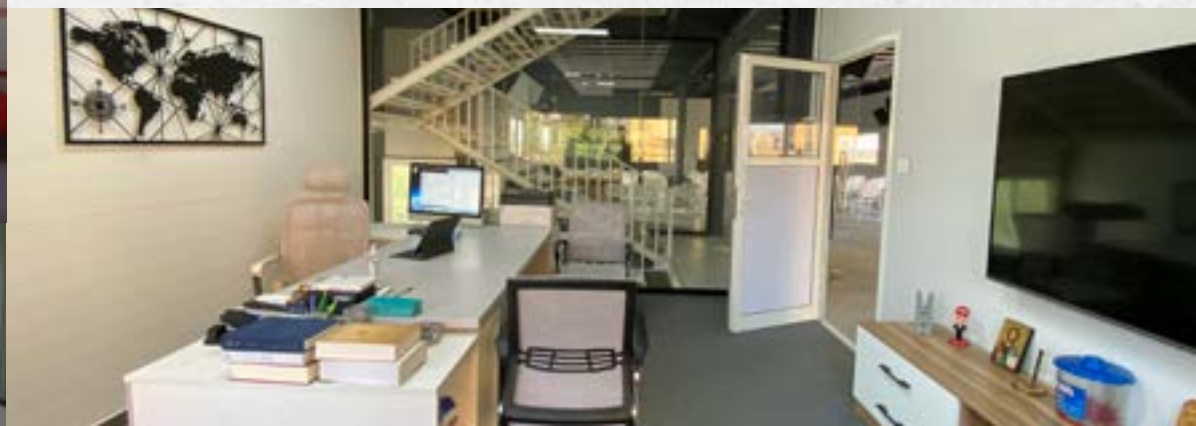


There is no more essential doctrine to the Christian faith other than the doctrine of the Trinity. Yet, there is a “second trinity” that is not less in significance than the first one. This second trinity is the three pillars of the message of the Gospel, and these pillars are: The holiness of God, the depravity of man, and the sufficiency of the work of Christ.

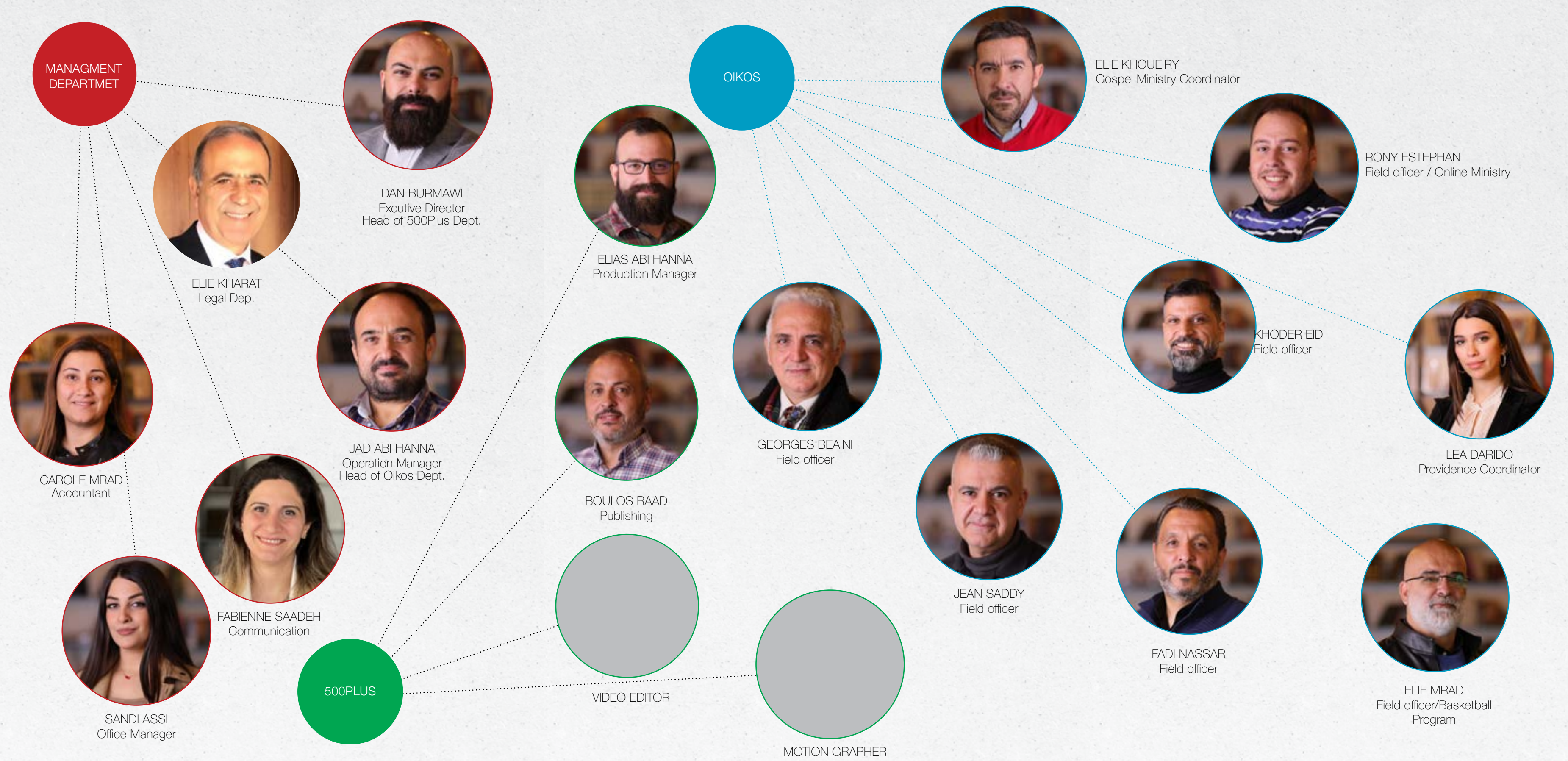
This year, our annual conference «**The Second Trinity**» shed light on the fact that our message can’t be complete without connecting these unalterable convictions. Speakers from different churches delivered Gospel-saturated messages, and the attendees enjoyed a great time of fellowship and worship.



NEW NATION CENTER









EMILE GEORGI

Emile Georgi is a seasoned expert in management systems, business process improvement, and international standards. With over 25 years of experience. Emile is an Active member in the Church of God Ashrafieh, and a board member of the Lebanese Evangelical Society & Heart for Lebanon

IMAD BEJJANI

Founder of ActsLebanon Ministry. Founder and CEO of Pedagogia. Master in International Business from Paris. Studied theology in the Catholic university of Sagesse Lebanon. Tv presenter atTelelumière



ROULA ABI HANNA NABOUT

Roula Al Nabbout, interpreter & translator, Sworn Translator & Judiciary Interpreter at the Court of Appeal of Lyon (English, French, Arabic) since 2016, finishing a PhD in Linguistics, Terminology, Multilingualism & Translation at the University Lumière Lyon 2, serving with youth and women for over 15 years in France & Lebanon.



NABIL SAFI

Nabil has been married to Myrna since 2008, and they both enjoy parenting Amanda, their 8 year old daughter.

He is an ordained minister with the Church of God, with general offices in Anderson, IN, and serves as the Executive Pastor at Church at the Crossing in Indianapolis, IN. He also serves on as a board member for Anderson University, Shepherd Community Center, and Indiana Ministries of the Church of God. Nabil holds a MBA in Marketing and a Masters of Arts in Intercultural Studies.



LEBANON BOARD



MAROUN CHEDID

Elio is an education technical officer at World Vision Lebanon. His main area of work is refugee education and teacher development. He is currently pursuing his MA in Education Administration at the American University of Beirut.



ELIO HADDAD

Elio is an education technical officer at World Vision Lebanon. His main area of work is refugee education and teacher development. He is currently pursuing his MA in Education Administration at the American University of Beirut.



USA BOARD



JOHN WALTERS

Dr. John Walters lives in Central Indiana and is an ordained minister with the Church of God. His love for the world and the Hope of Christ has taken him to over 50 countries. He is actively engaged with indigenous ministry efforts on 5 continents and has included efforts in the Middle East as part of his ministry sphere for many years...and it continues today. John is married to faith and has 1 son, 3 daughters and 8 grandchildren



JOHN WILLIAMS

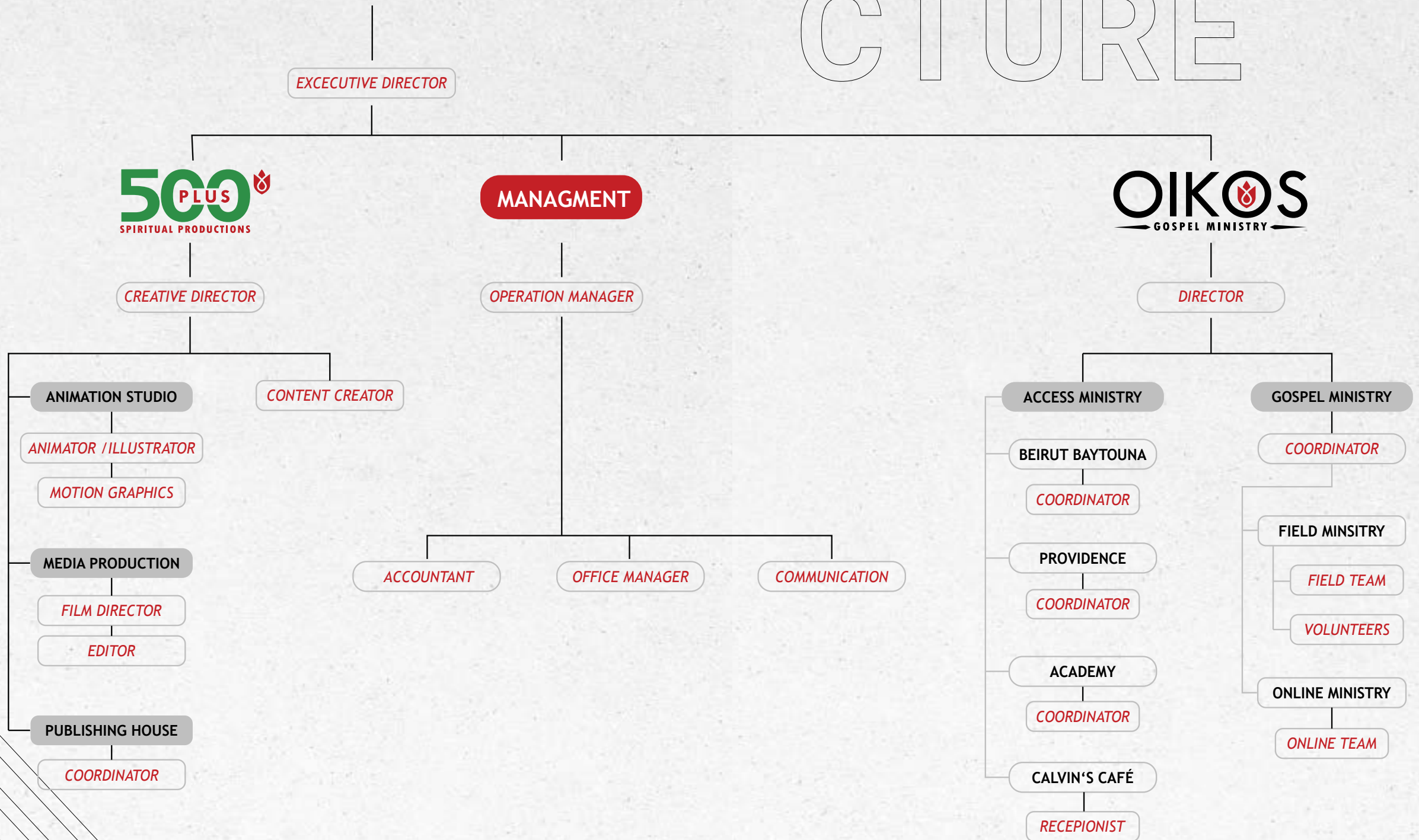
John is a Certified Investment Management Analyst and Chartered Retirement Planning Counselor and has more than 16 years of experience as a financial advisor. Active in his community, John serves as a Boy Scouts volunteer and a youth soccer coach. He is a second-degree black belt in Tae Kwon Do. John lives in Fishers, Indiana, with his wife, Andrea, and their two children. He is a member of Church at the Crossing and the Investment Management Consultants Association.



DANNY BURMAWI

Danny's passion for the Gospel was behind the Idea of starting New Nation. He is currently leading the ministry in Lebanon where both he and his wife Lea live.

STRU- CTURE

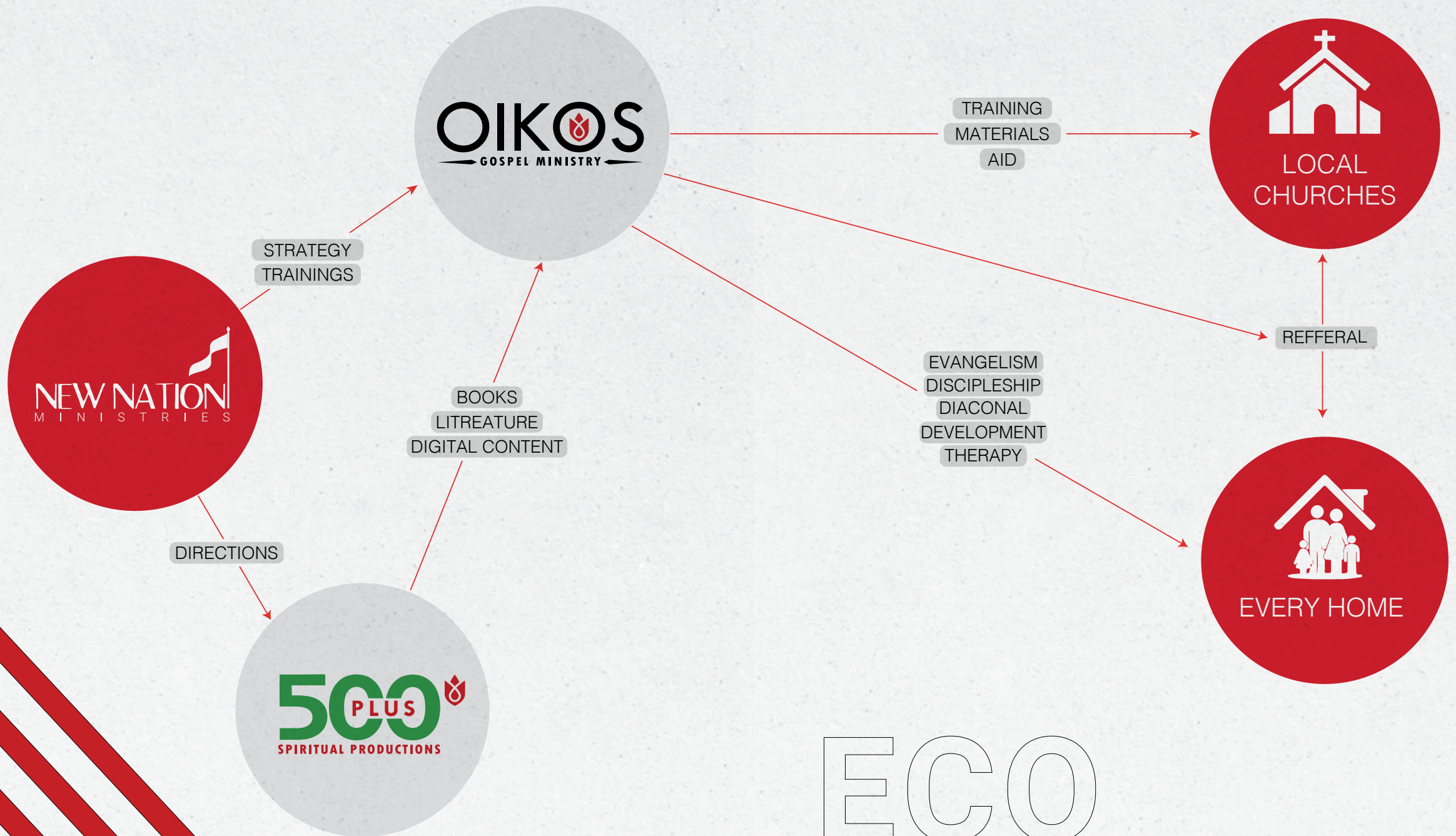


MINISTRY & OPERATIONS

02



ECO SYSTEM



ECO SYSTEM

METHODOLOGY

1. Our approach serves and mobilizes the local church. New Nation Ministries seeks to work cooperatively with all evangelical groups that desire our assistance. We are not a local church, but we are part of the universal Body of Christ, made up of believers seeking to fulfill the Great Commission.

We seek to build relationships with and serve local churches and ministries. We particularly aim to partner with fellowships that prioritize evangelism and Discipleship. We work with churches by mobilizing and training volunteers, supplying evangelistic literature, and connecting new seekers who respond positively to the gospel presentation into the local fellowship. New Nation believes that the number of volunteers who are taking the Gospel home to home is a key indicator of how well the Church is being engaged.

2. Our approach is systematic, home-to-home and face-to-face. New Nation Ministries believes that every person should have the opportunity to hear the Gospel in their lifetime, and therefore, the Gospel is most effectively spread systemically from person to person (Mark 16:15, Romans 10:14). This deeply ingrained passion to see everyone receive a face-to-face presentation of the Gospel has informed a systematic, home-to-home approach to evangelism. Reaching a home with a presentation of the Gospel is one of our principal metrics in our challenge to reach every home in our nations. If there is another way of reaching people so that no one is left behind, we are open to such approaches.

3. Our approach includes a repeatable gospel message. New Nation Ministries places high value on the use of a repeatable gospel message that can be left behind to touch the heart of the recipient at a later time. Literature distribution is, therefore, an indicator to us of how well we are engaging the lost in the process of sharing the Gospel. Literature distribution is, however, intended to be combined with a face-to-face presentation of the Gospel. This

gospel message is key in that it has an ongoing role in presenting the truth about Christ to families (and in some cases, entire communities) for days, months, and years to come.

4. Our approach takes discipleship seriously. New Nation Ministries believes that a faithful response to the Great Commission necessarily involves “making disciples” (Matthew 28:19). With this in mind, New Nation Ministries emphasizes the importance of engaging the lost and, specifically, seekers in a process of learning to become fruitful followers of Christ. Every piece of gospel literature has within it a unique response device that allows those who read it to take a step in their journey with God by requesting more information. New Nation Ministries work to personally engage every positive responder with a variety of Christian resources, Discipleship classes, and direct follow-up. The goal, when possible, is to integrate these responders into a local church. When there is no local church, New Nation Ministries forms fellowships called Christ Groups, often in conjunction with local denominations or ministries.

5. Our approach seeks to collaborate with other ministries. One of New Nation Ministries’ unalterable convictions is that without unity, the task is impossible (John 17:21). With this in mind, New Nation Ministries seeks to serve the Church across denominational lines and also to collaborate with various parts of the Body of Christ. While we are committed to the vision that the Lord has given us, we are also aware that there are other ministries and churches with their own competencies and passions. We recognize that one ministry or methodology will never complete the vision of reaching everybody with the life-giving message of the Gospel. We, therefore, wish to partner with other churches and ministries that have competencies that complement New Nation Ministries in the goal of reaching every home with the Gospel.

6. Our approach mobilizes prayer to complete the mission. One of New Nation Ministries’ unalterable convictions is that prayer, alone, will remove every obstacle that stands in the way of fulfilling the Great Commission (Mark 11:22).



In 2022 as our nation is still facing unprecedented challenges and moving from one crisis to another, and circumstances are deteriorating. We plan to respond by dedicating our resources to help our people go through these difficult times in order to bring healing & transformation to their life.

1: Tangible:

We cannot turn our faces away from the suffering of our people. Hunger is threatening more than half of the population. Medications are extremely difficult to find. Covering the basic needs to sustain a decent way of life has become almost impossible for hundreds of thousands of families around the country.

2: Psychological:

Beside the ongoing crises that the Lebanese people are going through, this nation has suffered a very long civil war just a few years ago. As a result, a huge number of people are left struggling with their mental issues and need help to get back on their feet. Also, families who are struggling to keep food on their tables are neglecting their children to do so and leaving them to become victims of numerous mental crises.

3: Spiritual:

Taking the message of the Gospel to every home in Lebanon remains at the core of everything we do. We believe that ideologies are behind the destruction or the prosperity of any nation. Therefore, our goal is to give everyone in Lebanon and beyond the chance to hear the Gospel message, and to experience the love of God through Jesus Christ.

TRINITY

This program will target up to 100 families every year. Through a holistic approach, this program will support these families for one full year on all levels. Physical support will be provided on a monthly basis. Psychological support (Counseling and Therapy sessions), and spiritual support through conducting a monthly Bible Study at each home, and through enrolling these families in various discipleship classes. The end goal is to enrich the lives of these families and to guide them by the end of the year to join a local church, or to establish a christ group at their home.



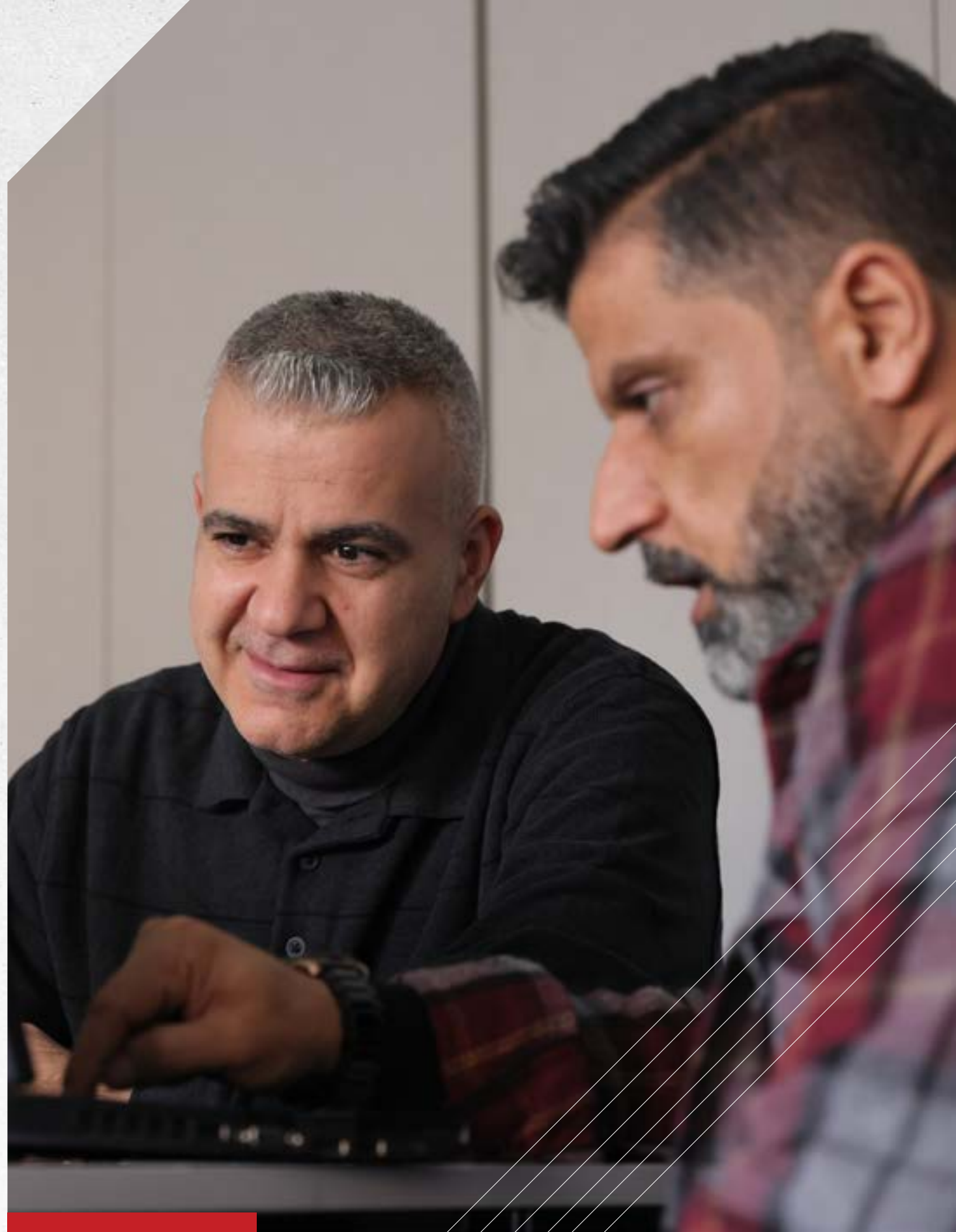
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02

THRIVE

Among the hundreds of people the Lord sends our way every month, we meet people who need something in their life to make them feel alive again. This program intends to give a hand to these people not only to survive, but to also thrive. Maybe having a birthday celebration for a young girl who never had the chance to do that, or a student who needs a new laptop, or an exhausted housewife who needs a dishwasher, etc. This program is designed to give people hope and help them dream again.



THRIVE



911

Many people in Lebanon are suffering on a daily basis. The struggles don't seem to end. Meeting the daily necessities of life became an impossible task. 911 is a program that aims to provide 300 families with food, medications, and other necessities every month. This program will help these families on the tangible level, and will also open the doors for our team to build bridges with new people to deliver the message of the Gospel to them.

Our team will visit the people who benefit from this program, & will also guide them to attend our weekly meeting and the new generation discipleship classes.

03

04

PROVIDENCE

Psychological intervention is key to helping people who have been affected by the past and the ongoing circumstances to get up on their feet again. It is also essential for kids with special needs in order to lead a normal life. While we believe that the Gospel is the only cure that can heal people and give them hope, we see the need for therapy, counseling, and rehabilitation among our people. Providence will serve hundreds of people every year, whether by providing first-hand therapy and counseling for kids and adults, or by referring cases to other partners in the country. Providence will give 100 free sessions every month, and each person graduating from Providence will receive immediate spiritual follow-up by our Gospel ministry team.





OIKOS TAXI

Oikos taxi will not only help 100 people every month to commute free of charge, but it will also deliver the message of the Gospel to them. Our plan is to offer free rides for random people in the Beirut area, and each one will have the time to be presented with the message of the Gospel and be invited to attend our weekly meeting. This project will help us build numerous relationships and add more people to our new generation classes.

055

EVERY HOME

25,000 homes all over Lebanon will be reached with the message of the Gospel every month. Our Gospel ministry team will organize home-to-home and street evangelism outreach in order to achieve this target.

06





07

BRIDGE MEETING

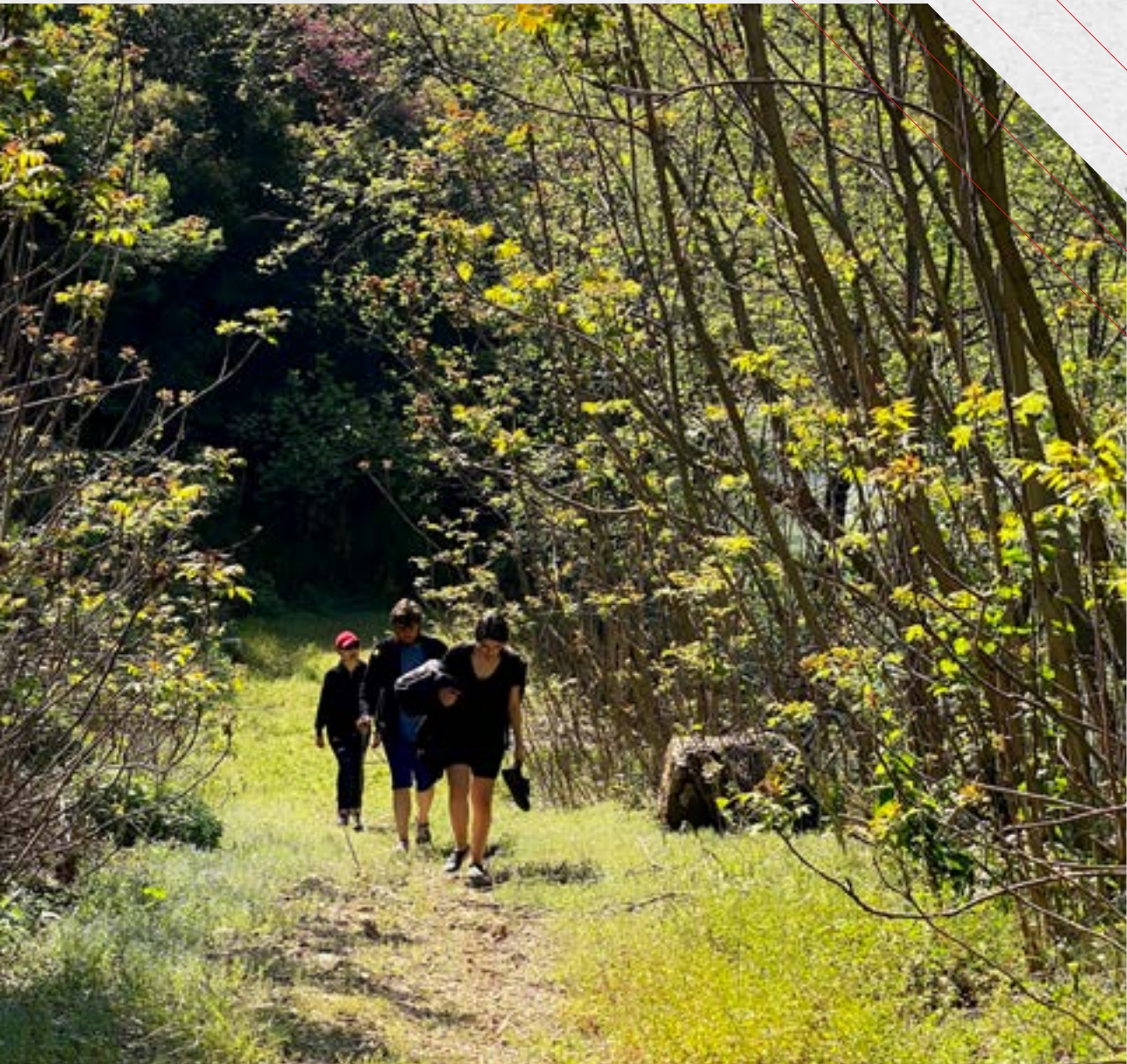
People who are engaged with any program will be invited to attend a weekly Gospel meeting that serves to introduce the word of God to attendees, and encourage them to enroll in the New Creation classes.



08

ACCADEMY

Providing children with training to improve their skills is costly and families have pulled their children from different programs due to the current economic situation. Therefore, we plan to provide four programs (Music teaching, Basketball training, Language center, and Tutoring) to serve 480 families in 2022.



OUT AND ABOUT

This program is designed to provide a free Hiking trip every month to people who are overwhelmed by the circumstances of their life and who don't have the resources to plan for such trips. Besides getting the chance to explore the country, 300 people in 2022 will have the opportunity to hear the word of God and get to build new relationships to enrich their lives.

09



CHRISTIAN EDUCATION

As a result of partnerships with local schools, we will be teaching our curriculum to more than 1000 students on a weekly basis every year.



11

NEW CREATION CLASSES

People who attend our weekly bridge meeting, and who are interested in learning more about the Christian faith, will have the chance to register for the weekly New Generation classes. Our curriculum will be taught over the period of 3 months in 24 sessions. In 2022 we expect to reach 4 classes weekly.

PUBLISHING HOUSE

We aim to add gospel-centered materials to the Arabic library by publishing helpful resources for individuals and churches. In 2022 we will provide the local churches around the country with 10,000 Copies of the Bible, 4,000 copies of four different discipleship books, 20,000 copies of evangelistic booklets, and 25,0000 copies of Evangelistic Gospel literature.



ANIMATION/MOTION GRAPHIC.

52 informative, evangelistic, and creative videos will be produced in 2022 to reach millions of people in the Arab world with the message of the Gospel.

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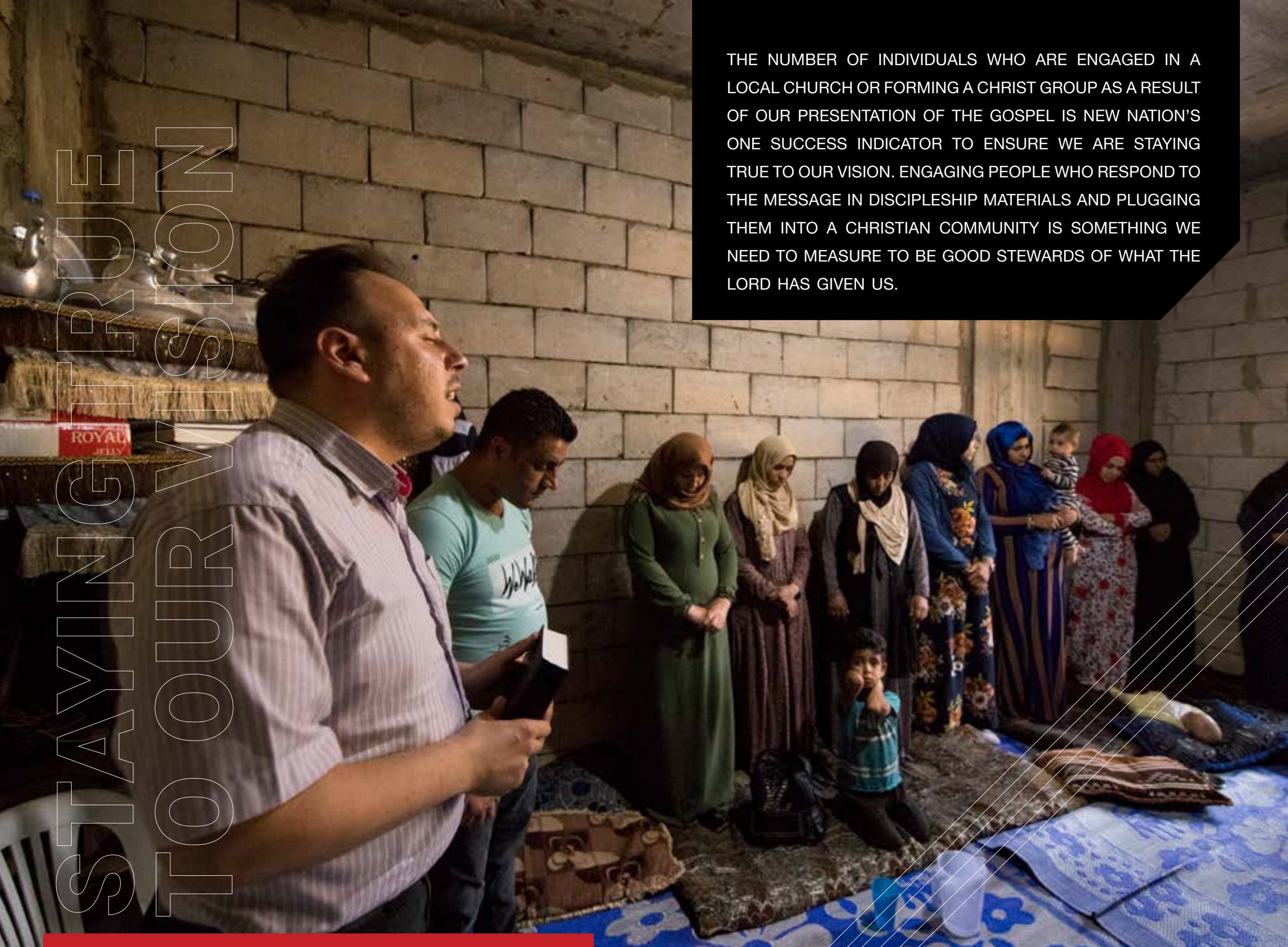
MEDIA PRODUCTION

We will create gospel-centered resources to reach everyone in the region with the message of the gospel, and to provide free resources to support local churches and Christian ministries and carry out their missions. In 2022 two programs will be produced that will add up to 52 episodes



STAYING TRUE TO OUR VISION

THE NUMBER OF INDIVIDUALS WHO ARE ENGAGED IN A LOCAL CHURCH OR FORMING A CHRIST GROUP AS A RESULT OF OUR PRESENTATION OF THE GOSPEL IS NEW NATION'S ONE SUCCESS INDICATOR TO ENSURE WE ARE STAYING TRUE TO OUR VISION. ENGAGING PEOPLE WHO RESPOND TO THE MESSAGE IN DISCIPLESHIP MATERIALS AND PLUGGING THEM INTO A CHRISTIAN COMMUNITY IS SOMETHING WE NEED TO MEASURE TO BE GOOD STEWARDS OF WHAT THE LORD HAS GIVEN US.



APPENDIX



STATEMENT OF FAITH



New Nation adheres to the ancient statements of faith (the Apostles' Creed, the Nicene Creed, and the Creed of Chalcedon) and affirms the historic Christian faith as expressed in the five solas of the Reformation and the consensus of the historic Reformed confessions such as the Westminster Standards and the Three Forms of Unity.

The Bible The Bible, in its entirety, is the infallible, inerrant, and inspired Word of God; it is divine revelation that carries the full weight of God's authority and to which we are obliged to submit.

The Trinity Within the Godhead there is a unity of three distinct yet fully divine persons, the Father, the Son, and the Holy Spirit; these three are one true, eternal God, the same in substance, equal in power and glory.

God God is a Spirit, infinite, eternal, and unchangeable in His being, wisdom, power, holiness, justice, goodness, and truth. God is fully omniscient, omnipotent, and omnipresent, not given to learning or "openness."

Jesus Christ Jesus Christ is truly God and truly man, having two natures inseparably united in one divine person without confusion, mixture, separation, or division. Each nature retains its own attributes. In the incarnation, Jesus was born of the Virgin Mary, lived a perfect life among us, was crucified, dead, and buried, rose on the third day, ascended to heaven, and will come again in glory and judgment. He is the only Mediator between God and man.

The Holy Spirit The Holy Spirit is of one substance with the Father and the Son. He eternally proceeds from the Father and the Son, and He dwells in the hearts of believers, affecting their regeneration monergistically and operating in their sanctification synergistically.

Creation God, by the word of His power, created from nothing the heavens and the earth and all that is in them. He further preserves and governs all His creatures and all their actions according to His most holy, wise, and powerful providence.

Man After God made the other creatures, He created man, both male and female, in His own image, but because Adam sinned and woefully fell in his responsibility, he and his posterity entered into a state of moral corruption and moral inability and became estranged from their Creator, thus deserving death as the punishment for sin.

Atonement Because all have sinned, atonement must be made in order for man to be reconciled to God. Jesus Christ made complete atonement for His people through His substitutionary atoning death on the cross. He imputes His righteousness to all believers securing us full redemption for all who repent of their sin and trust in Him alone for salvation.

The Law The moral law perfectly reflects the unchangeable character of God and forever binds all people, believers as well as unbelievers.

The Church Christ has established a visible church, which is called to live in the power of the Holy Spirit under the regulation of the authority of Holy Scripture, preaching the gospel of Christ, administering the sacraments, and exercising discipline.

God's Eternal Purpose & Election We believe that God, from all eternity, to display the full extent of His glory for the eternal and ever-increasing enjoyment of all who love Him, did, by the wisest and holy counsel of His will, freely and unchangeably ordain and foreknow whatever comes to pass.

We believe that God upholds and governs all things – from galaxies to subatomic particles, from the forces of nature to the movements of nations, and from the public plans of politicians to the secret acts of solitary persons – all in accord with His eternal, all-wise purposes to glorify Himself, yet in such a way that He never sins, nor ever condemns a person unjustly; but that His ordaining and governing all things is compatible with the moral accountability of all persons created in His image.

We believe that God's election is an unconditional act of free grace which was given through His Son Christ Jesus before the world began. By this act, God chose, before the foundation of the world, those who would be delivered from bondage to sin and brought to repentance and saving faith in His Son Christ Jesus.

LEADERSHIP VALUES

DOING THE MISSION THE RIGHT WAY

Doing the work of the ministry is important to us, but equally important is the need for our teams to do the work the right way.

Doing ministry the right way is not about a correct methodology, which elicits greater responses in the recipients, but rather how we work before the Lord and with each other. While much of the mission is based upon the Great Commission of Jesus, the values for how we live this out are essentially based on four essential elements:

- 1: Understanding the Gospel
- 2: Absolute reliance on the sovereignty of God
- 3: Dedication to the Word of God & Prayer
- 4: Delight in Excellence

GUIDELINES FOR TEAM MEMBERS

Over-reliance on Administrative Strength — New Nation Ministries needs skilled workers to carry out the vision. The Church has been filled with skilled workers since its inception, however, we as a team can never rely upon our own ingenuity and resources to complete the task. Whenever Jesus told His disciples to go, He told them first to pray. Through prayer, the disciples voluntarily embraced weakness and heaven's answers rather than their own ingenuity. We must always be aware of the temptation to rely upon our corrupted nature first rather than on answers that only come through connecting to heaven.

Pride and the Sin of Comparison — Titles, positions and ministry success impact can have the effect of feeding unspiritual ego. Comparing our progress in these matters with others in the ministry (internally and externally) can also lead to unhealthy motivations.

Putting Ministry Assignments ahead of Personal Spirituality and Family Responsibilities — It is widely known that Christians must put God ahead of ministry, however serving God in ministry is often confused with putting God in the first place. Ministry activity should never crowd out family responsibilities and personal spirituality.

SPIRITUAL LEADERSHIP TRUSTS AND RELIES ON GOD AND IN SO DOING, COMBATS OUR TEMPTATION TO GRAVITATE TOWARD WHAT WE CAN CONTROL IN OUR OWN STRENGTH. SPIRITUAL LEADERSHIP PRIORITIZES THE ACTIVITY OF GOD IN OUR MIDST ABOVE THE NUMEROUS DISTRACTIONS AND CHALLENGES THAT SURROUND US. IT STARTS WITH A RECOGNITION THAT WE NEED GOD ABOVE ALL. AS SPIRITUAL LEADERS, WE ARE DESPERATE FOR HIM ABOVE ALL ELSE.



ACCUSATIONS & CONFLICT RESOLUTION

1 Timothy 5:19: “Don't accept an accusation against an elder unless it is supported by two or three witnesses.”

In case of an accusation against the Director, then the board is the correct place to bring the accusation before, as the Director is immediately accountable to the board.

In case the accusation is against a supervisor or a member of the staff, it is necessary to escalate the accusation “up the hierarchy” to the individual in question's direct report.

The kinds of issues that can result in a charge against anyone should be clearly enumerated, as it cannot simply be that of disagreement over leadership style or day-to-day management decisions. Conduct that needs to be remedied includes, but is not limited to:

- Inability to fulfill the duties and/or responsibilities of the job description
- Behavior of immoral or unbiblical nature
- Misuse or mishandling of resources, financial and/or material
- Falsification or misrepresentation of statistical reports and stories/testimonies
- Matters of gossip and/or slander about the organization and/or staff, workers, and volunteers.
- Matters of insubordination to New Nation leadership
- Disclosure or misuse of confidential information



If a breach of conduct has been established, this usually leads to conversations with the individual, and typically results in increased levels of accountability, which will be enumerated clearly and in writing. Such increased accountability is intended to result in a full restoration of the individual. Inability to comply or blatant disregard for such accountability measures will result in employment termination of the individual in question.

Responsibility of the BOARD Members:

I, _____, understand that as a member of the Board of Directors of New Nation Ministries, I have a legal and ethical responsibility to ensure that the organization does the best work possible in pursuit of its goals. I believe in the purpose and the mission of the organization, and I will act responsibly and prudently as its steward. As part of my responsibilities as a board member:

1. I will interpret the organization's work and values to the community, represent the organization, and act as a spokesperson.
2. In turn, I will interpret our constituencies' needs and values to the organization, speak out for their interests, and on their behalf, hold the organization accountable.
3. I will attend at least 75 percent of board meetings, committee meetings, and special events.
4. I will actively participate in one or more fundraising activities.
5. I will excuse myself from discussions and votes where I have a conflict of interest.
6. I will stay informed about what's going on in the organization. I will ask questions and request information. I will participate in and take responsibility for making decisions on issues, policies, and other matters. I will not stay silent if I have questions or concerns.
7. While I am a member of this board, I will make every effort to vote in every election.
8. I will work in good faith with staff and other board members as partners toward achievement of our goals.
9. If I don't fulfill these commitments to the organization, I will expect the board president to call me and discuss my responsibilities with me

The organization will be responsible to Board Membersv in the following ways:

1. I will be sent, without having to request them, quarterly financial reports and an update of organizational activities.
2. Opportunities will be offered to me to discuss with the executive director and the board president the organization's programs, goals, activities, and status; additionally, I can request such opportunities.
3. The organization will help me perform my duties by keeping me informed about issues in the Ministry and field in which we are working and by offering me opportunities for professional development as a board member.
4. Board members and staff will respond in a straightforward fashion to questions that I feel are necessary to carry out my fiscal, legal, and moral responsibilities to this organization. Board members and staff will work in good faith with me toward achievement of our goals.
5. If the organization does not fulfill its commitments to me, I can call on the board president and executive director to discuss the organization's responsibilities to me.

Signed: by _____, Board Member

And by _____, President of the Board.

Date _____



WELCOME TO OUR FAMILY

WHEN I CONSIDER HOW MY LIGHT IS SPENT,
ERE HALF MY DAYS IN THIS DARK WORLD AND WIDE,
AND THAT ONE TALENT WHICH IS DEATH TO HIDE
LODGED WITH ME USELESS, THOUGH MY SOUL MORE BENT
TO SERVE THEREWITH MY MAKER, AND PRESENT
MY TRUE ACCOUNT, LEST HE RETURNING CHIDE;
“DOTH GOD EXACT DAY-LABOR, LIGHT DENIED?”

I FONDLY ASK. BUT PATIENCE, TO PREVENT
THAT MURMUR, SOON REPLIES, “GOD DOTH NOT NEED
EITHER MAN’S WORK OR HIS OWN GIFTS; WHO BEST
BEAR HIS MILD YOKE, THEY SERVE HIM BEST. HIS STATE
IS KINGLY. THOUSANDS AT HIS BIDDING SPEED
AND POST O’ER LAND AND OCEAN WITHOUT REST:
THEY ALSO SERVE WHO ONLY STAND AND WAIT.”

JOHN MILTON (1608–1674)

2022



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