

## Our Mission

*To grow and release  
well-formed disciple makers  
into the global PI family  
through hands-on mission and mentoring,  
within life-on-life multicultural teams.*

## Our Core Values

### Intimacy with and Dependence on God

Our foundational value and identity is expressed in our relationship with God through Jesus. As ministry flows from who we are and our relationship with Christ, the invitation is to be “working lovers” instead of “loving workers.”

We commit to continual growth as disciples of Jesus— as individuals and as a team— through consistent and authentic prayer, consistent study and obedience of the Bible, and faithful application of spiritual disciplines.

### Humility and Teachability

Perhaps the beginning of all character formation lies in seeing ourselves for who we truly are—the good, the bad, and the ugly—and then, by God’s grace, seeking to grow in the areas we can and learn to embrace the areas where we cannot. This hunger to learn in order to love God and others better is a high value for us— as missionaries, teachers and trainers, and as disciples being formed into Jesus’ likeness.

We commit to living as childlike learners, eager to grow in our respective roles and gifts, and to use that which has been given us for the benefit of others.

### Multicultural Family

Families know each other at their best and at their worst. Healthy families show honest love and mutual support to each other especially in those trying moments. We are all members of Christ’s global family, and more specifically, members of the Pioneers family. We believe we need the perspectives, stories, and gifts from our respective cultures to fully live into our identity as Christ’s Body and our calling to be His Body on earth.

We commit to being a multicultural team that vulnerably seeks deep understanding of our various cultural identities. We commit to celebrating and enjoying the diversity of Christ’s family and to embracing our differences as Christ does with us.

### Hospitality

Sharing our homes, food, and lives is a “ministry of presence” that perhaps does more to fulfill our team’s mission than the many learning tasks and experiences our team will facilitate. Being with people in ways that nurture unhurried and unscheduled relationship speaks volumes about the dignity and value that Jesus holds for each person and the journey they are on.

We commit to sharing life with others in authentic and relaxed ways that allow our guests to feel safe and encounter Jesus in the normal rhythms of life.

## Modelling

As a team focused on equipping pre-field missionaries, we know that “the trainers are the program.” Who we are and how we live are likely the most memorable and impactful aspect of each participant’s training.

We commit to modelling the core values of Pioneers DTCs<sup>1</sup> in humble authenticity, characterized by mutual confession and repentance of shortcomings and mutual encouragement and celebration of faithfully “practicing what we preach.”

## Decision-Making Guidelines

As a spiritual community (not just a team that gathers around a task, but a community that gathers around a Person), our number one priority is to discern the will of God for GDS. This requires that every team member be actively growing in recognizing and responding to God’s voice and activity — both in the ordinary and in the larger decisions of personal and team life. Ultimately, we are more than just a team, but a Christian community, and we desire our decision-making practices to reflect and model this greater reality.

Practically speaking, we will use a facilitative method for group discernment. Namely, the TL or skill-set based leader (e.g. someone gifted in the practice of discernment, or a team member holding the most responsibility in the decision to be made, etc.) will lead the group in a collaborative process seeking to prayerfully discern the direction that best reflects God’s leading. Unity will be the goal in all decisions. In the process, we commit to maintaining open and respectful lines of communication in a spirit of Christ-like submission to each other.

Additionally, we recognize team decision-making is culturally influenced and expect this guideline to remain adaptable as the team grows and is shaped by members from various cultural backgrounds.

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<sup>1</sup> See Pioneers Discipleship Training Communities Sandbox

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## Team Openings

### *Children's Education Coordinator*

- Responsibilities:** Create and coordinate schooling options for children and facilitate age-appropriate training on life as TCKs and young disciples of Jesus
- Scope:** full-time
- Gifts:** teaching, passion for serving kids, adaptive thinking
- Skills:** creating curricula and lesson plans for varying ages, leading other teachers
- Character:** humble and teachable, emotionally resilient, lives into PI core values

### *Logistics Coordinator*

- Responsibilities:** Organize and implement the process and details of GDS' housing, budget, schedule, and travel arrangements; potentially involved in recruiting and website management if gifted
- Scope:** full-time
- Gifts:** organizing and managing details, planning, ideally creative problem solver
- Skills:** systems thinking
- Character:** humble and teachable, lives into PI core values

### *Mentoring Coordinator*

- Responsibilities:** Train and care for GDS mentors; find and cultivate new GDS mentors; mentor some GDS participants
- Scope:** full-time or part-time; can be in conjunction with another role in GDS or in personal ministry outside GDS
- Gifts:** empathetic listening, good at connecting with people, spiritual discernment
- Skills:** asking open-ended questions that invite participants to reflect and see the Father's activity in their lives, asking challenging questions, providing accountability, debriefing
- Experience:** ideally a history of regularly being mentored, ideally lived on the field and been in ministry for 6+ years
- Character:** humble, hungry to learn, shares vulnerably from experiences, lives out PI core values seen in: intimacy and dependence on God, gracious perspectives towards life/ministry, and committed to life in community/team

### *Church Planting Coaches Coordinator*

- Responsibilities:** Train and care for GDS Church Planting Coaches; find and cultivate new GDS Church Planting Coaches; coach some GDS participant ministry teams
- Scope:** full-time or part-time; can be in conjunction with another role in GDS or in personal ministry outside GDS
- Gifts:** evangelist, leadership and developmental mindset, encouraging, teaching
- Skills:** coaching/training, providing accountability, debriefing
- Experience:** ideally been involved in various stages of disciple making and church planting, ideally lived on the field and been in ministry for 6+ years
- Character:** humble, hungry to learn, lives into PI core values seen in: dependence on God for fruit (prayer), makes lifestyle decisions in order to reach UPGs, innovative and flexible in CP methodology, desire to partner closely with local Sydney churches

*Training Facilitators*

- Scope: week-long, onsite trainings; can be in conjunction with another role in GDS or in personal ministry outside GDS
- Gifts: teaching, mentoring, gifting in subject matter to be trained
- Skills: coaching/training, teaching adults, cross-cultural awareness
- Experience: ideally lived on the field, experienced in subject matter to be trained
- Character: humble, honest and vulnerable in sharing, excellent model of Christlikeness