



Vision and Values



Heritage Baptist Church | Global Ministries

Heritage Global Ministries exists to discover, equip, and shepherd long-term cross-cultural Goers who love the Gospel and are making reproducing followers of Jesus.

Discover

We strive to awaken all generations at Heritage to an understanding of God's heart for the nations as revealed in His Word, challenging every believer to obedience. Discovery happens in the context of corporate worship, Heritage GOES, short-term ministry trips, and focused training as we journey together in Gospel living.

Equip

For Heritage members, focused attention for equipping happens in the Pathway to the Nations (those preparing to go cross-culturally). These members are involved in Disciple-Making Teams and Go Groups (intentional communities living out healthy rhythms of obedience to Christ's commands) while journeying through Discover and Launch Targets (assessments, readings, and practicums).

Shepherd

For Heritage Global Workers already serving in cross-cultural locations, shepherding is part of ongoing equipping. This takes the form of intentional care (regular prayer, calls, and visits¹), helping them to see, savor,² and love Jesus and His Gospel³ while coaching them to focus on reproducing followers of Jesus.⁴

Long-term Cross-Cultural Goers

While μαθητεύσατε/matheteusate ("make disciples" or "disciple") is the main verb and only imperative in Matthew 28:19, due to the syntax of the sentence it seems apparent that πορευθέντες/poreuthentes ("go") also functions as an imperative in this case.⁵ The command to the church is to take action in going, then to make disciples. We seek to emphasize this reality by calling ourselves "Goers." While the command of Matthew 28:19 is to go, we also acknowledge that all followers of Jesus are commanded to engage in lifelong (from salvation forward) disciple-making in every aspect of their lives.^{***}

****While Global Ministries targets the equipping of Long-term Cross-Cultural Goers, within Heritage we want all "to be a people who take God at His Word, hold nothing back, deny ourselves, love our neighbors, and rejoice*

¹ Regular prayer - via weekly Harvest Prayer (Sundays and Wednesdays), Global Care Teams, and GM Pastor's Prayer Team. Calls - via Zoom and Signal bi-monthly for Sent Goers and quarterly for Supported Goers. Visits - via on-location visits to Sent Goers by GM Pastor, spouse, and when available Heritage lay leadership their first year in a new location and every four years following.

² Psalm 34:8; not only is Jesus seen (known), but He is enjoyed and there is delight in relationship with God (John 15:11; 1 John 1:4)

³ 1 Corinthians 2:2; Galatians 6:14; 1 Corinthians 15:1-4

⁴ Matthew 28:19-20; Romans 10:14-15; 2 Timothy 2:2

⁵ Dan Wallace, "The Great Commission or the Great Suggestion?," Daniel B. Wallace, February 17, 2014, <https://danielbwallace.com/2014/02/17/the-great-commission-or-the-great-suggestion/>

*in Christ!*⁶ *Those of Heritage that are not long-term cross-cultural*⁷ *Goers are still Goers who send*⁸, *welcome*⁹, *partner in short-term efforts*¹⁰, *and support long-term cross-cultural Goers from other local Church Bodies.*¹¹ *The privilege is not limited to a select few cross-cultural Global Workers but sought after by all believers in Jesus. Ephesians 4:7-16 expresses roles in Christ's Body given to the Church for the equipping of these Goers.*

Who Love the Gospel

We firmly believe that loving Jesus more leads to loving the Gospel. He is the Good News¹²! Proclaiming the Gospel¹³ and living out the Gospel life¹⁴, together with the divine work of God in human hearts¹⁵, makes disciples. By design, human efforts alone will not produce disciples of Jesus; God brings the growth and fruit¹⁶. We confess that without abiding in Jesus we can do nothing. Abiding is ongoing communion with Jesus and intentional time in His presence, seeking His Kingdom and righteousness.¹⁷ We trust God for the fruit He brings and give all glory to Him!¹⁸

And Are Making Reproducing Followers of Jesus

A follower of Jesus models living in obedience to Christ's commands¹⁹ while also assisting others to do the same.²⁰ Multiplication requires intentionality.²¹ It involves carefully evaluating plans and practices to better facilitate discipleship that reproduces.²² We believe a healthy multiplication of disciples happens when the discipler models living the Gospel life²³, assists other disciples to do the same, and watches or guides their disciples as they disciple others²⁴, before finally launching or releasing their disciple to MAWL (Model, Assist, Watch, Launch) other disciples.²⁵ We are confident this process unleashes reproducing disciples (it is what we observe Jesus doing)! Reproducing followers of Jesus form churches that reproduce churches with healthy followers of Jesus!

⁶ Matthew 16:24

⁷ While Heritage celebrates crossing cultures to share the Gospel, we highly value the focus on unreached and unengaged cultures.

⁸ Sending Goers: These are followers of Jesus that are actively making disciples in their local context while providing a base of prayer, encouragement, support, and celebration of what God is doing among all nations, but in particular among those who have been sent out from our local Body. These Senders themselves seek to be equipped and to model making reproducing disciples, thus serving as an example and multiplier in seeing God's glory revealed to all nations.

⁹ Welcoming Goers: These are followers of Jesus that are actively making disciples in their local context; however, they also have a special interest in welcoming the people of the nations that God has sovereignly brought into their local context.

¹⁰ Short-term Cross-Cultural Goers: These are followers of Jesus that are actively making disciples in their local context, yet also join with short-term (less than 3 months) to mid-term (2 years or less) efforts of the local Heritage Body to visit, encourage, and increase the effectiveness of long-term cross-cultural Global Workers.

¹¹ Supported Cross-Cultural Goers: These are followers of Jesus that are actively making disciples in a cross-cultural context. They have been sent out by a local Body other than Heritage and the local Body at Heritage has partnered with their local Body to support their efforts in making reproducing followers cross-culturally.

¹² John 1:1; Luke 4:18; 1 Corinthians 2:1-2; 2 Corinthians 4:5

¹³ Mark 16:15; Romans 10:14

¹⁴ Hebrews 10:24-25; Colossians 3:16; 1 Peter 2:21

¹⁵ Mark 4:27; 1 Corinthians 3:6-7

¹⁶ Mark 4:26-29; 1 Corinthians 3:7

¹⁷ John 15:5; Matthew 6:33

¹⁸ Romans 11:36; Revelation 4:11; Isaiah 43:7

¹⁹ John 14:15-23; John 15:10; 1 John 2:3; 5:3

²⁰ 2 Timothy 1:13; Mark 6:35-41

²¹ Romans 10:14-15; 2 Timothy 2:2;

²² Luke 14:25-34; Hebrews 12:1-2; Proverbs 24:27

²³ Matthew 5:3-13; Matthew 28:18-20

²⁴ John 4:1-2

²⁵ Matthew 10:1-11:1; Acts 1:7-11

Abide

- **The Word** - We know God through His Word, the Bible. It is our food, nourishing us and growing our knowledge of God. With the help of the Holy Spirit who leads us and guides us into all truth, we seek to hear, read, study, memorize, meditate on, and obey the Word. The Word of God, illuminated by the Spirit of God, is central in our abiding relationship with God in Christ.
- **Prayer** - Prayer demonstrates our dependence on the One truly able to bring salvation. In prayer we recognize it is God Who begins the work in a person, calls us to participate, empowers us to proclaim, brings the growth, and accomplishes both redemption and reconciliation in a person, not us. We seek God for what only He can do.
- **Fasting** - We fast to discipline and focus our hearts and wills on the true Provider of all we need. We call others to join us in fasting and prayer out of trust and obedience to our Savior Jesus.

Multiply

- **Unreached People Groups & Unengaged Unreached People Groups** - We understand the role Heritage has to play in seeing no place left where the Gospel has not been proclaimed.²⁶ We value the efforts made to identify people groups and the areas where there is little to no opportunity to hear the Good News of Jesus and seek to focus our resources on bringing access to the Gospel to UPG & UUPG ([Unreached People Groups & Unengaged Unreached People Groups](#)).
- **Church Planting & Church Planting Movements** - We recognize that healthy local churches are God's plan for the maturing of Jesus' disciples and the multiplication of His witness in the world.²⁷ It is the local church that is best positioned to witness to God's glory and be His blessing to the needs of any local community.²⁸ As the church is God's design for all believers, our primary focus is on efforts and teams that facilitate church planting and in particular the planting of churches that multiply generations of new churches.

Together

- **Care & Accountability** - We believe our love of our Global Workers is expressed in the intentional care and accountability from the Heritage body and its leadership. We recognize the real impact that visiting Global Workers in their field of service plays in fostering genuine partnerships. This intentional investment aids mutual understanding, realistic expectations, improved communication, tangible love, and shared burdens. We visit our Global Workers in person, on location, within the first year of service and regularly on a four-year cycle. In addition, we maintain regular communication through debrief and care meetings with the Global Ministries Team and senior leadership of Heritage and maintain consistent evaluations of individual, family, work, and spiritual health.
- **Prepared Workers** - We value cross-cultural Workers that are skilled and well prepared for the realities of proclaiming the Gospel in a culture not their own. Heritage has a commitment to training. We strive to prepare believers through training groups that foster abiding, prayer, and disciple-making rhythms intended to help them thrive as Global Workers.

²⁶ Matthew 24:14/Romans 15:23

²⁷ Hebrews 10:24-25

²⁸ Acts 2:42-47; 1 Peter 2:9-10; John 13:35;

- **Global Workers** - We love ALL our Global Workers and praise the Lord for their commitments and our partnership with them in the command from Jesus. We believe that our Savior set an example of incarnational love and obedience to the Father in taking on flesh and dwelling among those whom He came to seek and to save. Likewise, we value the role of the Global Worker as a messenger (ἀπόστολος/apostolos), one sent on a mission to proclaim the Good News.²⁹
- **Teams** - We value Teams. Jesus sent out His disciples two by two³⁰ and teams are descriptively modeled throughout the New Testament. Paul declared to the Church in Ephesus five gifts given to the Church for its edification: apostles, prophets, evangelists, shepherds and teachers.³¹ We recognize and celebrate the diversity of giftings and roles that contribute towards the planting of churches. We believe there is great benefit and multiplication of effectiveness as Global Workers are sent out within healthy teams or to healthy teams.
- **Corporate Church**
 - **Significant Support** - We value standing in partnership with our Global Workers with significant support. In terms of finances, Heritage in practice partners with Sent Global Workers up to 50% of the overall family support need. Beyond financial, effort to support significantly in prayer is fostered by:
 - **The Hall of Faith**—diligently kept current with information and photos of our Global Workers.
 - **Global Care Teams**—fulfilling various roles that center around the desire to care well for the Global Worker, advocate on their behalf, and help champion their vision.
 - **Harvest Prayer**—a significant component of the Wednesday Night Gathering dedicated to highlighting and corporately praying for our Global Workers.
 - **Pathway Mentors**—a group of spiritually mature Heritage members who are committed to journeying with Pathway to the Nations members as they pursue their part in seeing the Good News reach the Nations.
 - **Global Ministries Selection Team**—a group of spiritually mature Heritage members who represent the greater Heritage body to review and advise the Global Ministries Team and Heritage Elders on key Global Ministries decisions.
 - **Visible Focus**—intentional and various efforts to highlight work among the nations in Heritage corporate worship and communications, as well as in decor throughout our physical meeting spaces.
 - **Logistical Support**—housing, vehicles, and postage made available for the unique needs of cross-cultural workers

²⁹ Luke 9:10; Romans 1:1; Romans 11:13

³⁰ Mark 6:7; Luke 10:1

³¹ Ephesians 4:7-16

Global Worker Job Description



A Heritage Global Worker is sent out from the local Body of Christ tasked with particular cross-cultural responsibilities of proclaiming Christ, catalyzing discipleship, and encouraging the formation of healthy reproducing churches.

A mature Christian has gone beyond simple knowledge of the Great Commandments (Matthew 22:36-40) to where it is expressed in the very core of their lifestyle. There is a Gospel fluency of following Christ that has transformed their identity, habits, decisions, marriage, parenting, finances, possessions, time, and more. Furthermore, their daily life is marked by walking in obedience to the Great Commission (Matthew 28:18-20) that results in disciple-making disciples.

A Global Worker simply lives out this Christian maturity in context and challenges of a cross-cultural context while fulfilling this job description:

A Heritage Global Worker is sent out from the local Body of Christ tasked with particular cross-cultural responsibilities...

“When the apostles in Jerusalem heard that Samaria had accepted the word of God, they sent Peter and John to them” (Acts 8:14). “The church at Jerusalem...sent Barnabas to Antioch” (Acts 11:22). “While they were worshiping the Lord and fasting, the Holy Spirit said, ‘Set apart for me Barnabas and Saul for the work to which I have called them.’ So after they had fasted and prayed, they placed their hands on them and sent them off” (Acts 13:2-3).

...of proclaiming Christ

“... Paul went in, as was his custom ... reasoned with them from the Scriptures, explaining and proving that it was necessary for the Christ to suffer and to rise from the dead, and saying, “This Jesus, whom I proclaim to you, is the Christ.” (Acts 17:1-3)

...catalyzing discipleship

“and what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also.” (2 Timothy 2:2) “Him we proclaim, warning everyone and teaching everyone with all wisdom, that we may present everyone mature in Christ. For this I toil, struggling with all his energy that he powerfully works within me.” (Colossians 1:28-29) “... we ask and urge you in the Lord Jesus, that as you received from us how you ought to walk and to please God, just as you are doing, that you do so more and more. For you know what instructions we gave you through the Lord Jesus.” 1 Thessalonians 4:1-2)

...and encouraging the formation of healthy reproducing churches.

“This is why I left you in Crete, so that you might put what remained into order, and appoint elders in every town as I directed you—” (Titus 1:5) “Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood ... And now I commend you to God and to the word of his grace, which is able to build you up and to give you the inheritance among all those who are sanctified.” (Acts 20:28-32)

Global Worker Role (a shepherd/apostle *NOT* a priest [go between God & man]):

- Catalyst - encourage things to happen (Godly agitation, stirring to action)
- Faith - may be defined as a vision for what can happen (helps to inspire that in others)
- Pointer - to the Word & Holy Spirit (Guide back to the sufficiency of the Word & Spirit)
- Apostle - External help (sent by another local Body elsewhere)
- Mobilize - Near neighbors (Helps new or established Bodies see those close culture opportunities)
- Disciple - first converts (encouraging those first disciples to continue discipleship chain)
- Empower - local leadership (resists becoming the local leaders themselves)

Heritage Global Worker in the Marketplace

A Global Worker in the Marketplace may be Sent or Supported by Heritage. This is a worker who has been equipped and sent out with their sending church's expressed strategic focus taken on in obedience to the Great Commission. That individual or family in partnership seeks to keep that church planting effort primary. Their partnership is demonstrated by a mutual effort to be accountable to the sending church's strategic focus. The marketplace involvement is subservient to accomplishing the church planting focus of Heritage or a partnering church.

Example: A Global Worker seeks to engage an unengaged people group in a restricted access country. In order to do so a business venture growing and selling apples is pursued. However, the market, climate, or other factors disrupt this business venture. The Global Worker (with support and assistance of the Sending Body) explores and pursues an alternate business venture or access to continue the engagement of the original focus.

Marketplace Worker that is Missional

A Blessed Marketplace Professional that is Missional seeks to steward their vocation in whatever context God opens doors of opportunity. Their location is first driven by professional factors (applying their skill set, refining abilities, or career advancement), with intentional efforts to be a faithful believer wherever they live. This professional is purposeful about coming under the accountability, membership, and initiatives of the local church body while also working alongside Global Workers for the advancement of the church.

Example: A doctor who takes a position in an international hospital and invests in the local church while supporting Global Workers reaching into remote areas in their off-hours. When opportunities for a better posting or position that will increase skill set are available in a new location, it is pursued, and intentional engagement is practiced in the new role.

Heritage seeks ongoing partnership in Sent and Supported capacity with Global Workers in the Marketplace, whereas we seek to bless and release those Marketplace Workers that will be missional without a commitment to on-going care and financial and other support. We consider those in this latter category to be "Blessed".

Heritage's Pathway to the Nations provides equipping that is available to all members that desire to be Sent, Supported, or Blessed.

A Global Worker is by God's design developed and equipped by a local Body prior to being sent out.³² Heritage believes that there are core convictions, character, and competencies³³ goals to be developed and consistently exercised within the local church community so that we might send Global Workers that are a blessing to the Nations.

Convictions

Conviction may be defined as believing deeply that one should do something. In order for convictions to produce fruitful ends they must be rooted in Truth. A Global Worker's convictions must be from the Word of God. We are a church of broken people, believing the unmerited favor of God's grace has blessed us in Christ. We have become a people with value and identity in Jesus. Our position has changed. We believe as we have received this blessing in Christ, He has commanded us to be a blessing to the world, all for His glory.

Character

Character in Christ is fostered through obedience in discipleship. Whereas knowledge puffs up³⁴, obedience both demonstrates and develops increasing trust and love for Jesus.³⁵ A Global Worker's character may be witnessed in the F.A.I.T.H. acronym (Faithful, Available, Initiative/Intentional, Teachable, Humble/Heart for God and others). Additionally, maturity is testified to by one who:

- is poor in spirit, humbly seeking Jesus
- mourns their own brokenness while rejoicing in the forgiveness found in Christ
- has a meekness that is demonstrated in the fruit of the Spirit's gentleness in their life
- has an ever increasing hunger and thirst for righteousness
- has mercy that flows from Jesus
- has a pursuit of a pure heart
- is a peacemaker
- is empowered by the Holy Spirit to sacrifice for Christ name's sake with worship and joy.

Competencies and Disciplines

Competency may be defined as knowing how to do something, whereas discipline here refers to the consistent application of Biblical standards and practices with the aim of conforming one's thoughts, purposes, and actions to Christ in every area of life. As a disciple in Christ develops and is equipped, one begins to display growth in core competencies and disciplines essential for long-term health and fruitfulness on the field of service.

Community

Jesus did not build individual disciples. Jesus built a team that was expected to go build other disciple-making teams the Bible calls churches. Community is the key to consistency in disciple-making. "Together" is a core value of Heritage's Global Ministries and an expectation to be embraced in Global Worker hopefuls, developing, and ready!

³² Ephesians 4:11-12; Acts 13:1-3

³³ 2 Timothy 2:15

³⁴ 1 Corinthians 8:1

³⁵ John 14:15; 1 John 2:3-6; 1 John 5:2-3

Pathway to the Nations: Become a Heritage Global Worker



Our Vision

To be a people who take God at His Word, hold nothing back, deny ourselves, love our neighbors, and rejoice in Christ.

(Matthew 16:24)

Our Mission

Making disciples of Jesus by living the Gospel life among the nations.

(Matthew 5:3-13; 28:18-20)

For more information:
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More than 2 billion people in the world are unreached (they have little to no access to the gospel).

"The harvest is plentiful, but the laborers are few. Therefore pray earnestly to the Lord of the harvest to send out laborers..." Luke 10:2

A crucial component of the Pathway to the Nations is the Mentor. The role of the Mentor is to provide personalized encouragement and guidance for the Pathway participant's holistic development before deploying overseas. This ministry contributes to the Heritage Global Ministries vision of *discovering, equipping, and shepherding long-term cross-cultural Goers who love the Gospel and are making reproducing followers of Jesus*.

The following functions are part of the Mentor role and help accomplish the Global Ministries vision. It is encouraged to carry these out in the regular rhythms of life, including an intentional monthly connection at minimum.

- **Friendship**—The Mentor will journey with the participant(s), providing prayer, encouragement, and affirmation.
- **Shepherding**—The Mentor will provide spiritual nurturing, guidance, and challenges.
- **Accountability**—The Mentor will help the participant(s) stay on course, keeping them accountable for progress toward the goal of completing each area of the Pathway.
- **Evaluation**—The Mentor will lovingly provide honest feedback to participant(s) throughout the Pathway, as well as provide pertinent feedback regarding the participant(s) to the Global Ministries Team.
- **Administration**—The Mentor will submit a brief [Pathway Monthly Report](#) following each monthly connection, providing pertinent updates and information for the Global Ministries team to be aware of.

The basic set of requirements for someone to become a Pathway Mentor include:

- be a Heritage member, faithfully attending and serving here.
- be committed to supporting the Global Ministries vision and values.
- be living a life that exhibits spiritual maturity.
- be willing to receive coaching and instruction from the Global Ministries Team.
- be committed to world evangelization.

Timeline

- A Mentor is paired with a participant during the Discover Stage of the Pathway to the Nations. The Mentor will journey with the participant throughout all three stages of Discover, Develop, and Deploy.
- The Pathway to the Nations could take anywhere from 1.5 years to 3+ years depending on the participant's timeline and circumstances.

Mentor Shepherd

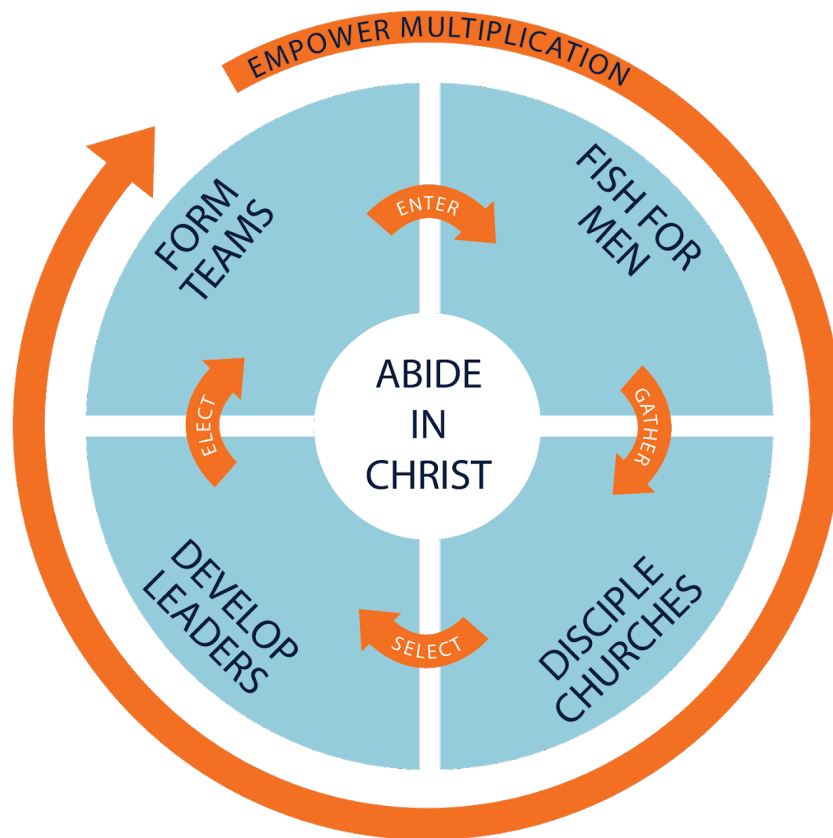
- The Mentor is not alone in this journey! Paul Halsey, serving as the Mentor Shepherd for the Pathway to the Nations, is ready and eager to coach, guide, and encourage mentors as you journey with a Pathway participant.

Important Note

- While it is ideal for the Mentor and Participant to start and finish the Pathway together, we recognize that circumstances can prohibit this. The Global Ministries team requests open and proactive communication pertaining to any circumstances that may be inhibiting the effectiveness of the Mentor-Participant relationship and goals.

Discover Targets	
Paired w/ a Mentor	Missionary Biography
Bible Knowledge Assessment	Local Church Min - 24 Hrs
Personal Written Doctrinal Statement successfully completed	Short-Term Trip
Let the Nations Be Glad CH 1-3 (Piper)	Begin Contact Database
Found: God's Will (McArthur)	Missions Strategy & Policy Agreement
* Book from moral purity resource list	Criminal & credit background check
The Insanity of God (Ripken)	Signed Covenant before Go Group
Oral Doctrinal (Capstone)	Disciple Making Team (10-week) Completion
Launch Targets	
Go Group (9-month) Completion	Culture & Language Acquisition Training
Equipping Trip	Support Development Training
HBC Missionary Application	Local Church Min - 24 Hrs
Selection Team Interview & Approval	Candidate School (if not HBC agency)
Presentation to & Approval from Pastors	Global Care Team Start-Up
Pertinent Culture & Religion Book # 1	Develop Min. Presentation & Materials
Pertinent Culture & Religion Book #2	Development of Min. Partners
Dangerous Calling (Tripp)	Coordinate Commissioning Service
Agency required books	Final Farewells
HBC Sent Missionary Agreement	Global Care Team Relationship & Job Description
Tax legwork of Ministry Location	
Additional Opportunities	
Apollos Groups	Financial Peace
Anna Groups	Celebrate Recovery
Through God's Eyes (Small Group Study)	Professional Development

Top Three Things to Teach Others



Abide in Christ

- Time alone with God
- Walk in the Spirit
- Abundant Prayer

Form Teams

- Who to Ask
- Casting Vision
- Team Meeting Agenda

Enter

- Identity/Access
- PoPs and Oikoses
- Decontextualizing/Contextualizing

Empower/Coach Multiplication

- Priesthood of Believers
- Vision of the End Product
- Church Planting Cycle

FISH for Men

- FISHing Process
- My Story
- Sharing Tool

Gather

- Discovery Bible Group
- Church Meeting Components
- Flexible Structures

Disciple Churches

- Healthy Start Checklist
- Curriculum
- Mature Church Map

Develop Leaders

- M.A.W.L.
- Character Development
- Conflict Resolution

Elect

- Qualifications
- Responsibilities
- Process for Electing

Select

- Selection Process
- Criteria
- Challenge

Making followers of
Jesus by living the
Gospel life among the
nations.



Heritage
Baptist Church

ABIDE
together
& MULTIPLY