



UNREACHED NETWORK

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Train. Resource. Inspire. Network

Inspire and strengthen cross-cultural mission to Unreached Peoples across the global Newfrontiers family.

www.unreached.network

MOU Guidelines

Background and purpose

When supporting sending or church planting cross-culturally, we principally work through relationships founded on common values and friendship, but we have learned through our own experience of sending and supporting cross-cultural church-planting teams, the need for clarity of roles and responsibilities and expectations of all parties involved. The Memorandum of Understanding (MOU) is intended to provoke conversation between all parties to enable a robust plan of support to be implemented. These responsibilities need to be agreed by all parties prior to the departure of the cross cultural worker/s. This guideline helps to think through the elements needed to develop your own MOU.

Disclaimer: The documents provided are only a suggested guide. Each signatory must take responsibility for their part in what is written and agreed. The Unreached Network cannot be responsible, however with decades of collected experience, the Unreached Network is available to provide consultation. Contact us at www.unreached.network for more information.

Creating a web of support

Your aim should be to help to create a web around the cross cultural worker/s with solid anchor points and strong relationships that facilitate easy communication and provide a strong support. This document will help you to consider what the components of the 'web' might be, what the anchor points are that are needed and what options are available for supplying and

strengthening those anchor points. A robust MOU will build in normalising relationships to strengthen the web and aid communication when needed.

Sample MOU document to copy

 Sending MOU to Copy

You can make your own copy of the sample document above. Suggestions for edits are made in this typeface.

Pipeline tracking sheet to copy and How To video

The Unreached Network also recommends that the MOU is looked at in the context of the Pipeline Tracking Sheet, which outlines other recommendations for sending churches and those they are supporting.

 Pipeline to Copy *You can make your own copy of this document and edit it for your purposes.*

 Unreached Network Cross-Cultural Overseas Ministry Pipeline

In this document, you will also find links to other sources of support, training and advice around topics such as pastoral care, risk, finances, team dynamics and so on.

Additional Guidelines for Creating a Memorandum of Understanding (MOU)

An MOU should be personalised and developed collaboratively, involving:

- The cross cultural worker/s
- The home church sending team
- The in country team leader/s
- Accountability structures (sphere, apostolic team, sending organisation, or team oversight)

Each of these key players should be named and their roles identified. Diversity of skills, voices, and perspectives will help to build strength and resilience.

The MOU should clearly document all roles, responsibilities, and relationships. Defined relational "anchor points" that communicate well with each other and with the cross-cultural worker/s will aid security, support and resource facilitation.

Specify processes for escalation in cases of risk or security concerns.

Find ways to foster health, accountability, transparency, and open conversations within the team and with key stakeholders.

Source and define additional 'experienced advisors' who can offer more specialist resourcing, pastoral care, technical expertise, training, and equipping. Independent mentors, coaches and advisors are an important part of the cross cultural worker/s' support structures and can provide safe space and guidance without claiming direct responsibility. Consider offering access to mentors or other specialist providers from other sending organisations, member care and crisis specialists or from the Unreached Network.

Clearly outline commitments to time, funding, personal care, and training. Ensure all goals and commitments are **Measurable, Achievable, and Time-sensitive (SMART).