

Dear Friends of The Antioch Partners,

One important dimension of the way TAP operates is our focus on identifying those who have been called by God to long-term, cross-cultural ministry (and this call has been confirmed by their home church), and have appropriate gifts and abilities for cross-cultural service. Once these people have been identified, together with global partners we then determine appropriate roles where the ministry passions, gifts and abilities of these cross-cultural servants could be most effectively used for the sake of God's Kingdom. TAP Staff continue to pray and work with these TAP Partners until a decision is made regarding which role seems to be God's best, and then the process begins of helping these Partners get from where they are now to where God is calling them to be.

This focus on getting the right people isn't new. In fact, when I first read Jim Collins' book, Good to Great (2001, Harper-Collins), a number of years ago, I was challenged and excited by his chapter titled, "First who, then what." Collins and his research team identified this as one of the key principles that characterized companies that made the leap from good to great. Obviously, Collins and his team were focused on corporate performance, but I believe this principle reflects a crucial dimension of how God has created each one of us, and the way in which God intends the body of Christ to function. Here at TAP we believe every follower of Jesus is a "sent one" (which is what the word "missionary" literally means), but not all are called by God to long-term, cross-cultural service. So, if we can start by getting the "right people on the bus" (another Jim Collins phrase), we increase the likelihood of sending out Partners who will thrive in long-term, cross-cultural service. Also, when we use the "First who, then what" approach, we increase the probability that TAP Partners are going to serve in roles where their calling, passions, gifts and abilities are going to dynamically intersect with the needs of global partners. When this happens, it's incredible to see what God does!



European city with large Muslim population where opportunities for new TAP mission personnel are being explored with local partners.

Though our commitment to "First who, then what" describes an important dimension of the way TAP operates, I want to make several observations:

- Doing mission in partnership is a part of TAP's DNA. This has many implications, one of which being the priorities, needs, and concerns of global partners are taken seriously at every point, and a TAP Partner would never be sent without an invitation from a local partner.
- Whenever TAP is exploring possibilities in a given context, we start by seeking to discover what God is already doing in that place. Next, we seek to identify those through whom God is already working. Finally, we seek to discern how a TAP Partner(s) could most appropriately participate in what God is doing in partnership with those who are already engaged in that context.

- When we receive requests/ideas from global partners and others regarding strategic roles for new mission personnel, we are always open to matching potential TAP Partners with pre-identified, existing needs.
- Our experience during these first three years of TAP's life is that it's amazing and exciting to watch how the Holy Spirit guides and directs the discernment and placement process!
- We have found it a joy and privilege to be able take seriously the sense of call of each potential TAP Partner, and to allow TAP Partners to be appropriately involved in helping determine and shape the roles to which God is calling them in consultation with global partners.

I pray this has helped you better understand more about TAP and how TAP operates. As always, if you have any questions, suggestions, or concerns, don't hesitate to contact me. Our commitment is to serve local Presbyterian churches in the recruiting, training, sending, and supporting of long-term mission personnel, and input from you, our ministry partners, is crucial in helping us accomplish this!

Gratefully in Christ,

A handwritten signature in black ink that reads "W. Andrew Adair". The signature is written in a cursive style and is placed on a light gray rectangular background.

W. Andrew Adair

Executive Director, The Antioch Partners