



# Pinsemissjonen

Norwegian Pentecostal Mission

## Diaconal policy of the Norwegian Pentecostal Mission for 2018-2022

### 1. Who are we?

The Norwegian Pentecostal Mission is owned by the approximately 340 Pentecostal churches in Norway and represents the mission work of the Norwegian Pentecostal movement. The Norwegian Pentecostal Mission has a strategic and coordinating role towards churches, missionaries, partner churches and other mission initiatives in the movement.

The Norwegian Pentecostal Mission is involved in 64 countries in 4 regions (Africa, Asia, Europe and America). Each region is followed up by a regional secretary, who reports to the General Secretary. The regional secretary is a link between churches and national leadership, and the mission work is organized through contact churches and country committees.

In almost all countries where the Norwegian Pentecostal movement is involved in mission, there is involvement both in preaching and in social work. The social work is often expressed through organized or institutionalized diaconal activities. The congregations are the foundation for the management of development aid projects in the form of cooperation, input, involvement and economical own shares. Developmental aid work is being carried out in cooperation with partners in the countries where we are involved.

The Norwegian Pentecostal Mission has responsibility for 11 developmental aid projects funded by Digni and Norad at the start of 2018. These are managed in accordance with Digni's guidelines. All developmental aid work with public support is the legal responsibility of The Norwegian Pentecostal Mission.

### 2. Mission, vision and values

The mission of Norwegian Pentecostal Mission is to make disciples of all nations (Matt. 28, 18-20) and to mobilize the Pentecostal Movement to evangelical and diaconal mission that conveys the love of God and proclaims the power of the gospel to salvation.

**In the vision of the Norwegian Pentecostal Mission** we see people that, in the love of God and the power of the Holy Ghost, make Jesus visible to all.

The Bible's view of human life and of stewardship is the basis of all the work of the Pentecostal mission. We want that everything we do should be preceded by the following **values**:

- **Commitment** – With commitment we mean burning hearts to show the love of Jesus in practice. We want this enthusiasm to lead to action and dedication in our work.
- **Credibility** – We want to work honestly, trustworthily and responsibly. The work we do commits us and leads to practical results.
- **Respect** – We will show mutual respect and acknowledge that all people are of equal worth. We will show this through dialogue and cooperation.
- **Competence** – We will use the aggregated knowledge, skills, abilities and attitudes that make it possible to perform relevant functions and tasks in accordance with defined requirements and goals. We take advantage of our experience and our networks, are willing to learn and capable to change.

### 3. How we work

Key focus areas for Digni financed development aid projects within Norwegian Pentecostal Mission in this period will be:

- Focus and concentration – fewer goals – higher ambition level!
- To manage according to set goals and objectives – ability to simplify and popularize quite complex social processes.
- Management and finance management.
- Diaconal ministry that benefits the most exposed, vulnerable and marginalized groups.
- Ensure that we do not only implement good projects but also invest in strengthening the capacity of our sister churches and partners in the field.
- Strengthen anchoring and ownership both at our sister churches and partners in the field as well as with congregations and interest groups in Norway.

In addition we recommend our present and new diaconal projects applying for public funds to make use of the following reference documents:

- UN sustainability goals
- Vision 2030
- Digni's performance frameworks and guidelines for the current period with Norad (2018-2022)
- Norme code of conduct

At the same time the Norwegian Pentecostal Mission wants – in cooperation with the Pentecostal Movement in Norway and our partners in the field – to focus on:

- To make better use of our potential as a faith-based civil society and find our

constructive role in relation to political authorities and society.

- Look for new opportunities for cooperation and synergies so that we can work complementarily and resource effectively for our target groups and local societies.
- To change attitudes, our own and those of others, so that we focus more on resources and opportunities in the field (asset based) instead of being too unilaterally needs-based.
- To show willingness to learn and ability to change in a world changing continuously and rapidly

With a reference to the framework of the Norwegian Pentecostal Mission concerning mission projects, all the organized diaconal activities and initiatives of the Pentecostal Movement are recommended...

- To allocate sufficient time and resources to preparatory processes.
- To meet certain criteria for and invest time and resources in mission cooperation and partnership.
- To base the activity on clear and open decision-making processes and clear and distinct decisions and agreements.
- To establish good procedures for follow-up, reporting and management.
- To plan and budget for strategic reflection, evaluation and reassessment.

#### **4. How is the Norwegian Pentecostal Mission changing the world?**

Our sister-churches and partners in other parts of the world are all actors of change engaged in work for social change in their respective communities. They have a strong commitment to and involvement for their church members, for their local communities and their countries, and they work for human dignity and rights. Some work for peace, stability and justice where war and conflicts are dominant, others work for people's right to education, health care, a sufficient standard of living etc. Still others challenge harmful cultural practices, fight for dignified living conditions for marginalized and vulnerable groups.

More than a hundred years of mission experience has taught us that it takes time to change attitudes, individual behaviour and collective culture. Change of society and cultures has often started with individuals who were exposed to new impulses and new knowledge as they believed in their own ability to contribute to social change.

At the same time we as a mission know that change often encounters opposition and we have to fight existing power structures. Social change is furthermore complex and unpredictable, it rarely becomes as planned, and it is not a straight line up and forth. It is a continuous process, which often consists of two steps forward and one back.

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In meeting with our partners and sister churches, the Pentecostal Mission believes that change in attitudes and behaviour is most effective and lasting when motivated and matured from within, rather than served as planned, read, adopted and enforced from outside. In this way, the Norwegian Pentecostal Mission's work on social change is a balance between patience and impatience. The Pentecostal Mission wants to see change but admits that as guests in the context of our partners, our role is as much to recognize, acknowledge, and support change actors and change processes.

Long-term relationships and a common faith can be a good starting point and a great resource in the process of change. Faith often defies large geographic, linguistic and cultural differences and provides a starting point for community, conversation, dialogue, experience exchange and learning. Faith in many cases gives great motivation, anchoring and consolidation of change.

The Norwegian Pentecostal Mission considers that faith and faith community is a comparative advantage and an important reason why the Norwegian Pentecostal Mission and the Norwegian Pentecostal Movement primarily carry out mission work in collaboration with foreign partner churches. This means, among other things, that mission work is not primarily "our" work but work in which we work with national churches and co-workers in their work. The Norwegian Pentecostal Mission recommends that mission initiatives should be linked to national partners and conducted in dialogue with other actors with experience from the relevant region. The Norwegian Pentecostal Mission recommends that Norwegian missionaries and short-term workers are in a healthy context/ church affiliation; that in diaconal initiatives it is particularly important for the Pentecostal Mission to find cooperating churches close to the target group; and that the Pentecostal Mission wishes to focus on leadership training and leaders to train new leaders.

The Norwegian Pentecostal Mission wants the mission work done by the Norwegian Pentecostal Movement to leave footprints reflecting sustainable and self-sustained churches – that is to say; churches that are self-governing, self-financed, self-theologizing and self-propagating. Our experience is that our co-operating partners in the field – despite good cooperation with Norwegian Pentecostal Mission – want to become more independent, competent and sustainable, to be able to address their own country's needs regardless of Western missionary or development policy priorities.

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