I. Spiritual Development

A. Begin with a spiritual aspect such as prayer or Bible study
   - Worship together
     - Exchange sermons
     - Exchange pastors
   - Shared Bible study -
     - Partners can alternate writing the Bible study
   - Share prayer requests
     - Shared simultaneous prayer times for specific prayers
   - Shared devotionals - can be written by partners
   - Share partnership concerns, news joys, etc. in weekly bulletin, newsletter or announcements from the pulpit
   - Begin and end meetings, gatherings, conferences, phone calls, with prayer
   - Hold spiritual/renewal retreats
   - Utilize tangible reminders for prayers for partners, i.e., bookmarks, wristbands, pins, etc.

II. Relationship Development

A. Remember that communication is a key to keeping the partnership active
   - Identify point of contact person(s)
   - Establish a regular basis of communication
   - Use technology
     - Phone call/conference call, email, Skype, Facebook, blog
   - Record worship services and share by mail, CD, DVD and online; Skype worship services
   - Establish a Memorandum of Understanding (MoU)
   - Know channels of communication to report new building projects
   - Utilize Web Sites
     - partnership news and developments
     - trip reports
     - announcements, news and photos
     - travel plans
     - share resources
     - welcome new partnerships
     - map of partnership activity
   - Always practice candid communication, especially when sharing what does work and what doesn't work.
   - Publicize information (bulletin boards, newsletters, bulletins, etc.)

B. Be in community with one another
   - Exchanges of partner visits
     - Be intentional about ways to share the trip experience upon return home.
   - Have Bible study
   - Play with children
   - Share a meal
   - Worship together
o Organize discussion groups
o When working on a project, work side by side
o When partners visit, provide opportunities to participate in church and community programs
o Provide opportunities for visitors to interact with the host congregation (meals, host homes, church meetings/gatherings, participate in worship)
o Learn language
o Participate in home stays
o Include young children in relationships - VBS, pen pals, Sunday School classes

C. Recognize diversity in gifts and strengths
o Identify gifts and skills before trips - interview potential travelers to discover gifts that individuals bring to the group -
o share training resources on the web site
o Receive the gifts of others...hospitality, evangelism, trades, occupations
o Listen, ask questions, don't just do
o Match gifts and skills in cross cultural exchange - skills needed vs. skills available

D. Learn from one another through education and orientations
o Reverse ambassadorship and communicating the experience - make this the expectation in training before the trip - give a face to the place
o Seek to understand and appreciate cultural/ethnic differences
o Allow sufficient time for training and orientation
o Include post trip debriefing
o Be intentional about setting times for trips and visits
o Provide opportunities for visitor to participate in worship/church school/Presbytery/schools to share news and culture
o Use Mission curriculum for Sunday school, VBS, and youth group
o Promote and support leadership development (lay leader, pastor, elders, and evangelists)
o Promote and support leadership development especially for women

E. Be sure that acceptance is always present
o Come together for needs assessment and listen
o Use a written MoU
o Be sure that all stakeholders are on board
o Inform leadership and seek approval when warranted
o Plan for sustainability

III. Partnership Development

A. Shape and share a common vision
o Seek spiritual guidance - pray, wait, discern
o Through building relationships you can shape and share a vision - get to know the community
o Understand that common vision is more than the project
o BUILD THE RELATIONSHIPS! - Not always linked to projects
o Go beyond a project, use more than project language to shape vision
o Take the time required to develop a mutual vision - don't rush - assess needs
o Practice patience - takes time
o Understand nature of partnership
o Plan retreats for the purpose of developing a common vision
B. Develop a structure that is based through channels and not individuals
   o Leadership will change during the life of a partnership
   o Know the community to know the channels
   o Structure should be broad, not with just a pastor
   o Share extracts of minutes of Session meetings, partnership meetings to know that you are working with an institution, not an individual
   o Create a partnership board, partnership committee, management committee
   o Be inclusive of the whole community
   o Share responsibilities

C. Establish proper accountability
   o Determine what works for the relationship when moving into a partnership, no one size fits all
   o Create MoU for partnership development - employ addendums for projects within partnership

D. Continually do research and assess needs
   o Do reciprocal needs assessment:
     o Seek information
       ▪ national news (print, TV & web)
       ▪ research relevant topical material - history, biographies, mission texts
       ▪ use online information from mission co-workers, students - PCEA/PC(U.S.A.) information

G. Meet every three years (in Kenya) as an International Partnership Network
   o PCEA International partners will facilitate
   o Develop a steering committee
   o Publicize on web site and via email well in advance

Unanimously adopted on Thursday, February 23, 2017.
And subscribed to by

1. Presbyterian Church of East Africa;
2. Presbyterian Church, USA
3. Church Of Scotland;
4. Presbyterian Church of Korea
5. Kenya Mission Network