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Introduction

The Increase Association, also known as "Increase", is a servant body, working to connect and strengthen TEE and other church-based training movements across Asia and beyond. It is run by its members for its members as a collaboration, a working together, a cooperative society, a partnership to achieve more for the Kingdom of God than each member can achieve on their own. It also seeks to share resources, good practice and innovation with Christian educators beyond its own membership.

"The Great Commission is too big for anyone to accomplish alone and too important not to try to do together." Missio Nexus

Vision and Purpose

The **vision** of Increase is to see churches equipping all Christ's followers in their contexts, so that many millions are disciplined and empowered for mission, ministry and leadership.

The **purpose** of Increase is to connect and strengthen church-based training movements across Asia and beyond.

It does this in the following ways:

- build a network of good relationships
- encourage collaborative projects and partnerships
- initiate and catalyze innovative approaches
- identify and share fruitful practice
- provide support, resources, advice and training
- make a global contribution to theological education and adult learning
- connect with other church-based training associations and accrediting associations
- communicate widely the news and stories from Increase members.

The work of Increase is guided by the following core **values**

- Sharing – through relationships and networking
- Inclusive – of all people, cultures and denominations
- Servant-hearted – in leadership and with each other
- Learning and changing – together and from each other
- Relevant – to local cultures and contexts
- Biblical – in how we work and act

Membership

Membership of Increase is open to all those involved in church-based training movements in Asia and beyond who accept the Statement of Faith given in Appendix A. There are three categories of membership:

Core Members

National church-based training organisations which fulfil the following criteria:

- Their work is nationally governed
- Their training programme is ongoing, systematic and Bible-based
- They use active learning methods and interactive learning with others
- Their programme is rooted in the local context and the local church
- They serve in 'greater Asia' or among its peoples worldwide.

Each Core Member organisation names up to two representatives in their organisation to act as their link with Increase and participate in Increase decision-making.

Individual Members

Individuals who have particular expertise in church-based training and related disciplines, which they use in support of Core Members and similar organisations.

Fellowship Members

Other organisations with a significant interest and affinity to church-based training movements, including organisations led and owned outside 'greater Asia'. Each Fellowship organisation names a representative in their organisation to act as their link with Increase. Prospective members in all categories submit a membership application for consideration by the Increase Committee.

Core Members and Fellowship Members are independent organisations, responsible for their own affairs, but all Increase members are expected to

- participate actively in the work of Increase and promote it
- where possible, share their materials, approaches and learning
- pay an Increase membership contribution.

Members in all categories who wish to withdraw from Increase should write explaining this to the Committee. Members who do not fulfil their obligations to Increase may have their membership withdrawn by the Committee.

Individual Christians who want to support or promote Increase's work, but who do not meet all the membership criteria, may become Friends of Increase. They are not formal members but receive newsletters and are encouraged to contribute through prayer, time or donations.

Committee

Increase is led by a Committee which has responsibility for the direction and coordination of Increase. It is responsible for decision-making and oversight, including the following areas:

- Personnel
- Strategy, priorities, annual plan and budget
- Finances, including fundraising and Increase Trust UK
- Task Groups and other Increase activities
- Membership, including membership contributions

- Partnerships
- Profile-raising and public communications
- Premises and equipment.

The Committee provides an annual report to all members, summarising decisions and activities during the year, and including a financial report that has been independently reviewed.

The Increase Committee comprises no more than eight people who are elected/appointed on the following basis:

- Five people who are elected, normally at the triennial Increase Conference, from amongst Core Member representatives and Individual Members, with no more than one being an Individual Member
- Up to three people, from amongst Core Member representatives and Individual Members, who are co-opted by elected Committee members because their expertise and activities contribute significantly to achieving the strategic direction of Increase.

At least one of the co-opted Committee members is normally someone working for the 'hub'.

The Committee will appoint one of its elected members as its Chair. The Committee will appoint one its members to act as Increase Treasurer.

Nominations for elected Committee candidates are requested from Core Members and Individual Members starting up to one month before voting is due to take place. Candidates for Committee must confirm whether they are willing to stand for election. Elections normally take place at an Increase Conference.

Elected Committee members normally serve a three-year term, until the next Conference. Committee members do not normally serve more than two three-year terms in succession. Of the first elected Committee members, at least two will be expected to serve two terms in order to ensure continuity.

The Committee normally holds meetings at least once every three months, using Skype or other communications technology. If possible, the Committee meets once each year in person. Committee meetings are minuted and minutes can be made available to members on request.

The Committee aims to take decisions by consensus. However, if necessary, the Committee votes on matters at its meetings, but at least four Committee members must be present at a meeting for a vote to be valid. If necessary, the Chair has a casting vote.

Decision Making

When major decisions have to be taken relating to Increase, the Committee submits these matters to a membership vote. Such matters include:

- Election of Committee members
- Changes to the Constitution
- Major new financial expenditure or commitments
- The overall direction of Increase.

Each Core Member representative, up to two representatives per organisation, and each Individual Member is entitled to vote and has one vote. Fellowship Member representatives and Friends of Increase are not entitled to vote. A simple majority of those voting is sufficient for a decision. If necessary, the Chair has a casting vote.

Where possible, all matters that require voting are considered at a Conference and only those present in person and entitled to vote take part; those absent cannot vote. When matters cannot wait until the next Conference, the Committee uses email to explain the matter to those entitled to vote and to receive votes from them.

Carrying out the work of Increase

Increase establishes Task Groups to work collaboratively on matters of interest to several members or to the whole Association. These Task Groups often result from Conferences, but are also suggested by members. The aims and area of work of each Task Group is approved by the Committee, a budget is approved if necessary, and the Task Group work and progress is shared with all members.

A Task Group normally involves at least three Core Member representatives or Individual Members, may include one or more Fellowship Member representatives, and may co-opt others from outside Increase who have particularly relevant knowledge and skills.

Particular individuals with leadership experience in church-based training, or expertise as educationalists, may also assist the development of Core members and emerging organisations. They will not work independently, but in coordination with the 'hub' and normally as part of Task Groups. Such individuals are known as TEEquippers, Consultants or Advisors. Increase seeks to create peer-learning opportunities for these individuals to keep growing as reflective practitioners.

Central Hub

The work of Increase is coordinated by a central 'hub', which has a small number of staff. Where possible, Increase seeks suitable unpaid 'hub' staff who are seconded by mission organisations, churches and others. It welcomes offers of help from volunteers and other self-supporting individuals. The Increase 'hub' may employ a small number of paid local staff, largely for administrative functions, if necessary and if funds permit. Initially the 'hub' is located in Kuala Lumpur, but this may change as convenient for key personnel and operational effectiveness.

Conferences and Gatherings

Increase encourages and enables interactions between members through on-line and face-to-face meetings, training events, workshops, consultations and other gatherings. Increase holds an international Conference on a regular basis, usually once every three years. The Conference agenda includes

- Advances, issues and new perspectives in church-based training
- Task Group meetings and other Increase working groups
- Increase business items, including Increase Committee elections/appointments and agreement of Increase direction and policies.

All members are invited to attend Conferences. Core and Fellowship Members are invited to send several attendees, including their nominated representative(s) if possible. Other relevant experts and organizations are also invited to send representatives, as appropriate.

Increase sends representatives and encourages members to attend relevant conferences and gatherings run by Fellowship Members, partners and other organisations.

Finances

Increase receives funds from

- membership contributions
- local donations in 'wider Asia'
- grants from international donors
- other international donations
- income-raising initiatives.

Increase funds are received and held in an account local to the 'hub' or in the Increase Trust UK bank account.

Increase membership contributions and local donations are normally paid to the Increase central 'hub'. These funds are used for Increase activities and projects, in line with the budget approved and monitored by the Committee.

Grants and donations to Increase from international donors are normally paid to Increase Trust UK, a UK-based registered charity that supports the work of Increase. The Committee advises Increase Trust UK on appropriate ways for these funds to be spent. Increase is entitled to appoint one or two trustees of Increase Trust UK; such appointments are made by the Committee on behalf of Increase.

Increase seeks to cover costs for those representing Increase at events. Also, when possible, Increase tries to provide some financial help towards the expenses of members and others invited to Increase Conferences or other gatherings, if they cannot raise this in other ways.

All Core and individual members of Increase fund their own organisations and activities independently and Increase does not normally provide financial grants for these

purposes. Increase will, however, offer advice to members about possible sources of funding and methods of fundraising if required. If necessary and legally permitted, Increase may agree to act as a channel for grants and donations by others to Core Members in order to enable funds to reach those members efficiently. In some circumstances, Increase seeks funding for and commissions paid work from a member, where they are best placed to undertake the work and where they are paid no more than normal rates for the work.

Statement of Faith

(from the *World Evangelical Alliance*)

We believe

... in the **Holy Scriptures** as originally given by God, divinely inspired, infallible, entirely trustworthy; and the supreme authority in all matters of faith and conduct ...

One **God**, eternally existent in three persons, Father, Son, and Holy Spirit ...

Our **Lord Jesus Christ**, God manifest in the flesh, His virgin birth, His sinless human life, His divine miracles, His vicarious and atoning death, His bodily resurrection, His ascension, His mediatorial work, and His Personal return in power and glory ...

The **Salvation** of lost and sinful man through the shed blood of the Lord Jesus Christ by faith apart from works, and regeneration by the Holy Spirit ...

The **Holy Spirit**, by whose indwelling the believer is enabled to live a holy life, to witness and work for the Lord Jesus Christ ...

The **Unity** of the Spirit of all true believers, the Church, the Body of Christ ...

The **Resurrection** of both the saved and the lost; they that are saved unto the resurrection of life, they that are lost unto the resurrection of damnation.