



Covenant Agreement

A Confederation of Christian Ministries Specializing in Digital Evangelism and Digital Discipleship Working Together for Greater Impact

Preamble

We, the undersigned ministries, come together to form the **153 Collective** in a spirit of Christian unity and shared mission. We believe we are called to reach a digitally connected world with the message of Jesus Christ—and that we can accomplish far more together than we ever could alone.

We are inspired by the account in John 21, where the disciples, in obedience to Jesus, cast their nets and gathered a catch of 153 fish—more than they could have achieved on their own. In the same way, we believe that through unity, trust, and obedience to Christ, God can multiply our collective efforts for His Kingdom.

At the center of this collaboration is a shared commitment to a **common agenda**: advancing digital evangelism and discipleship so that more people everywhere may know Jesus and grow in their faith. Together, we align around common goals and agreed-upon metrics that allow us to pursue this mission with clarity and accountability.

We enter into this Collective with a spirit of **mutual accountability**, committing to operate with trust, transparency, and integrity. By formalizing our collaboration through this agreement, we hold ourselves responsible not only to the mission but to one another.

We recognize that **ongoing, intentional communication** is essential to the strength of this Collective. We commit to staying actively engaged—both in regular gatherings and through consistent connection—praying for one another, learning from each other, encouraging one another, and building relationships that sustain our shared work.

As independent ministries, we seek to **align our efforts and identify opportunities for collaboration in the digital space**. By working together, we can fill gaps, reduce duplication, and steward God's resources more effectively for greater Kingdom impact.

We also commit to **shared measurement and common reporting**, using consistent definitions and a unified platform to track and communicate progress. Through this transparency, we strengthen our collective learning, remain accountable for results, and ultimately seek to honor God with all that we do.

Together, we seek not only to collaborate but **to help define and advance** global best **practices and standards** for digital evangelism and discipleship.

For clarity, while we hope and encourage members of the 153 to partner on projects to maximize impact, this is not required for membership. The core function of the 153 is to unify around best-practice metrics and reporting and work together for greater Kingdom impact on the internet.

The 153 Collective is a confederation, not a merger—built on trust, sustained by shared purpose, and strengthened through collaboration. Each ministry remains independent, yet fully committed to walking together in unity for the sake of the Gospel.

Above all, our desire is that every effort, every partnership, and every life reached through this 153 Collective would reflect the love of Christ and bring glory to God.

1. Purpose

The purpose of the 153 Collective is to unite ministries focused on digital evangelism and digital discipleship to work collaboratively toward greater Kingdom return on investment—measured in lives reached, transformed, and growing in Christ by:

- Establishing a shared global vision and measurable targets for Gospel reach and discipleship journeys through 2033
- Aligning on best practices for measuring digital evangelism and discipleship outcomes
- Sharing measurement, reporting, insights, and learnings to strengthen collective effectiveness
- Identifying and pursuing collaborative partnership opportunities that increase impact and strengthen stewardship of resources
- Developing and leveraging shared technology and tools that benefit all participating ministries

At the heart of the 153 Collective is a defining belief: when we share openly, align intentionally, and move forward in one accord, God multiplies our impact far beyond what any one of us could accomplish alone. We choose to live open-handed with all that God has entrusted to us—our learning, our goals, our metrics, and our resources—so that together we may steward them with greater faithfulness. By aligning not only in what we measure, but in how we work and pursue the mission, we step into a deeper unity that advances the Kingdom in ways none of us could achieve independently.

2. Leadership and Governance

Executive Team

The 153 Collective will be led by an Executive Team composed of a minimum of **five (5)** and a maximum of **nine (9)** ministries. The Collective will initially be formed with **seven (7)** founding ministries: **BGEA, Christian Vision, DeoLink, GMO, Jesus.net, OneHope, and Palau.**

The Executive Team is responsible for guiding key decisions related to:

- Shared definitions
- Best practices
- Metric standards
- Website governance
- Membership participation

Decision-Making

The Executive Team will seek input from all participating member organizations. For expediency and clarity, final decisions will be made by **majority vote** of the Executive Team.

Any member of the Executive Team may bring forward a motion for consideration. All motions, including those related to governance, membership, or strategic direction, will be decided by majority vote. The only motion requiring a supermajority vote is the removal of a member.

A quorum for decision-making will consist of at least two-thirds (2/3) of the Executive Team members.

Any member with a potential conflict of interest in a specific decision is expected to disclose this and may recuse themselves from voting.

Executive Team Succession and Size

If an Executive Team ministry steps down, the remaining Executive Team members may nominate new organizations for consideration. Any member of the Executive Team may nominate.

The selection of new Executive Team members will be determined by **majority vote** of the Executive Team.

The Executive Team will maintain no fewer than **five (5)** and no more than **nine (9)** members at any time. Decisions to increase or decrease the size of the Executive Team within this range will also be made by **majority vote** of the Executive Team.

Executive Team members will serve for a term of two (2) years, with the possibility of renewal upon mutual agreement.

The composition and effectiveness of the Executive Team will be reviewed annually.

The Executive Team will provide an annual summary of key decisions, progress, and priorities to all member organizations.

3. Data Sharing and Confidentiality

Confidentiality Commitment

- All Executive Team members and member ministries agree to keep shared metric data confidential within the 153 Collective and to sign a Mutual Confidentiality Agreement . No PII data will be shared.

Public Data Sharing

- Metric data will only be shared publicly (including on the 153 Collective website) when:
 - There is a joint agreement among the Executive Team
 - The information aligns with shared goals and standards
 - The contributing organization agrees to share it
- No PII (Personally Identifying Information) data will be shared

Each ministry remains responsible for the accuracy and integrity of its own reported data. A ministry may be asked to provide assurance on data metrics if there are questions. The goal is for us to be open-handed so we can learn and grow from each other. As a result, we encourage the tech teams of the respective ministries to share how they have built their queries and reports when requested to help us build alignment and validate accuracy.

The Executive Team may appoint a data coordination function or subcommittee to oversee alignment in definitions, reporting standards, and data usage.

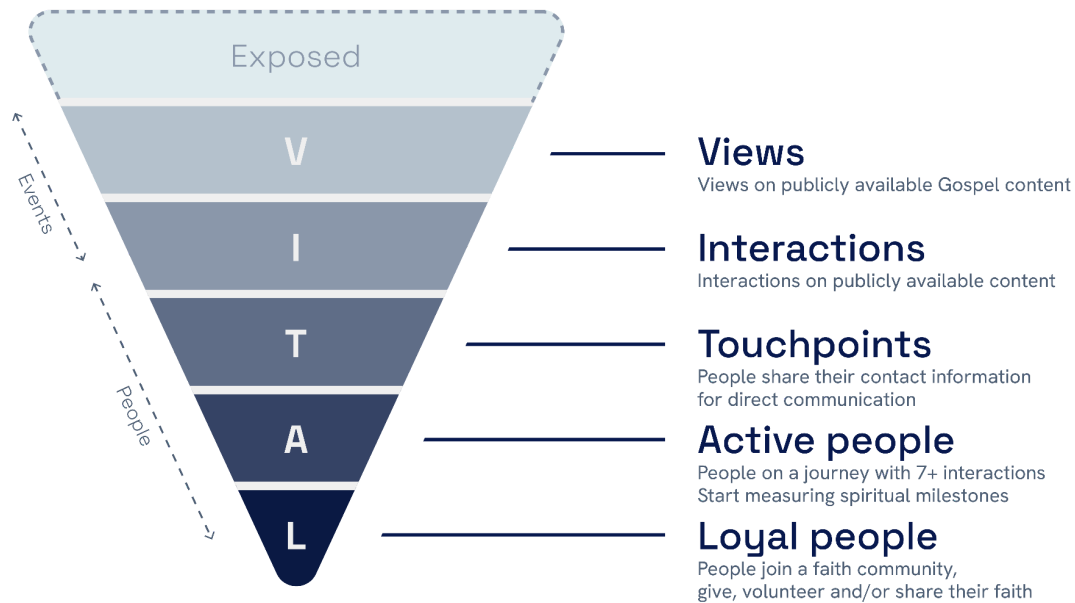
Updates to metric definitions or reporting standards will be documented and shared with all members.

4. Shared Goals and Metrics

The 153 Collective will:

- Determine the collective 2033 targets for:
 - Gospel Reach - V on the vital metrics
 - Faith journeys - A on the vital metrics
- Works towards a way to share spiritual growth metric milestones occurring on the discipleship journey
- Share progress toward these goals publicly through the 153 Collective website annually.

- Use the agreed-upon rolled-up VITAL metrics for reporting and learning.



Outside of the agreement to report on Views and Active People, each ministry is encouraged to track additional, more detailed metrics that are helpful for their operations and for donor reporting. That is up to each ministry's discretion.

The definition and structure of VITAL metrics will be maintained by the Executive Team and may evolve over time as the Collective grows and learns. The Executive Team will gather input from members on any metric changes to ensure all voices are represented and impact is known before changes are implemented.

The 153 Collective website will include the current approved definitions and measurements for the VITAL metrics.

All member organizations commit to reporting on the agreed core VITAL metrics (V and A).

Additional metrics may be reported at each ministry's discretion and are encouraged as the Collective matures.

5. Website Governance

The Collective website will serve as a shared platform for:

- Public goals and progress
- Member participation
- Funding-aligned project opportunities

Administration

- Palau will register and manage the domain
- At least three Executive Team members will hold administrative access to the website.

Content Decisions

- What is posted on the website will be determined by the majority vote of the Executive Team.
- One ministry will manage the website regularly and will be appointed by the Executive Team.

6. Finances

Each ministry agrees to contribute \$100 annually to help offset shared costs, including website hosting and other incidental expenses.

Global Media Outreach will maintain a restricted account to hold these funds and manage related expenses on behalf of the Collective.

To ensure transparency and accountability, a quarterly report detailing all contributions and expenses will be provided to the Executive Team.

If the financial scope of the Collective grows, the Executive Team will revisit and propose an updated financial structure for approval.

Financial records related to Collective activities will remain transparent and accessible to the Executive Team.

7. Membership

Requirements

To be recognized as a member of the 153 Collective and be listed publicly on the website, an organization must:

1. Engage in digital evangelism and discipleship as a part or whole of their ministry mission.
2. Affirm the Apostles' Creed
3. Agree to share and report progress using the Collective's rolled-up VITAL metrics
4. Participate in at least one Collective meeting annually by a senior leader in the representative ministry who has decision-making authority
5. Uphold confidentiality and collaboration commitments
6. Contribute \$100 each calendar year to offset expenses for website hosting, printed materials, and other incidental expenses.

Members are expected to actively contribute to the Collective through sharing insights, participating in collaborative initiatives, or engaging in learning exchanges. As we collaborate, we may share sensitive information. We agree to keep it confidential and not disclose anything that could harm individuals, ministries, or our shared mission.

Membership alignment and participation will be reviewed periodically (typically every two years).

Continued membership is contingent upon maintaining alignment with the commitments outlined in this agreement.

Membership may be reviewed if these commitments are no longer upheld.

Onboarding

Organizations interested in joining the 153 Collective may express their interest and alignment through a simple form provided on the Collective website.

The Executive Team will designate a subcommittee to review prospective members based on alignment with the Collective's mission, values, and commitments outlined in this agreement. The Executive Team may also designate an administrative assistant to review submitted interest forms, provide additional information, and respond to initial questions from prospective members.

The designated subcommittee will recommend new members to the full Executive Team. The Executive Team will add new members with a majority vote.

Upon approval, new members will formally join the Collective by signing this agreement and committing to active participation.

Conflict Resolution

We recognize that, as we work closely together, differences in perspective or approach may arise. We commit to addressing any disagreements with humility, respect, and a shared desire for unity.

When conflicts occur, the involved ministries are encouraged to first engage in direct, good-faith conversation to seek a resolution.

If a resolution cannot be reached, the matter may be brought to the Executive Team for guidance. When necessary, the Executive Team may reach a final resolution through a **⅔ supermajority vote**, with the goal of preserving unity and advancing the shared mission.

If needed, the Executive Team may recommend engaging an external, neutral mediator to support resolution.

Efforts will be made to resolve conflicts in a timely manner, with a shared commitment to preserving unity and trust.

Entry and Exit

Voluntary Exit - A ministry may choose to withdraw from the 153 Collective at any time by providing written notice to the Executive Team. A reasonable transition period (typically 30 days) is encouraged to ensure continuity and clarity.

Involuntary Removal - In situations where a ministry is no longer aligned with the commitments of this agreement or is not actively participating, the Executive Team may vote to remove a member by $\frac{2}{3}$ **supermajority vote**.

Data and Participation Upon Exit

Each ministry retains full ownership of its own data. The 153 Collective does not share or store personally identifiable information (PII) across member organizations.

The Collective shares only agreed-upon, high-level aggregated metrics for reporting and learning purposes.

Upon exit, a ministry will no longer be required to contribute future metrics or participate in ongoing reporting. Previously reported aggregated results may remain as part of the Collective's historical reporting and will not be retroactively removed.

Any references to the ministry on the Collective website or shared materials may be updated or removed to reflect current membership.

8. Meeting Cadence

To maintain strong relationships and shared momentum, the Executive Team ministries agree to meet at least twice per year, either virtually or in person. All other members agree to participate in at least one meeting per year, either virtually or in person. Additional meetings may be scheduled as needed.

For in-person gatherings, each ministry is responsible for covering its own travel-related expenses, including airfare, lodging, transportation, and meals not otherwise provided.

Executive Team members will host meetings on a rotating basis. The designated host is responsible for securing a meeting space and providing one group dinner and one group lunch during the gathering. Hosting responsibilities will rotate among the Executive Team to ensure that both workload and costs are shared equitably.

9. Meeting Participation

To ensure meaningful collaboration and effective decision-making for their own organization, each ministry is expected to be represented at Collective meetings by a member of its executive senior leadership team.

This representative should be a senior leader (e.g., VP or C-suite) who has the authority to speak on behalf of the organization, contribute to strategic discussions, and participate in decision-making when needed. The goal would be to have the same representative at each meeting, so that relationships can be built deeply and trust can be established.

Consistent participation at this level helps maintain alignment, builds trust among members, and enables the Collective to move forward with clarity and momentum.

10. Independence and Ownership

The 153 Collective is a confederation, not a merged entity. Each organization retains full ownership of:

- Its own data
- Its own projects
- Its own donors and funding
- Its own operations

Participation in the 153 Collective does not create a legal partnership, joint liability, or transfer of organizational authority. Each organization operates independently and retains full legal and financial responsibility for its own activities. This agreement is intended to provide clarity, transparency, and shared understanding for how we work together—helping to reduce confusion or misunderstanding by establishing clear expectations and open communication from the outset.

We approach this collaboration with openness, trust, and a shared commitment to steward faithfully what God has entrusted to each of us.

11. Signing and Commitment

By signing below, we affirm our shared commitment to the mission, values, and collaborative framework of the 153 Collective.

Signatories

Organization: _____

Representative Name: _____

Title: _____

Signature: _____

Date: _____

APOSTLES' CREED

I believe in God,
the Father Almighty,
Creator of heaven and earth,
and in Jesus Christ, His only Son, our Lord,
who was conceived by the Holy Spirit,
born of the Virgin Mary,
suffered under Pontius Pilate,
was crucified, died and was buried;
He descended into hell;
on the third day He rose again from the dead;
He ascended into heaven,
and is seated at the right hand of God the Father almighty;
from there He will come to judge the living and the dead.

I believe in the Holy Spirit,
the holy catholic Church,
the communion of saints,
the forgiveness of sins,
the resurrection of the body,
and life everlasting.

Amen.

153 Collective

Mutual Confidentiality Agreement

This Mutual Confidentiality Agreement (“Agreement”) is entered into by and among the undersigned organizations participating in the **153 Collective**.

1. Purpose

The purpose of this Agreement is to enable participating ministries to share information, insights, and aggregated data in a spirit of trust and collaboration, while protecting sensitive and non-public information.

2. Confidential Information

“Confidential Information” includes any non-public information shared within the 153 Collective, including but not limited to:

- Strategic plans and initiatives
- Internal processes or methodologies
- Non-public metrics or reporting details
- Partnership or funding discussions

Confidential Information does **not** include:

- Publicly available information
- Aggregated, non-identifiable data approved for shared reporting
- Information independently developed or already known without obligation of confidentiality

3. Use of Information

Each participating ministry agrees to:

- Use Confidential Information solely for purposes related to participation in the 153 Collective
- Not disclose Confidential Information outside their organization without prior permission from the originating ministry or agreement of the Executive Team
- Protect Confidential Information with the same level of care they use for their own sensitive information

4. No Sharing of Personal Data

The 153 Collective does not share personally identifiable information (PII) between ministries. All shared data will be aggregated and non-identifiable.

5. Duration

This Mutual Confidentiality Agreement remains in effect for as long as a ministry participates in the 153 Collective and continues after a ministry's participation ends.

6. No Transfer of Ownership

All Confidential Information remains the property of the originating ministry. Participation in the Collective does not grant ownership or rights to another ministry's information.

7. Good Faith and Intent

This Agreement is intended to support trust, openness, and collaboration among ministries. All parties agree to act in good faith and honor both the spirit and intent of this Agreement.

8. No Legal Partnership

This Agreement does not create a legal partnership, joint venture, or agency relationship among participating ministries.

Signatories

Organization: _____

Representative Name: _____

Title: _____

Signature: _____

Date: _____