



INDIA TRIP REPORT

by Gary G. Hoag, Mercia Justin, Rebecca Nilanjana, Sanjay Patra



MUMBAI

TRIP VERSE

Judges 4:9

"Certainly, I will go with you," said Deborah. "But because of the course you are taking, the honor will not be yours, for the LORD will deliver Sisera into the hands of a woman." So Deborah went with Barak to Kedesh."

TRIP AIMS

1. Do governance seminars with CIM in Mumbai and New Delhi to raise awareness and rally accreditations for NobleRank.
2. Discern direction for GTP activities in 2025 on a retreat with the GTP Regional Facilitator for South Asia and GTP Country Coordinator for India.
3. Dedicate time to strengthen relationships with key individuals and institutions in Hyderabad, New Delhi, and Mumbai.



NEW DELHI

Gary G. Hoag (GTP President & CEO) flew from USA to India to serve with Mercia Justin (CIM Director of Management Programs, Research, and Publishing / GTP Country Coordinator for India), Rebecca Nilanjana (NobleRank Growth Strategist / GTP Regional Facilitator for South Asia), and Sanjay Patra (GTP Board Vice Chair) with 4 aims in view. These photos feature the governance seminars hosted by CIM (Christian Institute for Management) with Dr. Aby Alexandar (CIM Executive Director) in Mumbai (27) and New Delhi (43). This report shares the fruits of this strategic trip.

AIM #1 - DO GOVERNANCE SEMINARS WITH CIM IN MUMBAI AND NEW DELHI TO RAISE AWARENESS AND RALLY ACCREDITATIONS FOR NOBLERANK.

We report 3 fruits. **Fruit #1: Equipped.** Many said they had never received such teaching and loved this seminar. The feedback included gratitude for getting a biblical foundation, practical tools and templates, advice for application in India, and time throughout the day for group discussion.

Fruit #2: Educated. Dr. Aby, Dr. Gary, Dr. Mercia (pictured top left), Ms. Rebecca (pictured top right), and CA Dr. Sanjay (pictured bottom left) collaborated with CA Mr. Raja B. Singh (pictured bottom right) and Mrs. Sonia Daniel (pictured middle left) to teach and educate skilled workers to take their governance to new levels. **Fruit #3.**

Enthusiasm. Praise God, 11 stewards in Mumbai and 19 in New Delhi registered enthusiastic interest in getting accredited by NobleRank, the peer accountability group accrediting churches and ministries for complying with standards in India. Pray for Rebecca as she follow ups with them. See participant comments on next page.



Christian Institute of Management (CIM) is privileged to partner with NobleRank to organize seminars on Biblical Governance for Churches and NGOs. We really enjoyed working together to offer fruitful sessions in Mumbai and Delhi. Dr. Gary Hoag shared biblical insights, CA Dr. Sanjay Patra spoke of how to apply this thinking to the Indian context, and Ms. Rebecca Nilanjana introduced NobleRank, the accrediting agency for churches and ministries. It followed rich discussions by the participants revealing insightful learnings. CA Mr. Raja B. Singh, Dr. Mercia Justin, Mrs. Sonia Daniel and Dr. Aby Alexandar shared their experiences and comments. One of the issues that surfaced in the discussions is the practice of keeping larger emphasis on relationships over responsibilities as Board members. I'm sure, this will be the beginning of a great movement of Biblical Governance in the days to come in India.

*Dr. Aby Alexandar
Executive Director, CIM*

AIM #2 - DISCERN DIRECTION FOR GTP ACTIVITIES IN 2025 ON A RETREAT WITH THE GTP REGIONAL FACILITATOR FOR SOUTH ASIA AND GTP COUNTRY COORDINATOR FOR INDIA.



We report 4 fruits. **Fruit #1: Convene.** Rebecca, Mercia, and Gary left the New Delhi event (GTP, CIM, and NobleRank team pictured above) on 13 January and flew to Hyderabad for our discernment retreat which ended early on 16 January 2025. This put us there for the IMA meetings (see last page). **Fruit #2: Connection.** Mercia's 3D centers on the link between CIM and GTP. Look for us to work together on an online "International Consultation on Enterprise Risk Management for Churches and Nonprofits" in May 2025, on onsite program work in India in August 2025, and on demand courses. **Fruit #3: Collaboration.** GTP and NobleRank sync well. Onsite GTP program work surfaces accreditation leads for NobleRank. GTP on demand courses strengthen stewards. GTP actively serves 600+ workers in India and points them to NobleRank. Also GTP and NobleRank have started serving a pilot group of India Missions Association (IMA) agencies. IMA serves 317 organizations, 60,000+ missionaries, and 300,000+ national workers. We hope to do an India Collaboration pilot group too. **Fruit #4: Countries.** Gary and Rebecca opened Bangladesh with Prakash Chandra Giri of Nepal, GTP Curriculum Developer, and envision opening Nepal and Sri Lanka later in 2025.

The 4 parts of council mindset, so brilliantly brought out by Gary and based on the Bible, are amazing lessons not to be missed by any Board member of a Christian Institution.

- CA Raja B. Singh, R. K. Khanna & Associates, Chartered Accountants (Mumbai)

It helped to understand our accountability, ownership and stewardship of what has been assigned to us. God bless the team.

- Sylvia Lal, Vice President, Calvary Church, Unity in Compassion (New Delhi)

I wish GTP could take this kind of session to every Christian ministry in India!! Really a blessing and worth the time invested!

- Joshua Ebenezer, Lawyer (Mumbai)

Looking forward to putting things into action. NobleRank fulfills the need of the hour.

- Seema Das, Principal & Program Director, Life Centre Academy (New Delhi)

AIM #3 - DEDICATE TIME TO STRENGTHEN RELATIONSHIPS WITH KEY INDIVIDUALS AND INSTITUTIONS IN HYDERABAD, MUMBAI, AND NEW DELHI.

We report 3 fruits. **Fruit #1: Hyderabad.** Two key meetings happened in Hyderabad. On 9 January Anand Joshua met with key India Collaboration (IC) workers at Olive Technology and shot two videos related to governance (top photo below). One for the IC board and one for the ministry workers IC serves. On 14 January, Gary, Mercia, and Rebecca representing GTP, NobleRank, and CIM, joined Arpit Waghmare, Isac Raja, and others to discuss the NobleRank standards, the pilot group, and the August 2025 conference. God moved in a big way as Isac Raja's comments explain (photo at right). **Fruit #2: New Delhi.** Gary preached at Delhi Bible Fellowship on 12 January and had quality time with the Patra family (middle photo below). **Fruit #3: Mumbai.** Gary told Raja B. Singh that he had a 30 hour layover in Mumbai on 21 January so Raja planned an event "The Heart of Generosity" with the Logos Management Club (see bottom photo). This generated more interest in generosity and the link to accountability and leads for Rebecca.



It's always good to have Gary visit us. His energy and enthusiasm for the cause of standards is infectious. His contributions to the discussions with IMA were very useful.

- Arpit Waghmare, CEO, NobleRank



Praise God for this blessed meeting we had with the participation of the GTP team. I recall three significant highlights.

- 1. I felt anxious about the August 2025 IMA conference. After the Word of God from Gary, now the word of faith flows deeply in me.*
- 2. The amazing GTP testimony of going from a small Global Gathering to rallying senders resulting in the doubling of attendance ignited us at IMA to put our faith in action.*
- 3. I now see how we can reach the vision of 729 unreached people groups by the mobilisation of networks. All this is possible as we believe in the God of impossibilities. Praise God.*

Gary, thanks for making me think, explore, plan, and mobilise the 500 mission networks; to share this vision starting with the August 2025 IMA conference. You brought great motivation and encouragement. Thank you so much.

*- Isac Raja, General Secretary
India Missions Association (IMA)*