

## Missions Policy Table of Contents

Purpose.....	1
Definition of Missions.....	1
The Scriptural Purpose of FBC’s Involvement in Missions: .....	1
The Purpose, Flexibility, and Revision of Policy.....	1
Flexibility of Interpretation .....	1
Revision of Policy .....	2
Structure .....	2
Selection of Missions Committee Members .....	2
Criteria for Selection of Missions Committee Members .....	2
The Size, Term, Officers, and Responsibilities of the Missions Committee .....	2
Frequency of Meetings.....	2
Quorum.....	2
Responsibilities of the Missions Committee.....	2
Goal Setting.....	2
Developing Prayer Concern .....	3
Missions Education in the Church .....	3
Missionary Recruitment.....	3
Missions Conferences .....	4
Recommendation for Support and Removal .....	4
Caring for Furloughing and Visiting Missionaries .....	4
Evaluation of Missionaries, Sending Agencies, and Other Supported Ministries .....	4
Missionary Speakers .....	5
Criteria for Approval/Disapproval of Speaking Engagements .....	5
Financial Policy.....	5
Preparation and Approval of the Missions Budget .....	5
Adherence Requirements .....	5
Distribution of the Missions Budget .....	5
Determination of Missionaries, Agencies, and Other Ministries to Support .....	5
Criteria for Considering Candidates for Support .....	6
Amount of Support Allowable for Missionaries, Agencies, and Other Supported Ministries.....	6
Procedure for Selecting New Candidates for Support .....	6
Requirements of Missionaries, Agencies, and Other Supported Ministries .....	6
When Support Begins.....	7
When Support Ends.....	7
Missionary Retirement .....	7
Insurance for Missionaries .....	8
Continuing Education for Missionaries.....	8
Education of Missionary Children .....	8
Evaluation and Revision of Support.....	8
Missionaries Lacking Adequate Support .....	9
Short-Term and Summer Work.....	9
Criteria for Selecting Short-Term and Summer Candidates .....	9
Special Projects .....	9

Expenses of Attending Conferences .....	10
Honorarium for Speakers .....	10
Handling Designated Giving and Special Transmissions .....	10
Bequests and Large One-Time Gifts .....	10
Funds Shortage Policy.....	10
Surplus Funds Policy.....	11

## **Purpose**

### ***Definition of Missions***

Missions at Faith Baptist Church (FBC) is defined as the fulfillment of the great commission by proclaiming the Gospel of Jesus Christ through evangelism, discipling, church planting, or church development in participation with like minded parachurch organizations and members from within the assembly at FBC sent under her authority. We also recognize the importance of support ministries and of those meeting other human needs while carrying on these ministries, in accordance with Christ's Great Commission.

### ***The Scriptural Purpose of FBC's Involvement in Missions:***

- To fulfill the Great Commission of Christ (Matt. 28:19-20)
- To share Christ's heart for the world (Matt. 9:36-38; 18:10-14)
- To see the lost saved and brought to the knowledge of God (John 3:16; Acts 1:8; Rom. 10:13-15)
- To build up the body of Christ through discipling and church planting (Eph. 4:12-16)

### ***The Purpose, Flexibility, and Revision of Policy***

The purpose of our Missions Policy is as follows:

1. To help achieve a clear sense of direction
2. To build confidence and cohesion in the total church ministry
3. To promote thoughtful evaluation of crucial issues
4. To avoid making important decisions on an emotional or haphazard basis
5. To insure better stewardship of human and financial resources
6. To bring new Missions Committee members up-to-date, and to quickly familiarize them with issues faced in the direction of the Missions program
7. To maintain consistency as Missions Committee membership changes
8. To inform church members, pastoral staff, other boards of the church, missionaries, and agencies of the principles by which the Missions Committee operates

### ***Flexibility of Interpretation***

Exceptions to these policies must be recommended by a two-thirds majority by ballot of the total number of the voting members of the Missions Committee and approved by the Elder Board. Exceptions should be made only after careful consideration, be recorded along with justification in the Missions Committee minutes as an exception, and be sent to the Elder Board for action.

## ***Revision of Policy***

The Missions Committee will review the policy as necessary. Any changes recommended by the Missions Committee must be subsequently approved by the Elder Board.

## **Structure**

### ***Selection of Missions Committee Members***

The members will be selected as determined by the Constitution of Faith Baptist Church.

### ***Criteria for Selection of Missions Committee Members***

The Missions Committee should be made up of both men and women of various ages and backgrounds whose lives have demonstrated the following:

- Spiritual maturity
- Active church participation and membership in good standing
- A deep interest in missions and financial support of our church missions program
- A willingness to make a sufficient time commitment to the missions program of our church
- Dependability and responsibility in discharging assigned tasks

### ***The Size, Term, Officers, and Responsibilities of the Missions Committee***

The size of the Missions Committee, term of office, officers, and responsibilities are all determined by the Constitution of Faith Baptist Church.

The chairman has the prerogative to appoint a moderator, who will preside at the meeting.

### ***Frequency of Meetings***

The Missions Committee must meet at least once every two months and more frequently as needed.

### ***Quorum***

The quorum for conducting business shall be a two-thirds majority of the voting members of the Missions Committee.

## **Responsibilities of the Missions Committee**

### ***Goal Setting***

Goals, as contrasted with purposes, establish the specific item to be accomplished, when, and by whom. To be true goals, they should be significant, achievable, measurable, and manageable.

## ***Developing Prayer Concern***

Prayer concern may be developed by:

- Presentation of news and needs, with special prayer, from the pulpit regularly
- Presentation of news and needs of missionaries in Sunday School, the Sunday bulletin, and on the lobby table
- The development of effective men's and women's missionary support groups
- Encouragement of interaction from the congregation through prepaid airmail correspondence, adopt-a-missionary, entertaining missionaries on furlough, and visits to missionaries on the field
- Presentation of prayer requests in a weekly prayer bulletin

## ***Missions Education in the Church***

It is the responsibility of the Missions Committee to educate and challenge the congregation in the field of world missions.

Several examples of how to create a thorough and consistent missions education program for all age groups are as follows:

- Missions emphasis times
- "Know Your Missionaries" slide presentations
- Bulletin inserts
- Unreached people surveys and maps
- Capsule biographies in the missionary family book
- Reports on new books available on significant developments in the world
- Missions library or book-sharing programs
- Missionary information and display table
- Lobby and other bulletin board displays
- Maps with locations of missionaries placed in the lobby, classrooms, and elsewhere
- Special speakers and films

## ***Missionary Recruitment***

It is the responsibility of the Missions Committee to identify, encourage, counsel, disciple, and commend members of the congregation for missionary service. In its recruitment effort, the Missions Committee will:

- Urge prayer for God to call out those who should serve in missions
- Continually challenge the congregation regarding the dimensions of the unreached world and the unfinished task
- Make available literature that informs about and motivates for all aspects of home and foreign missions
- Give opportunities for public commitment for service
- Identify those in the congregation who have committed themselves for service and/or give evidence of missionary gifts

- Encourage potential candidates to attend missions conferences and assist them in seeking a missions agency
- Offer counseling and guidance through the critical years of decision and preparation
- Encourage participation in short-term and other missions activities
- Encourage participation in missions recruitment conferences
- Encourage active participation in local missions outreach here in our own Jerusalem, Judea, and Samaria

### ***Missions Conferences***

The Missions Committee will sponsor an annual conference or smaller and more frequent conferences as the situation and personnel dictate.

### ***Recommendation for Support and Removal***

It is the responsibility of the Missions Committee to recommend missionaries, agencies, special projects, and ministries for support or removal.

### ***Caring for Furloughing and Visiting Missionaries***

The Missions Committee is concerned about the needs of Faith Baptist Church-supported visiting and furloughing missionaries. The Missions Committee will seek to assist in locating housing in the area, and will arrange hospitality when possible.

### ***Evaluation of Missionaries, Sending Agencies, and Other Supported Ministries***

The Missions Committee is responsible for evaluating Faith Baptist Church-supported missionaries in regard to the Scriptural purpose of the church's involvement in missions (*see p. 1*). The evaluation is based primarily upon reports from the missionary throughout his term, a self-evaluation by the missionary on furlough, and a report from the sending agency. The relationship of the missionary to the people among whom he works should be carefully considered.

The agency under which a supported missionary serves is evaluated initially when the missionary is first considered for support. Subsequently, the agency is reviewed at the time the missionary is evaluated. The relationship of the agency to the national church overseas will be carefully considered.

The Missions Committee is responsible to evaluate all other ministries, agencies, and projects in regard to the Scriptural purpose of the church's involvement in missions (*see p. 1*). United States-based ministries and overseas institutions will be evaluated on alternate years. Financial reports, annual reports, periodicals, reports from our supported missionaries familiar with these ministries, and other sources of information available will be considered.

## ***Missionary Speakers***

All requests for speaking engagements by supported and non-supported missionaries, agencies, and other ministries must be approved by the Elder Board, in consultation with the Missions Committee.

### **Criteria for Approval/Disapproval of Speaking Engagements**

1. Consider Support Criteria
2. Consider Scriptural purpose of FBC involvement in missions (*see p. 1*)
3. Agreement with doctrinal statement of Faith Baptist Church.

## ***Financial Policy***

### **Preparation and Approval of the Missions Budget**

The mission's budget is allocated by the Elder Board according to the FBC Constitution. Each year the Missions Committee will submit, at least 45 days in advance of deadline for budget requests, a formal request for funding of the following year to the Elder Board.

### **Adherence Requirements**

All supported missionaries, agencies, and supported ministries must be in agreement with the *Declaration of Faith* (page one of the FBC Constitution) and the FBC missions policy, with the agreement to be verified by a signed statement of assent.

### **Distribution of the Missions Budget**

It is our belief that God leads us to consider supporting a missionary individual or family by directing them to our attention. We seek to support individuals, regardless of where they are going, and maintain a mixture of home and foreign missions, striving to avoid exclusively supporting one or the other.

### **Determination of Missionaries, Agencies, and Other Ministries to Support**

The Missions Committee is convinced that missionaries are more effective when working under an established sending agency; therefore, it is our policy not to support missionaries who are independent of such sponsorship and direction. It is our policy to support missionaries who serve under agencies having a reputation for integrity and stability; whose doctrinal statements are true to the Word of God and are in agreement with the FBC Declaration of Faith; who are sound and open in their financial policies and practices; who operate under clearly defined principles and practices; who demonstrate good management; and whose missionaries are given thoughtful direction.

## Criteria for Considering Candidates for Support

The Missions Committee wants to be assured of the personal integrity of the candidate; that he or she is acting in the will of God; that his/her ministry will be fruitful; and that he/she is capable of handling the task to which he/she is called. For this reason, we will review each candidate's qualifications thoroughly. Consideration for support will be given in the following order of priority:

- a. Those who have been active, regular members of FBC for at least three years preceding their candidacy
- b. Those who have grown up in FBC and are regular full members, or those who have maintained contact with us even though they are not currently active full members because of life circumstances such as marriage, a family move, etc.
- c. Active regular members of less than three years
- d. Children of our supported missionaries
- e. Former members

## Amount of Support Allowable for Missionaries, Agencies, and Other Supported Ministries

The support of each active missionary will be based on the amount of the mission's budget for the current year, and not more than 50% of the total support needed, taking into consideration the following:

- a. Priorities for considering candidates for support (*see section above, p. 6*)
- b. Their need for support
- c. Missions agency's requirement for support

## Procedure for Selecting New Candidates for Support

Each candidate must complete and submit an application form (*see Appendix 2*) for support to the Missions Committee. The Chairman of the Missions Committee and the Elder Board will initially evaluate the qualifications of each candidate. A copy of the completed application form will be given to each member of the Missions Committee before the interview with the candidate. Following the personal interview, this information will be circulated to the congregation prior to recommendation for approval, sponsorship, and support. An opportunity to present their ministry to the church may occur either before or after the personal interview based on speaker criteria (*see p. 5*). After adequate feedback from the congregation, the Missions Committee will make recommendations to the Elder Board and the Elder Board will give final approval or disapproval.

## Requirements of Missionaries, Agencies, and Other Supported Ministries

- a. **Support:** The FBC-supported missionary, approved missionary speakers, agencies, or supported ministry may not actively solicit additional support from individuals or groups in the church. This does not preclude information on ministry needs that is circulated in the missionary's general mailing lists.

- b. **Correspondence:** The Missions Committee expects to receive a newsletter at least quarterly. In addition, personal notes and letters are encouraged.
- c. **Furlough:** The supported missionary is expected to visit the church at least once every four years if in the U.S., or during regular furlough. The missionary will meet with the Missions Committee and report to the congregation by participating in Sunday School classes, prayer meetings, Sunday services and/or small group meetings.

### **When Support Begins**

Support begins when the missionary leaves for the field or earlier, as recommended by the Missions Committee and approved by the Elder Board.

### **When Support Ends**

Support from FBC is a privilege based upon God's leading and can be increased, decreased, or discontinued at the discretion of the church in communication with the missionary or organization. We feel that our supported missionaries and organizations are extensions of our ministry. We are also convinced that God's method of reaching the world with the gospel is through the building of local churches. It is for this reason that we desire to hold our missionaries accountable both to our doctrinal statement and mission's policy.

Support may be terminated for causes such as change of assignment or agency affiliation, deviation from the Faith Baptist Church Declaration of Faith, or failure to fulfill responsibility to Faith Baptist Church as outlined on pages 5–7.

Support will be terminated at the effective date of the resignation. The support of a missionary who is retiring will terminate at the end of an entitled furlough by mission agency rule. Support may be terminated if it is determined that the missionary has full support from other sources.

Continuation of support beyond a regular or emergency furlough will be determined by specific action of the Missions Committee after consulting with the sending agency.

### **Missionary Retirement**

It is the policy of Faith Baptist Church to encourage all supported missionaries to plan for their eventual retirement. We recognize three categories of status regarding missionary service: full-time, semi-retired, and retired. Once a supported missionary reaches the age of seventy, the church will send out an annual evaluation form to the missionary prior to each new year of service. This evaluation will include the following:

For those continuing full-time or semi-retired service:

- a. An affidavit from the mission agency confirming full-time or semi-retired status.
- b. A full description of present ministry.
- c. A description of the missionary's general health and any effect upon ministry.

- d. A report of present support level as well as the percentage of the total that comes from Faith Baptist.

For those officially retired: a statement regarding the adequacy or inadequacy of retirement income

Missionaries continuing in full-time service will have their support continued subject to the annual evaluation by the church. If needed, missionaries who are semi-retired may have their support continued up to 60% by Missions Committee recommendation and official Elder Board action.

If needed, missionaries who are officially retired may have up to 30% of their support continued by Mission Board recommendation and official Elder Board action.

Semi-retirement or full retirement before age seventy because of health problems or other compelling reasons will be handled as outlined above if some continued support should be needed.

In the event of the death of a spouse, support, if needed, would be continued at the same percentage for the surviving spouse.

### **Insurance for Missionaries**

Provision of insurance is the responsibility of the mission agency and the missionary. If emergencies arise, additional help may be given consideration.

### **Continuing Education for Missionaries**

The Missions Committee expects our missionaries to continually enhance their effectiveness by availing themselves of formal and/or informal educational opportunities. The budget does not provide additional funds for such studies; however, regular support for mission-approved extended study beyond furlough will be continued non-stop at the discretion of the Missions Committee.

### **Education of Missionary Children**

It is presumed that education of missionary children has been taken into consideration by the mission agency in setting support levels. Therefore, it is the responsibility of the mission agency and the parents to care for children's education.

### **Evaluation and Revision of Support**

It is the Missions Committee's policy (*see p. 7-8*) to check, if deemed necessary, with the sending agencies to see if our missionaries are adequately supported. Revisions necessitating an increase in support will be determined by the need, considering the total missions budget. Increases in support, when given, are usually determined when the annual budget is prepared.

Reasons for increasing missionary support may include increased cost of living, addition of spouse or child, or loss of support from another source. Reasons for decreasing missionary support may include over support from all sources, change in assignment or location, taking regular or part-time furlough employment outside the mission agency, or retirement.

### **Missionaries Lacking Adequate Support**

In the event a missionary lacks adequate support, the Missions Committee will:

- a. Alert the congregation to pray for this need
- b. Investigate the possibility of increasing regular support
- c. If increasing support is not possible, consider to give a one-time extra contribution in addition to the regular support amount
- d. Commend him/her to other churches for support consideration, if the Missions Committee and the missionary find this advisable
- e. Check to see if this is a habitual problem with that particular mission agency

### **Short-Term and Summer Work**

The Missions Committee will encourage members of Faith Baptist Church to consider summer or short-term missionary service with approved agencies and church sponsored mission opportunities. The Missions Committee will give counsel and help in selecting a program, agency, and in raising needed support. Application must be made to the Mission Committee not less than three months, and preferably six months, in advance (*see "Short-Term Missions Policy" for more details*).

### **Criteria for Selecting Short-Term and Summer Candidates**

- a. Is an active member of Faith Baptist Church (special cases will be reviewed by the Missions Committee)
- b. Gives evidence of Christian walk
- c. Demonstrates an interest in world missions, and a willingness to consider world missions as a possible career
- d. Has obtained parental approval if a minor
- e. Is qualified to do the work anticipated

### **Special Projects**

The Missions Committee may from time to time present special projects, above the budget, to the church and encourage giving to them, both for the benefit of the project and as a means of missions' education. Such special projects will be submitted to the Elder Board for approval. Special projects may also be funded by bequests or large one-time gifts.

## **Expenses of Attending Conferences**

It is the goal of the Missions Committee to send representatives to conferences and meetings designed to inform and stimulate interest in missions. Such representation may include the pastoral staff, members of the Missions Committee, or others from the congregation as designated by the Missions Committee. Costs of the conference and travel may be subsidized in part or in full at the advisement of the Missions Committee and approval of the Elder Board.

## **Honorarium for Speakers**

Speakers for missionary conferences and other Missions Committee-sponsored meetings will be paid for from the missions' budget or from love offerings, at the standard honorarium rate set by the Missions Committee. Speakers recommended to the Missions Committee from outside the Committee may be approved to speak but will not be paid from the Missions Committee budget without a two-thirds majority vote of the Missions Committee.

## **Handling Designated Giving and Special Transmissions**

The Missions budget and the General budget of the church are currently part of one, unified budget, with approximately 80% of funds received going to the General budget, and approximately 20% of funds received going to the Missions budget. \*Actual percentage to be set by Elder Board each year and approved by congregation in annual budget.

- a. The Missions Committee encourages designated giving only for specific Missions Committee-approved missionaries and one-time projects.
- b. Upon receipt of any gifts designated for either church-sponsored or non-sponsored missionaries or projects (other than those indicated in point a., above), the donor will be contacted and asked if he/she would consider allowing the gift to be allocated to the unified budget. If not, the gift will be returned to the donor who may then give the amount directly to the missionary or project in question.

## **Bequests and Large One-Time Gifts**

- a. **Bequests**  
Bequests specifically designated to the missions fund will be disbursed by vote of the Missions Committee, subject to approval by the Elder Board, for special projects and capital needs in the work of Faith Baptist Church-supported missionaries and organizations, rather than going for regular support allotments.
- b. **Large One-Time Gifts**  
Large one-time gifts are to be handled in the same way as designated giving (*see section above, p. 10*).

## **Funds Shortage Policy**

Should a shortage in general missions funds occur, the Missions Committee will:

- a. Notify the Elder Board of the shortage to ascertain if other funds are available.

- b. Instruct the Treasurer to disburse monthly funds decreased by the percentage of shortfall equally among all budget categories.
- c. Inform the congregation as to the amount of the budget deficiency and urge them to pray and give.

## **Surplus Funds Policy**

In the event of an overage in any given month, priority will be given to use the surplus in one of the following ways:

- a. Equally catch up prior month's shortfalls (if any).
- b. Cover the needs of any specific one-time project, such as a missions conference.
- c. Set aside the surplus in the missions fund for future needs.
- d. Consider increasing the support of present missionaries if there is a continual overage.