



# *Faith* Baptist Church

## Missions Policy Handbook





## **Faith Baptist Church**

### **Missions Policies**

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## PRINCIPLES

**Missions** is that part of the Great Commission in which Christians reach beyond the normal discipleship's sphere of their own local churches for the purpose of assisting in the proclamation of the Gospel, the discipling of converts, the establishment and strengthening of indigenous local churches, and the development of Christian leaders.

A **Missionary** is a Christian who is called by God and sent out from his or her local church in order to assist in carrying out the purpose of Missions. Missionaries may serve for different periods of time, in different regions, and in different ministries.

The **Ministry of Missions** of Faith Baptist Church is the fruitful activity of Spirit-filled members utilizing their God-given gifts and fulfilling their God-ordained responsibilities in the area of Missions.

The **Missions Program** of Faith Baptist Church is that group of organizations and activities which assist the pastoral leadership to prepare the saints for the work of the ministry through motivation, instruction, equipping, supervision, deployment, and support in the Ministry of Missions.

The **Missions Organization** is any organization, other than a local church, that actively supports or promotes one or more aspects of Missions. Such organizations may include, among others, mission boards, Christian colleges and universities, Christian camps and Christian literature publishers and distributors.

The **Missionary Care Committee** is made up of faithful mission

mindful members of Faith Baptist Church who research and recommend ways of caring for our missionaries. In this document the Missionary Care Committee will be referred to as the **MCC**.

The **Missions Stewardship Sub-Committee** is made up of faithful members of Faith Baptist Church who research and recommend the dispersing of funds for our missions program. In this document the Missions Stewardship Sub-Committee will be referred to as the **MSS**.

### ***The purpose of our missions program***

The ultimate purpose of Missions at Faith Baptist Church is to *glorify God* through its members' obedience to the Great Commission (Matthew 28:18-20; Mark 16:15-16; Luke 24:44-49; John 20:21-23; Acts 1:8). The Great Commission calls for the believers to do the following:

1. Evangelize (bear witness to) the lost
2. Make disciples of those who believe
3. Baptize converts into existing or new assemblies
4. Teach those converts to be obedient to the commands of Christ for His glory, including the fulfillment of their own obligation to participate in the Great Commission

Missions activities contribute to the Great Commission in various ways, including evangelization, discipleship, church planting, leadership training, and church strengthening activities.

### ***The need for our missions program***

The need for Missions arises from the fact that the Great Commission sends us into the whole world (Matthew 28:18-20; Mark 16:15-16; Luke 24:44-49; Acts 1:8). The universal scope of the Great Commission in turn stems from the *character of God*, who reaches out to all of mankind. God loves the world, and Jesus Christ died for the world (John 3:16, I John 2:2). God is the crea-

tor (Acts 17:26), ruler (Psalm 72:11), and redeemer of all nations (Isaiah 49:6). God is no respecter of persons (Romans 10:12). God commands men everywhere to repent (Acts 17:30).

The Great Commission does not command us to make disciples merely from those whom God sends our way, but from among all nationalities and ethnic groups and in all parts of the world. Therefore, evangelism within the area immediately surrounding Faith Baptist Church is not sufficient to fulfill our Lord's command. The people of this church must also be actively supporting missions to reach those beyond our immediate area of influence.

### ***The nature of our missions program***

#### *Missions and the mission*

Missions is not a different kind of activity from the local ministry of believers and churches. The mission of the church is the Great Commission. All activities of the ministry are ultimately directed toward making, assimilating, training and deploying disciples for the glory of God (Matthew 28:18-20). Missions differs practically from our local ministry in that it reaches beyond those who can attend and join Faith Baptist Church (our "Jerusalem"), into other ethnic and language groups and geographic regions (Judaea, Samaria, and uttermost part of the earth, Acts. 1:8) for the purpose of carrying out the Great Commission on a global basis. The philosophy behind Missions at Faith Baptist Church is not different from its overall ministry philosophy.

#### *The ministry vs. the program*

There is an important biblical distinction between the ministry and the program of a church. The ministry is the service of each believer (member of the Body) individually and cooperatively (1 Corinthians 12). The spiritual ministry is the fruit of believers' lives who are abiding in Christ and in whom Christ's word is abiding (John 15:1-8). The ministry is under the direction of the Holy Spirit (Ephesians 4:4-7). Therefore, the Ministry of Missions at Faith Baptist Church is the by-product of the spiritual life of the members as seen in the area of missions. A church member who, on his own, undertakes to pray for, encourage, or visit a

missionary, or to participate in Missions in some other way is having a part in the Ministry of Missions. This is true whether or not he does so as a part of an official organization or program of the church.

Programs, on the other hand, are organized activities of the church, exercised under the church leadership. The purpose of programs is to help the pastor-teacher perfect the saints for the work of the ministry (Ephesians 4:11-12). Programs do not themselves produce fruit, but instead are designed to create the proper conditions so that the believers can grow and produce fruit. Therefore, the Missions Program of Faith Baptist Church is designed to serve the members and the missionaries so as to encourage them to minister to each other and to the lost. This is done through many activities, including teaching, motivating, organizing, overseeing and funding. The measure of the success of the Missions Program is not primarily its level of activity; it is the spiritual growth in the lives of the people that is the result of that activity.

### ***The focus of our missions program***

Because of the nature of the ministry, the emphasis of Missions at Faith Baptist Church must be on participation. We must avoid the mistaken impression that the Ministry of Missions belongs exclusively (or even primarily) to relatively few professionals, and that the rest of us are here merely to pay for them to carry out the Great Commission for us. In order to accomplish the task of Missions, the Holy Spirit has called all the members of Faith Baptist Church to have a part in Missions. It is true that different members will serve in different ways. Some will go to a foreign land for an extended period. Others will participate in one or more short-term mission trips. Many will support and help Missionaries on the field through special projects, financial support and prayer. However they participate, every disciple has been sent by the Lord Jesus, just as the Father sent Him (John 20:21).

It is also the responsibility of each member of this church to pray that God would send out laborers to the mission field and to actively support and pray for those whom God sends out. Faith Baptist Church corporately has the responsibility to commission

and send out its own members whom God has called to the mission field (Acts 13:2). While it is good for the people of Faith Baptist Church to support Missionaries called out from other churches and to support mission organizations, this church is not fulfilling its obligation to God in the area of Missions unless it is sending and supporting Missionaries from among its own ranks. The Missions Program must endeavor to impress upon the members the primary place of going and sending in the endeavor of Missions.

On the field, the main focus of Missions must be on indigenous local churches. The writer of Hebrews commands believers not to forsake the assembling of themselves together (Hebrews 10:25). A constant attention to the principle of indigenization must be maintained. This means planting and developing self-governing, self-supporting, and self-propagating local churches. It also means respecting the integrity of national churches and authority of national leaders whenever seeking to confirm and strengthen those churches. This Missions emphasis should take a number of forms:

- The proclamation of the Gospel and the discipleship of the believers in local assemblies (Acts 2:41-42).
- The developing and training of local leaders (Acts 14:23; Titus 1:5).
- The strengthening of the churches through visits (Acts 15:41; 18:43), communication (See Romans, Ephesians, etc.), and practical help in time of need (2 Corinthians 8:4, 13-14).

The overall objective of these different activities is the building up of independent churches on the mission field. It is through the church that the manifold wisdom of God is made manifest (Ephesians 3:10), and it is the local church that is the “pillar and ground of the truth” (1 Timothy 3:15).

### ***The objectives of our missions program***

Based on the preceding principles, the specific objectives of the Missions Program of Faith Baptist Church are as follows:



1. To encourage and edify the members of Faith Baptist Church regarding Missions, so that they are willing and eager to be called themselves, and are encouraging their children to be open to the possibility of a call to Missions.
2. To instill in the members of Faith Baptist Church the earnest desire to participate in Missions through prayer, labor, financial support and the Missions Program of the church.
3. To coordinate the process of sending and supporting Missionaries and Mission Organizations so that all things might be done decently and in order.
4. To provide financial support particularly for our own members and our own children as they go to the mission field.

## PEOPLE AND ORGANIZATIONS

### *Qualifications of individuals*

A **positive testimony** for Christ, including assurance of salvation, a definite sense of calling by God to serve Him, and a clear vision of missionary work for Christ and of his or her relationship to it.

**Spiritual maturity** (I Timothy 3:6), as evidenced by the fruit of Spirit (Galatians 5:22-26), patience in teaching (II Timothy 2:24-26), and godly wisdom (James 3:17-18).

A **missionary attitude**, including active involvement in evangelistic outreach and discipling, the ability to work in harmony with other Missionaries and other believers, a willingness to sacrifice and endure hardship, and a desire to adapt to cultural differences and to work with national believers in an attitude of love and mutual respect.

For a man, **fulfillment of the requirements for the offices of bishop and deacon**, as set forth in I Timothy 3:1-12. For a woman, a clear evidence of the commitment to work under authority, as commanded in I Timothy 2:12. We also recognize that there is a valuable mission's service provided by those involved in "helps" ministries (construction, teaching, medicine, etc.) for which the above requirements may not be as mandated or necessary.

**A good testimony to those without**, including a reputation of good character, prompt payment of debts and obligations, and freedom from hindering debts. (If the candidate has ever declared bankruptcy, he must have paid creditors to their satisfac-

tion, not just to the satisfaction of the bankruptcy laws. If he is going to minister in another country, he must pay off all debts, except those secured by real estate.)

**Membership or past membership in Faith Baptist Church** (for at least two years or sufficient time for church members to know the candidate) with active participation in the ministries of the church and in regular stewardship giving; or, active membership in another fundamental church, along with conformity to the strategy of Faith Baptist Church in fulfilling the Great Commission. Active membership in any church includes financial stewardship. Faith Baptist church will give priority consideration to those who demonstrate that it is churches, not men, that plant churches. Thus “field tithing” (exclusively supporting the mission work rather than mainly the home church) is undesirable and discouraged. Further, since Missionaries will necessarily receive support from several churches, those supported by Faith Baptist Church must not violate principles of separation, bringing Faith Baptist Church into compromise with doctrinal error or blatant disobedience in other churches. While recognizing the importance of the autonomy of the local church, we cannot support those who represent compromise by receiving support from it.

**Signed agreement** with the creed of Faith Baptist Church, with the principles behind its covenant, and with these stated missions policies.

**Appropriate training** for the ministry to which the candidate is called, normally including completion of a degree or certificate program incorporating significant study of the Bible (preferably four years at a fundamental Christian college/university); some missions study and/or missions apprenticeship; language study or preparation for language study, as appropriate; and preferably, a period of church internship. A wife’s formal training should be similar to that of her husband, though it may well be less than his, depending on individual circumstances and needs. The Missionary Care Committee will examine such matters individually.

**Acceptance** by a qualified mission board (or other sponsoring agency) for a specific field of service; current membership in a fundamental church; commissioning by a fundamental church

before departure for the field; and, for a man entering a pastoral ministry, ordination to the ministry.

**Readiness** to engage in evangelism and in support of indigenous local churches of like faith and practice to Faith Baptist Church.

**Reasonably good health** for accomplishing the work.

**Willingness to refrain from direct involvement** with any group whose teachings and practice are contrary to the Christian fundamentals set forth clearly in the Bible. Just as we cannot compromise our biblical convictions and standards through mutual financial support of a Missionary with New Evangelical or otherwise compromised churches, we cannot support a Missionary who makes common cause with doctrinal error or disobedience on the mission field. Although the Missionary must have latitude in discerning cultural issues, he should strive to honor biblical standards that are recognized by sincere Bible-believing Christians in all cultures.

*Qualifications for the organizations of the supported individual*

- Unapologetic identification with biblical fundamentalism.
- Willingness to cooperate with Faith Baptist Church.
- A biblical, evangelical purpose, rather than just a social or cultural purpose.
- Agreement with the creed of Faith Baptist Church and with the principles behind its covenant.
- Honorable financial dealings.
- Separation from any group whose teachings and practice are contrary to that clearly mandated in the Bible.
- Consistency of position. If a mission board of one of our Missionaries takes a position or engages in a practice contrary to the biblical position of Faith Baptist Church, we will contact the Missionary to see whether he knows about and supports that change. If he does not, we will counsel a change of board affiliation so that our support of him can continue. If he is in agreement with a new position that is contrary to the biblical position of Faith Baptist Church, it is expected that the ethical course would be followed, and the Missionary would ask Faith Baptist Church to terminate his support.

*Qualifications for individuals participating in short-term missions*

The individual must be a member in good standing, active in evangelism and church ministries. The individual must possess spiritual maturity, a missionary attitude, and a good testimony (as defined on page nine. Finally, the individual must consult with the Outreach Pastor and/or with the MCC about the project.

The project must be sponsored by Faith Baptist Church or by a known and trusted organization. If overseen by Faith Baptist Church, the pastoral staff, the chairman of the MCC, or such persons as the chairman shall appoint will be responsible for the oversight. The project should evidence good stewardship of resources—especially of contributions—weighing (for instance) travel costs against the time on the field and the expected benefits.

*Qualifications of future missionaries with Faith Baptist Church*

The following are suggestions for those considering whether God may have a place for them in missionary service:

1. Being involved in the ministry of our church, according to age and opportunities. Looking for ways to help in the church and ways to witness for the Lord.
2. Learning about other countries and their needs, and reading missionary biographies. As opportunities arise, taking part in a church-sponsored missions trip or helping a missionary for a period of time.
3. Getting personally acquainted with some missionaries. Reading prayer letters (copies available on the church missions display board), and listening to Missionaries present their work. Corresponding with, and praying for Missionaries.
4. Living in close fellowship with the Lord, and following His will. Seeking counsel from one of the pastors or a Missionary.
5. Prayerfully considering the qualifications of Missionaries as listed in section II under qualifications of individuals and asking the Lord's grace for service.

We would also ask you to keep in mind that:

As members of Faith Baptist Church, we have accepted our individual and corporate responsibility to “go, win, baptize, and teach converts until Jesus comes,” as stated in Matthew 28:19-20 and in our *Statement of Purpose*. In keeping with this purpose, we wish to encourage and help those who are considering missions service.

The MCC accepts a special responsibility for encouraging the involvement of all members in the Missions Program and for helping those whom God is calling to personal missions service.

The MCC will work to insure compliance with these policies by informing all Missionaries and church members of their provisions, and by regular monitoring of the Missions Program to help them understand the importance of the principles behind these provisions. The MCC will strive to help everyone understand that these are not merely rigid rules, but important standards implemented to insure an effective, Christ-honoring Missions Program.

#### *Qualifications for the members of the MCC*

- Spiritual maturity, active membership in Faith Baptist Church, and support of its ministries.
- A strong interest in Missions.
- Agreement with the missions policies of Faith Baptist Church.
- Financial support of the church through tithes, offerings, and giving to the Faith Promise Missions Program.
- Willingness to look at problems objectively and fairly.
- Faithfulness to the meetings and duties of the MCC.

#### *Qualifications for every member at Faith Baptist Church*

Every member of Faith Baptist Church is encouraged to be actively involved in our Missions Program. We especially recommend the following:

1. Attendance at the annual Missions Conference and at other opportunities to hear Missionaries.

2. Participation in the Women's Missionary Ministries and Men's Missionary Ministries organizations.
3. Faith-promise giving and other giving to Missions and missions projects.
4. Regular prayer for Missionaries and Mission Organizations.
5. Correspondence and other personal contacts with Missionaries.
6. Encouragement of young people to consider serving God through Missions.

## PROGRAMS

### ***General policies and missionary classifications***

Faith Baptist Church will give support to approved Missionaries under the following guidelines. The support levels indicated may be increased if the financial situation of the church Missions Program makes it possible to do so. The support levels may be decreased if the financial situation of the church makes that action necessary.

Since “the philosophy behind missions at Faith Baptist Church is not different from its overall ministry philosophy,” (I. D. 1.), those Missionaries who have been exposed the longest to our ministry, and are willing to maintain a close relationship with our church, will be the first considered for support.

Missionaries supported by Faith Baptist Church will be classified into one of the following categories:

### **Level A**

#### *Initial Qualifications*

- Faithful supporter of Faith Baptist Church. A consistent record of tithing, and giving to Faith Promise Missions. Ordained and/or commissioned at Faith Baptist Church initially, or having joined Faith Baptist Church as a veteran Missionary already ordained.
- Like-mindedness with the ministry philosophy of Faith Baptist Church, significant and ongoing participation in the ministries of Faith Baptist Church, submission to the counsel of Faith



Baptist Church in the selection of a mission board with which the church has a good working relationship, and having Faith Baptist Church as the sending church.

- Completion of a bachelor's degree at a Christian college or university.
- Demonstrating a servant's attitude toward the hardships and sacrifices that are common in missionary service.

*Ongoing Requirements:*

- Level A Missionaries will receive the highest percentage of support (based on the Faith Promise Funds committed and received).
- Level A Missionaries will maintain agreement with the position and philosophy of Faith Baptist Church on the foreign field, and zealous participation in its programs at home when possible.
- The Level A Missionary is, in essence, a staff member of Faith Baptist Church, and must show leadership in all areas of ministry stewardship. The greater the degree of support for and connection to the ministry of Faith Baptist Church, the greater the level of support that can be expected from Faith Baptist Church. It is also recognized that Level A Missionaries receive support from other like-minded churches to which they must also be a blessing and support.
- It is expected that Level A Missionaries will set an example of giving to his field ministry, but continue tithing to Faith Baptist Church. Field tithing disconnects the Missionary from his home church, depriving it of the benefit of its representation on the field. Those Missionaries who truly see their ministry as an arm of their sending church should support the church to which they are accountable for discipline and spiritual ministry.
- This ongoing relationship will be evidenced through regular and frequent communication while on the field, significant participation in the ministry of Faith Baptist Church while on furlough, and a willingness to work with missions teams and missionary interns from Faith Baptist Church.

*Benefits to the Level A Missionary*

- Priority in receiving missions support, both in the fact of sup-

port and the amount of support. Support level will be initially set and/or adjusted (after notification by the MSS: based on the continued faithfulness as a member of Faith Baptist Church.

- Priority in the receipt of available funds for special projects, emergency needs, etc., and maintaining a sensitivity to currency exchange rates.
- Priority in the support provided by Women's Missionary Ministries and Men's Missionary Ministries.
- Priority in the use of lodging and transportation resources of Faith Baptist Church and its members while in the Greenville area.
- Availability of the pastors and other leaders in the Faith Baptist Church congregation for assistance in the areas of advice, problem resolution, or other needs, along with a high priority to receive a pastoral visit to the mission field and help from Faith Baptist Church short-term mission teams.
- Assignment to a Deacon Caring Group, Sunday School class and Faith Baptist Church family for prayer, contact and support.
- Regular sermon tapes of Faith Baptist Church services and conferences, and a yearly gift subscription to *FrontLine* magazine.
- Inclusion of picture, field, and prayer letters on Faith Baptist Church missionary display board.
- Periodic mention of family, field, and needs in prayer from the Faith Baptist Church pulpit.

## **Level B**

### *Initial Qualifications.*

- Faithful member of Faith Baptist Church in the past.
- Like-mindedness with the ministry philosophy of Faith Baptist Church.
- Completion of a bachelor's degree at a Christian college or university.
- Demonstrating a servant's attitude toward the hardships and sacrifices that are common in missionary service.

### *Ongoing Requirements*

- Continued agreement with the position and implementation of the philosophy of Faith Baptist Church on the foreign field.
- Regular (at least quarterly) written communication with Faith Baptist Church.

### *Benefits*

- A financial commitment from Faith Baptist Church based on the former member's continued involvement with Faith Baptist Church.
- An opportunity to receive support provided by Women's Missionary Ministries and Men's Missionary Ministries.
- An opportunity to use lodging and transportation resources of Faith Baptist Church and its members while in the Greenville area.
- Periodic mention of family, field, and needs in prayer from the Faith Baptist Church pulpit.
- Inclusion of picture, field, and prayer letters on Faith Baptist Church missionary display board.
- Gift subscription to *FrontLine* magazine.

## **Level C**

### *Initial Qualifications*

- Like-mindedness with the ministry philosophy of Faith Baptist Church.
- Completion of a bachelor's degree at a Christian college or university.
- Demonstrating a servant's attitude toward the hardships and sacrifices that are common in missionary service.

### *Ongoing Requirements*

- Continued agreement with the position and implementation of the philosophy of Faith Baptist Church on the foreign field.
- Regular (at least quarterly) written communication with Faith Baptist Church.

### *Benefits*

- Faithful financial support from Faith Baptist Church.
- An opportunity to receive support provided by Women's Missionary Ministries and Men's Missionary Ministries.
- Inclusion of picture, field, and prayer letters on Faith Baptist Church missionary display board.
- Mention of family, field, and needs in prayer from the Faith Baptist Church pulpit.

### **Level D**

- Mission Organizations will receive minimum support.
- The primary purpose for this support is not to meet a financial need, but to demonstrate our endorsement of, and confidence in, the Mission Organization.

### **Level E**

#### *Initial Qualifications*

- Faithful member of Faith Baptist Church.
- Like-mindedness with the ministry philosophy of Faith Baptist Church.
- Having Faith Baptist Church as their sending church.
- Having the intention of going to a mission field for 12 months or less.

#### *Ongoing Requirements*

- Continued membership at Faith Baptist Church.
- Continued agreement with the position and implementation of the philosophy of Faith Baptist Church on the foreign field.
- Regular (at least quarterly) written communication with Faith Baptist Church
- Communication with and accountability to the Pastoral Staff of Faith Baptist Church

### ***Benefits***

- Regular financial support from Faith Baptist Church.
- An opportunity to receive help for special projects, emergency needs, etc.
- An opportunity to receive support provided by Women's Missionary Ministries and Men's Missionary Ministries
- Inclusion of picture, field, and prayer letters on Faith Baptist Church missionary display board, if there are plans to be on the field for a year or more.
- Availability of the pastors and other leaders in the Faith Baptist Church congregation for assistance in the areas of advice, problem resolution, or other needs.
- Periodic mention of family, field, and needs in prayer from the Faith Baptist Church pulpit.

### ***Other policies and classifications***

A Church-Planting Pastor is someone who plants a church and then becomes the pastor of that church. He will be supported for eighteen months, and a six-month extension can be granted by church approval.

Short-term projects may be supported. Certain funds generally are budgeted from the Missions Fund in anticipation of short-term missions needs. When such funds are available, the MSS, in consultation with the Pastoral staff, may recommend that certain special projects, such as a short-term missions team, or work project be supported. These requests will be submitted in a timely fashion. Any last minute request may not be able to be met.

Special consideration shall be given to Missionaries or missionary projects that, in the estimation of the MSS, are worthy of temporary support. In such cases, an agreement shall be made with the Missionary or missionary project, in writing, that support will be for only the specified time (up to two years). After the specified time, the support will automatically be dropped. Any requests for extensions to the specified time shall be submitted, in writing, to the MSS.

Churches being planted wholly by Faith Baptist Church will de-

liver all offerings to Faith Baptist Church; its members will be members of Faith Baptist Church. Faith Baptist Church may continue regular support to the building fund or property payments in matching funds as the new church assumes support of its pastor. The church may become independent when capable of supporting its own pastor. A church may not begin regular support of other Missionaries until its own pastor is fully supported.

Increased support may be considered under the following guidelines. Highest priority will be given to Level A Missionaries of Faith Baptist Church who regularly give and support this church, and who generally are based here in Greenville when on furlough. We will also consider missionary needs (such as inflation, changes in cost of living, and monetary exchange rates), as well as the financial ability of Faith Baptist Church.

### ***Changing or dropping support***

It is to be understood that the level of support may be changed or the support dropped in the event of a change of status.

Those supported for a specified time will automatically be dropped at the expiration of that time unless a review of the situation dictates an extension of the support or a change to regular status. Such a review must be initiated by a written request to the chairman of the MSS by the Outreach Pastor. Any Missionary or Missions Organization that is not in agreement with our philosophy and direction shall be dropped from support.

Any Missionary or Missions Organization that becomes involved in doctrinal error (serious departure from the clear teachings of the Word of God) or serious moral failure shall be dropped from support.

When any change in marital status occurs, the MCC will review the church's relationship with that Missionary. One area of concern for the MCC is the marriage of Missionaries or Missionary children to nationals.

Faith Baptist Church will review the support of a Missionary who retires, or has a change of mission board, a change of field, a

change of church membership, or insufficient correspondence. It is preferable to hear from the Missionary every two months or at least quarterly.

Generally, support will not be dropped or reduced while the Missionary is out of the country, except in instances of serious doctrinal error, moral failure, or a financial crisis in our church.

If Faith Promise giving falls short of the Faith Promise support commitments for a period of three months, the following responses are available to the church:

- The Faith Baptist Church family will be asked to pray and trust the Lord to give more.
- The one-month's cash reserve may be used to make up the shortfall.
- Special Project allocations may be used to support Missionaries.
- Short-term missions designations may be used for missionary support.
- An appeal from the MSS will be made for additional missions support from the Faith Baptist Church General Fund with congregational approval.

Percentage reductions will be made in the monthly support of our Missionaries:

1. Beginning with our Level C Missionaries.
2. Next with our Level B Missionaries.
3. Finally, with our Level A Missionaries.

### ***Re-evaluation of support***

All Missionaries will automatically be re-evaluated at the end of each term and from time to time as the need arises. A Missionary who takes short yearly furloughs will have regular re-evaluation every fourth year. Faith Baptist Church expects to be notified in advance of a planned furlough. Contact should be made with the church (preferably with the Outreach Pastor) as soon as possible once the Missionary has confirmed his furlough dates. A furlough is normally considered to be up to a year, al-

though we understand that circumstances may sometimes extend a furlough year. An extended leave of absence may also be necessary. If deemed appropriate during a leave of absence, support funds may be suspended, changed, or held in escrow until the Missionary returns to the field.

Reviews and re-evaluations will be conducted by the Outreach Pastor or MCC. A review shall include a report of accomplishments and goals for the future, recommendations and evaluations from the Missionary's board and home church pastor, and a personal interview or telephone conversation with the Missionary.

### ***Deputation***

If funds are available, support will begin as soon as the Missionary leaves his full-time job in order to spend most of his time in deputation meetings.

A reasonable time of deputation is expected (usually three years or less). After three years, a re-evaluation would be needed. Also, a change of field or of mission board while on deputation would require a re-evaluation.

Because of the compromise and confusion with the Southern Baptist Convention and other groups, any new Missionaries taken on for support by Faith Baptist Church will be asked not to hold meetings in or accept support from Southern Baptist Churches or churches affiliated with the National Council of Churches.

### ***Honorariums and special assistance***

Missionary speakers at Faith Baptist Church will be given a love offering. Special speakers for the Women's Missionary Ministries will receive honoraria from the General Fund in accordance with monies designated in the annual budget. By vote of the congregation, money from the General Fund may be given for special needs of the Missionary.



### ***Consideration of Missionaries for new support***

1. Missionary appeals for support or requests for meetings will be handled by our Outreach Pastor.
2. If the Outreach Pastor discerns a problem, or if we have so many requests for deputation meetings and support that we must reject good missionary candidates, he will turn down the request with a kind letter. If not, the Outreach Pastor reviews the request on the basis of the material sent.
3. For a promising candidate, the Outreach Pastor contacts and schedules the Missionary to speak to the church body.
4. At the recommendation of the pastoral staff, the MCC interviews the Missionary. The care committee also gives the Missionary a copy of the creed, the covenant, and the Missions Policies of Faith Baptist Church. After review, the Missionary must confirm agreement with these documents.
5. The MCC makes a recommendation to the MSS who then make a recommendation to the Pastoral staff about whether to take on the missionary for support and under what Level. Typically new missionaries will be presented for support in conjunction with the annual budget presentation in June.
6. If the Pastoral staff, MCC, and MSS concur, then the chairman of the MSS recommends the new support to the church for their approval during a regularly scheduled annual budget meeting. In making this recommendation, the Outreach Pastor will confirm from the church Administrative Pastor that there are sufficient funds available to cover the added support.
7. The Missionary signs a statement of agreement with our creed, with the principles behind our covenant, and with our Missions Policies, if he or she has not already done so. The Outreach Pastor sends the Missionary a letter stating our intention of support, the amount, and when it will begin (and end, if temporary). A copy of that letter is referred to the Administrative Pastor of the church and then is kept on file for the MCC and MSS.

### ***Mission boards***

It is expected that our Missionaries will be connected with competent mission boards. Because of the limited resources and personnel at Faith Baptist Church, we cannot provide the impor-

tant services that are usually rendered by a mission board. If the MCC and MSS are unfamiliar with a mission board, we request that the Missionary supply a doctrinal statement from that board to be kept on file at Faith Baptist Church. See page eleven for specific qualifications.

### ***Budget***

The MSS is responsible for proposing Missions policies to guide the expenditure of a minimum of ten percent of the General Fund's annual receipts, per the church's constitution. In case of a shortfall in Faith Promise funds, Missionaries who do not receive their full support will be sent a note of explanation; and any funds exceeding the Faith Promise budget may be used to make up previous shortfalls.

### ***Ministries of helps***

The Women's Missionary Ministries shall operate under its own bylaws, uniting the women of the church for prayer, communication with missionaries, missionary information and education, assistance with the annual missions conference, and provision of material needs for Missionaries.

Our Men's Missionary Ministries group operates under its own leadership while reporting their activities to the MCC. The main purpose of the Men's Missionary Ministries group is to promote the involvement of Faith Baptist Church men in prayer for, knowledge of, and participation with our Missionaries.

### ***The MCC and MSS Responsibilities***

- The MCC and/or the MSS shall meet on a timely basis with the Outreach Pastor.
- The MSS shall review the status of supported and prospective missionaries and make recommendations.
- The MCC and MSS shall ensure compliance with the Missions Policies and organizational charts.
- The MCC shall promote communication between the Mission-

aries and church members and shall work to develop an effective Missions Program through the members of Faith Baptist Church, ministering to and with the Missionaries.

- The MCC shall develop and recommend opportunities for church members' missionary involvement and shall plan, publicize, and participate in these ministries.
- The MCC shall focus on missionary awareness generally and develop creative ideas to enhance and increase missionary awareness in the church.
- The MCC shall develop and organize ministries of helps to Missionaries going to the field and returning home.
- The MSS shall develop missionary retirement goals and policies, investigating the practices of mission boards and providing guidance for any of our Missionaries who currently have no provision for retirement. We require that supported missionaries contribute regularly to a retirement plan.
- The MCC and MSS shall research, teach, and encourage the implementation of the Faith Promise program by regular promotion, annual programs, and a missions conference and banquet; one or more conference subcommittees may be appointed.



