



Generic Missions Policy

INTRODUCTION

This missions policy is intended as a guide to assist you in writing your own policy. We suggest you review it as well as two other EFCA churches' policies. After perusing several policies, we recommend you use this as a working document to develop a policy to fit your church's needs. If your congregation already has an existing missions policy, use this document as a guide to update your policy.

If your church has a significant short-term ministry, you may want to add additional statements about your short-term philosophy. For examples of this, contact EFCA CONNECT at connect@efca.org.

Before you write your policy, you will want to develop a strategic missions plan for your church. Your policy and budget should support this strategic plan. All three items (plan, policy and budget) are necessary to maximize your church's involvement in missions. An EFCA CONNECT staff member can help you develop a strategic plan, budget and/or missions policy.

One final note—when the word “Board” is used in this document, it refers to the Elder Board, Executive Board, Church Board, etc.

Generic Missions Policy

I. Purpose

A. Definition of Missions

Generic EFC of Anytown affirms the definition of missions to be any evangelistic endeavor outside our local congregation to fulfill the Great Commission by proclaiming the gospel of Christ, making disciples and gathering these disciples into local congregations, while relating to the needs of the total person (spiritual, physical, emotional, and social).

B. Purpose Statement

The goal of our missions effort is to win individuals to the Lord, equip them in the faith and establish churches that have the same aim in every tribe, tongue, people and nation (Acts 14:21-23, Rev. 5:9). The missions team shall seek to guide Generic Church in light of this purpose statement.

C. The Missions Policy

1. Purpose – The purpose of the mission policy shall be to:
 - a. Provide guidelines to stay on a straight course;
 - b. Avoid making important decisions on an emotional or haphazard basis;
 - c. Maintain consistency as team membership changes;
 - d. Ensure good stewardship in the allocation of missions funds.
2. Exceptions – This policy is a statement of principles, not a rigid set of rules. Occasionally, exceptions will need to be made. When that occurs, two-thirds of the missions team needs to be in favor of the exception. The Board also must approve the proposal.
3. Revisions – The missions policy shall be reviewed and revised as often as needed, with a thorough review every odd numbered year. Before implementation, the Board must approve all revisions.

II. The Missions Team

A. Size and Selection

The missions team shall consist of five to ten members including the chairperson. The Board shall approve the names of the members before they are asked to join the team.

B. Term of Office

Each member is to serve for a two-year term. Ideally, the person will serve for many years.

C. Chairperson

The pastor or Board will select a chairperson each year from within the team. This individual is responsible for the proper functioning of the missions team.

D. Expectations

Members are expected to:

1. Attend the meetings;
2. Serve on task forces as assigned;
3. Take an active role in the decision-making process;
4. Continue to learn about world evangelism;
5. Devote much of their energy to furthering the missions program at our church.

E. Responsibilities

1. Pray – Encourage intercession from the congregation for world evangelism and for our missionaries.
2. Educate – Assist in providing a comprehensive missions education program for our entire congregation. This will include information about the world, our missionaries and EFCA ReachGlobal.
3. Recruit/Train – Select and assist in the equipping of members of our constituency to become missionaries.
4. Send – Support missionaries spiritually, financially and emotionally during their term of service.
5. Care – Provide practical assistance to missionaries while they are on their field and home assignments.
6. Support – Prepare a missions budget and oversee the allocation of the funds throughout the year.
7. Represent – Serve as a liaison between the church, its missionaries and mission agencies.
8. Evaluate – Review the missions program of the church and make changes as necessary. This includes evaluating the missions policy statement, as well as the continuation of support for a missionary.

III. Strategy

A. Goals

The missions team shall seek to establish short- and long-range goals for their various responsibilities in dependence upon the Holy Spirit.

B. Priorities

Recognizing that there will always be more needs than we can fulfill, the following is meant to assist us in our decision-making. We have a two-fold missions strategy: mobilization and global evangelization. Mobilization includes our efforts to help our people become more missions active. This is primarily accomplished through cross-cultural ministry. Global evangelization includes our efforts to help complete the Great Commission. While there is overlap between the two, we have different goals for each category.

1. Mobilization Priorities
 - a. Ministries sponsored by our church –This includes church short-term teams or any other cross-cultural ministries we initiate.
 - b. Ministries sponsored by individuals from our church and endorsed by us.
 - c. Other.
2. Global Evangelization Priorities
 - a. Mission support: Priority will be given to members of Generic Church first and missionaries from our region serving with EFCA ReachGlobal second.
 - b. Strategic Partnerships: These ministries are more encompassing than primarily the giving of funds. Here, our church commits to be an active partner in a particular ministry. This may involve sending short-term teams, hosting or attending conferences, sending our pastor to a site on a yearly basis, etc.

- c. Strategic Ministry Support: This category is for those opportunities where we can make a difference for the Kingdom of God, regardless of any relationship or benefit to our church. We assist because it is strategic. We might not have any involvement other than giving. We may never see the missionary or national we support. This support could be for people or projects.
3. Church Priorities
- a. Priority will be given to church planting and to the teaching of nationals.
 - b. Priority will be given to those who have least access to the gospel (traditionally called unreached peoples).
 - c. Priority will be given to urban work.
 - d. Priority will be given to the sending of missionaries from other countries.
 - e. Priority will be given to missions mobilization.

C. Future Missions Budget Projections

It is our desire over a period of years for the missionary support segment of our missions budget to approximate the following percentages:

U.S. 35%		
Mono-cultural Evangelism/ Church Planting 10%	Ethnic Evangelism/ Church Planting 20%	Support Ministries 5%

OUTSIDE U.S. 65%			
Evangelism/ Church Planting 20%	Teaching Nationals 20%	Missions Mobilization 10%	Support Ministries 15%

1. Explanations
- a. **U.S. Mono-cultural Evangelism/Church-Planting Ministries:** The target group is the Anglo-English speaking population. Ministries could include: evangelism and discipleship on college campuses, church planting, executive outreaches, etc.
 - b. **U.S. Ethnic Evangelism/Church-Planting Ministries:** The target group is people from a language and/or cultural group other than Anglos. Ministries could include evangelism and discipleship of international students, church planting among Hispanics, etc.
 - c. **U.S. Support Ministries:** These individuals are the support personnel who assist the previous categories of workers. This person may be a secretary, an accountant, a president, a missions representative of an organization that works only in the U.S., etc.
 - d. **Outside U.S. Evangelism/Church-Planting Ministries:** The target group is nationals who live outside the U.S. Ministries would include church planting and evangelism.
 - e. **Outside U.S. Teaching Nationals:** The target group is nationals who live outside the U.S. This activity is one where an individual teaches a national

either the Bible or ministry skills. This category would include Bible institute teachers, theological education by extension instructors, Bible translators, etc.

- f. **Outside U.S. Missions Mobilization:** Missions mobilizers are people (inside and outside the U.S.) who consult with churches, agencies and student groups to help them participate more aggressively and strategically in world evangelism.
- g. **Outside U.S. Support Ministries:** This person may be in the U.S. or overseas. The ministry is one that allows categories “d”, “c” and “f” to function. This person may be a secretary, a teacher for missionary children, a missions representative in the U.S., a pilot, etc. Their goal is to assist those who are overseas.

IV. SHORT-TERM MISSIONS

A. Definition: Any missions activity of duration of one day to one year. For our church, it must be field driven. In other words, the primary benefits must go to those whom we are serving, not ourselves.

B. Purpose: First, it is to strengthen national believers and/or evangelize non-believers. Second, it is to mobilize and educate our constituency to be more missions active.

C. Required Short-Term Missions Criteria

1. The short-term team must be in a subordinate partnership with either a national church, a long-term missionary or mission agency.
2. There must be a clear long-term strategy in place.
3. There must be a qualified leader for the ministry.
4. There must be appropriate pre-field training.
5. There must be appropriate debriefing and follow-up plans for those who ministered.

D. Priorities

1. It is a key part of our strategic plan.
2. The ministry is sponsored or endorsed by our church.
3. The ministry will help a person evaluate a long-term missions ministry.

E. Support

1. Our church may provide support for the short-term ministry. We will use the order of priorities mentioned in “IV D” as a guide in determining how much to give.

V. FINANCIAL POLICIES

A. Annual Budget

The missions team shall prepare an annual budget each year that is submitted to the Board.

B. EFCA ReachGlobal

As part of a denomination, Generic Church’s goal is that at least sixty percent (60%) of its missionary support ultimately go to EFCA ReachGlobal. (Note: The EFCA recommends that each congregation adopt this goal.)

C. Minimum/Maximum

Monthly support shall be a significant sum, up to fifty percent (50%) of a person's total need.

D. Monetary Support

Support for a missionary shall be given on a monthly basis.

E. Outfitting Expenses

In order to help with outfitting expenses, it is suggested that up to three months of a monthly commitment be given to this need.

F. Ministry Evaluation

A missionary will be evaluated approximately every four years when he/she is on home assignment.

G. Changes

If there is a major change in either the ministry and/or location or if the person joins a different mission agency, then the missions team will immediately re-evaluate its commitment to the person. Generic Church requests advance notice of any significant changes in the ministry of the missionary.

H. Missionary Support Termination

Termination of financial support for a missionary is the exception with Generic Church. However, when it is to occur, both the missions team and the Board need to be in favor of the decision. Reasons for termination would be if missionaries did not fulfill the responsibilities asked of them in this policy statement. If we decide to terminate support, our desire would be to do it in such a way as to limit the negative effects this could cause a missionary.

I. Parameters

No more than twenty-five percent (25%) of our missionary support budget will go to a single missions agency other than EFCA ReachGlobal.

J. Review

Each year an evaluation will be made to see if more money can be given to a currently supported missionary as well as to the taking on of new missionaries for support.

K. Priorities

The expenditure of funds will be consistent with the priorities mentioned earlier.

L. Budget Items

The missions budget will not only include missionary support but also other items as needed to fulfill the goals of the missions team. Examples might include: missions festivals, money for the pastors to travel to mission fields, books, short-term projects, etc.

VI. SELECTION POLICIES

A. Qualifications

1. All applicants must be in agreement with Generic Church's Statement of Faith.
2. They must be going out with a mission agency approved by the team. Tentmakers and nationals may be an exception in special situations.
3. They need to be willing to spend quality and quantity time at Generic Church in order to work on a meaningful relationship with us.

4. They must have a proven track record in ministry.
5. They must demonstrate the qualities found in 1Timothy 3:1-10.
6. Their home church must be in agreement with their decision.

B. Procedures

1. Fill out an application for support.
2. Spend time in Generic Church developing relationships.
3. Meet with the missions chairperson or representatives of the missions team.
4. Meet with the full missions team. They will then make a request for support to the Board if there is consensus.

C. Responsibility of Generic Church to its Missionaries

1. Remember the missionary in prayer.
2. Communicate every two months.
3. Promote the work of the missionary within the church.
4. Encourage the missionary.
5. Help in the evaluation of the missionary.
6. Send the money that has been promised in an orderly fashion.
7. Assist in securing housing and furniture while they are on home assignment.
8. Work toward a partnership relationship with the missionary and his or her agency.

D. Responsibility of the Missionary to Generic Church

1. Communicate every two months.
2. Tell the missions team of any significant changes in ministry and/or location in advance.
3. Spend quantity and quality time with the church during home assignments. This is requested so we can deepen our relationship with missionaries by exposing them to our people in a variety of ways, i.e. in home Bible studies, Sunday school classes, in front of the church, etc.
4. Solicit funds only from family members and close friends from within the church. While "close friends" is an elastic description of relationships, our desire is that a missionary not contact individuals from within our church whom he/she barely knows.
5. Provide the team with yearly goals and an appraisal of the last year's activities.
6. Send the team updated support figures for each year.
7. Work diligently in support team building and maintenance with all supporters.
8. Work toward a close partnership relationship with Generic Church.

Adopted: