



CALVARY

BIBLE CHURCH

Missions Program Policy

Updated April, 2022

Goals and Objectives:

- A. Glorify the Savior by promoting His great salvation and Great Commission.
- B. Teach believers concerning biblical missions and the role of full-time missionary workers.
- C. Provide a year-round emphasis on missions.
- D. Motivate believers to participate in missions by challenging them to have:
 - 1. A deeper prayer burden for individual missionaries and missionary projects on the field.
 - 2. A greater commitment to giving for missions.
 - 3. A desire to visit a mission field.
 - 4. A desire to be obedient to Christ's commands and to use their spiritual gifts to serve Him.
- E. Set missions financial goals and determine methods for raising funds for missions.
- F. Challenge the church as a whole with its responsibilities of reaching the mission field at its front door, as well as around the world.

Philosophy:

A. Program Funding

The amount of funding needed is based on the annual CBC budget recommended by the Elders and approved by the congregation at the annual meeting plus any changes recommended by the Elders and approved by the congregation at congregational meeting called from time to time.

B. Fields Defined

- 1. Home Field: Any mission work within the confines of the United States. This includes: agencies, church planters, and special ministries of any sort.
- 2. Foreign Field: Any ministry outside of the confines of the United States.

C. Number of Missionaries to be Supported

The philosophy Calvary Bible Church is to support *fewer* missionaries with a larger amount of support for each missionary.

D. Mission Support Priorities

With limited funds it is vital that we spend our funds wisely. This demands prioritizing. Scripture should dictate our priorities. Stated priorities do not make a statement about the necessity of certain missions over others, but simply are an effort to guide our decisions in funding missions.

In an effort to make disciples of all nations, there are two basic categories of mission endeavors. There is church planting and then there is what supports church planting.

1. Church Planting – this is the goal of discipleship that blooms into a local church. It is missions both here in the US and abroad without distinction. This would include pastor/missionaries, and pastoral teams.
2. Support – this would include agencies, schools or seminaries, administrative services in a variety of ways, technical or specialized support (radio, computer, building, engineering, pilots), and medical missions.

CBC would seek to prioritize their funds with the following priorities:

1. Pastor/Church Planters
2. Directly assisting in the church plant (pastoral teams)
3. Service Mission (Medical missions/Seminaries/Bible College/Teachers)
4. Administrative (Agencies; On-Field Administration; Technical Support)

E. Miscellaneous Missions Fund Guidelines

1. The Elders will review the overall missions giving annually to determine if any changes are needed within the on-going missionary support program.
2. Evaluation of each missionary and project is vital for long-term support. This includes:
 - a. Face to face meeting when the missionary is home and near central Ohio.
 - b. On-site evaluations of each missionary and mission project by the elders/pastors. The funding for such trips to be provided for in the annual budget. A plan will be established and approved by the elders to help the guide the prioritization of such trips. If necessary, a fund should be established with the goal of saving funds for such trips.
 - c. Regular review of prayer letters and other correspondence.
 - d. Proactive seeking of feedback from partner missionaries, mission boards and other supporting churches.

3. Missionary support levels are based on the missionary budget recommended by the Elders and voted on by the congregation at the annual meeting.
4. Funds designated specifically to individual missionaries or missionary projects will be considered “over and above” any budgeted amounts and forwarded on to them.
5. Funds designated to missionaries or missionary projects that are NOT in our current missionary budget, must be approved by the Elders as an approved mission project. In the event the Elders cannot approve the funds going to the missionary or missionary project designated, the donor will be contacted to evaluate and determine others uses for the funds.
6. When a missionary retires from their field of service, or they take on a status that is less than full time while still on the field, their support will be phased out in increments determined by the elders and approved by the congregation over a maximum of 2 years starting at the fiscal year following their retirement or change of effectiveness. The Elders will inform the missionary of this plan as soon as we become aware of their retirement.
7. Ending Missionary Support (other than retirement). If it becomes necessary for CBC to end missionary support because of a doctrinal change, moral failure, or information from the mission board which will cause the termination of the missionary, we will send up to two months support, from the point of our notification, to aid the missionary in returning home.
8. From time to time, missionaries that are not currently supported in our budget will visit CBC to present their burden and ministry at the discretion of the Elders. In most cases a love offering will be collected following their presentation and given to the visiting missionary. These funds should be above and beyond normal giving to CBC.

F. Missionary Selection Process

God has created us relational people and has given us two great commands: Love God and Love People. Getting to know our missionaries effectively is vital to a ministry relationship. Our goal at CBC is not merely to give a monthly check to our missionaries but to partner with them in the ministry to which God has called them. This means that the people of CBC, beginning with the elders, should have both a personal relationship and thorough ministry knowledge of the people with whom we are partnering.

The process of getting to know the missionary in the present state of missions is a difficult task. The deputation mandate that is necessary for a missionary to garner the necessary support makes the relational process even more problematic. However, to work through this, the Elders of CBC seek to place the emphasis on establishing a ministry relationship of transparency and accountability with each missionary we support. In order to make this happen, a

process is necessary to help develop our relationships for better partnership in missions.

Step One: *The Introduction*

Typically a missionary makes the first contact. This is usually accomplished by written documents, emails, or phone calls. At this point, the missionary is asked to send any written documents that they have concerning who they are, where they are coming from, what they believe, where they are going, who they are going with, and what mission agency they are going out under? While this doesn't give all the needed information, it is the place to start if there is no previous relationship with them in the past. These documents often give substantial information that is helpful to discern their doctrinal and philosophical values but they do not tell you all you need to know.

This process is rarely skipped, but can be if there is an existing relationship with a pastor or an elder. However, a file on this missionary family should be started in the office that will have all the necessary information on them.

Step Two: *The Interview*

After the written documents are read, a face-to-face meeting is set up at a time when the missionary can visit Columbus. Usually this will be over lunch, coffee, or just a stop by the office. Church Elders are invited to participate in this part of the process as their schedules allow. Extra eyes and ears are important in this key area of the process. This is not a step that should ordinarily be skipped. The goal of the interview is get to know the missionary in four areas of importance:

1. The Missionary's Love For God. Stemming from the first of the two commands that God gives all believers it is vital to discern the missionaries' love for God (Mark 12:30). We will ask questions regarding:
 - a. His / Her Salvation
 - b. His/Her personal walk with the Lord
 - c. His/Her relationship with the church

It is an undeniable fact that people who love their God talk often about their God. This certainly ought to be true of a missionary. The conversation should include much about God, the person and work of Jesus, or the work of the Holy Spirit and less talk about their work, their life, or their ministry. God and His Kingdom work should not be merely "understood" or even a buzzword but should be an intentional part of the conversation.

2. The Missionary's Love For People. The second commandment is just as important – we are to love our neighbor (Mark 12:37). Love for people shows itself in two areas:

- a. A general love for people – Is there a general passion for people that the missionary shows? How are their people skills? What is motivating them for ministry? Who are they discipling at this time?
 - b. A specific love for people that they are called to – This will show itself in more than just a knowledge of statistics about culture and country but specifically with names and persons of whom they are working with or those that they are praying for and discipling. It ought to be common for the missionary to speak of, by name, the people they are personally discipling.

3. The Missionary's Family. It is preferable to have at least the husband and wife there together. If the children can come, that is good, but often they are with grandparents or friends in the area. How does the husband treat his wife? How does the wife treat her husband? Is the husband more intent on speaking of his ministry or is he taking care of his family? Is the wife jumping into the conversations and correcting the husband at awkward moments? Are they at ease with each other? Are the children controlled, obedient, and respectful?

4. The Missionary's Mission. What is their view of their mission? Is there a plan? Is there a plan in place about deputation? Is there a plan for the first few years of ministry? What are the tools of ministry he/she will need to fulfill the plans? What is the philosophy of ministry that will carry them? This will apply whether or not the missionary is going as a pastor/church planter or he is going in some support capacity.

Step Three: *The Visit*

If there is good agreement from the elders then a meeting is scheduled for the missionary to attend CBC with the hopes that the missionary will get acquainted with what God is doing in the church and the church as a whole can get acquainted with the missionary. It is important that solid relationships can be developed so ministry can be accomplished with as a team. Good relationships are forged through a unity of the Spirit in mind and an understanding of God's Word. This is a vital step in the process. However, this process may be skipped if the elders sense that there is already a good relationship being developed and there is a good fit for ministry. The missionary could then go directly to step four.

Step Four: *Deputation Meeting*

A meeting is planned so that the missionary can visit and present their ministry to the church as a whole. This is best done on a Sunday. We would ask they would come and possibly speak to a Sunday School class, attend and enjoy the morning worship service, eat a lunch with several families (if possible), and then take the speaking part of a service assigned for the purposes outlined below.

The missionary will be asked to do two specific things:

1. Preach a short challenge. This is to reveal his heart for God and for people. Ideally this is not a time of merely statistics, but more of a God-focused, Christ-centered view of missions and ministry and revealing his passion for what God is passionate about.
2. A presentation of the field. Here is where the missionary speaks to his burden that God has placed on him for the people and land to which he is called. The purpose is to demonstrate a God-focused, Christ-centered view of people, their greatest need, and how their ministry will address the need.

A love offering will be taken for the missionary. This is a prime opportunity for the people of God to express their love for the missionary. A healthy church will be a generous church. However, it is often the case that if the missionary has not been effective, it can show up in the offering as people will react to what they have seen.

Step Five: *Elder Recommendation*

The elders will meet to make a recommendation regarding the church supporting the missionary. This will include a review of the steps above, a review of the budget, and a recommendation to either begin support immediately, postpone support, not support, or a limited timed support.

Step Six: *Congregation Vote*

If there is elder agreement for a recommendation to support, then it is forwarded to the congregation for consideration. Like everything else that is done relating to the budget process, there must be sufficient proof that the budget can support the candidate. The congregation then votes on the recommendation. The candidate should receive approval of 75% of the membership present and voting.

Step Seven: *Mutual Accountability and Ministry*

If a recommendation and approval is achieved, the congregation and the new missionary partner should understand the following:

1. The missionary and the elders are accountable to each other for ministry. The missionary should regularly communicate to the elders/church of their work.
2. The elders/church should begin to schedule trips to visit with the missionary with the goal of seeing first hand the growth of the missionary and the growth of the people that they are discipling.
3. After a period of time if a missionary is not working sufficiently from his prescribed philosophy then the church reserves the right to modify or end the financial agreement with the missionary. This should be NOT be viewed by the missionary as a threat, but as a simple aid to his effectiveness at reaching the people God has given to him.

4. A meeting with the Elders of CBC and possibly with the church should be arranged when the missionary is home on furlough to give a report on the work.
5. If a supported missionary changes their field of service, the elders/church reserves the right to review this change and determine if partnership status is still warranted. If partnership is no longer warranted due to the change of field, the church will continue to support the missionary during transition and then soon after, discontinue the financial support.
6. If after several conversations and visits there seems to be an obvious turn from the stated philosophy or if the missionary is no longer effective in his mission, the church elders will make a recommendation to the church for a change in the financial agreement. A simple majority vote of the congregation is required to alter the agreement.

It is the goal of CBC to support a team of missionaries who seek to be biblical in every area as well as gifted to do the work God has called them to. CBC realizes other countries and cultures often dictate very different methods and the results will vary. However, CBC relies heavily upon the Holy Spirit and discernment to make good decisions regarding the stewardship of the finances and ministry God has given to them.