

Grace Church

Missions Policy

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Guidelines for Missions Policy

Preamble

Our mission here at Grace is *to celebrate, proclaim and live the Gospel of Jesus Christ on the Central Coast and beyond*. These Guidelines for Missions Policy provide a format for developing Grace Church missions and missionaries. Grace Church places a high priority on the evangelization and discipleship of all nations. It is our policy to identify, equip, and send qualified believers into the entire world to accomplish this priority, supporting them through our prayers, finances, and in every biblical way possible. This policy is thus established to provide a format for developing Grace Church missions and missionaries.

Purpose

To obey the commands of our Lord Jesus Christ concerning the evangelization and discipleship of all nations (Matthew 28:19-20ⁱ; Mark 16:15-16ⁱⁱ; Acts 1:8ⁱⁱⁱ) and in accordance with our Articles of Incorporation which states in Article XII:

Support of the Evangelical and Missionary Endeavor

Fulfilling the Scriptural injunction, this church shall be an evangelical and missionary church in its activities.

Principles

In order to fulfill our basic purpose, we have committed ourselves to the following principles of missionary strategy:

- A. Proclamation and Application:** We are committed to proclaiming and applying the gospel of Jesus Christ to the whole world. The gospel is that Jesus Christ died for our sins, he was buried and resurrected from the dead, appeared to many, and bodily ascended into Heaven and is coming again. (Matt. 24 and 1 Corinthians 15)
- B. Salvation:** Our commitment embraces the need of all who hear our message to respond with faith and repentance (Luke 24:46-48^{iv}; Acts 20:21^v; Ephesians 2:8-9^{vi}). We support ministries and missionaries that seek to LEAD all people to a saving knowledge of Jesus Christ as Lord and Savior.
- C. Discipleship:** We commit to teach the essentials of Biblical faith and practice to all those we reach, believing the Bible to be the infallible authority of God and the means for Christian life and growth (Matthew 28:20^{vii}; 2 Timothy 3:15-17^{viii}).
- D. Local Church Involvement:** God's program for His world involves the establishment of local churches with which all believers should be identified for mutual worship, edification, and encouragement. We thus support those missionary endeavors that seek to plant Bible-teaching churches and/or encourage all believers to identify with such churches. Such identification implies that all who confess faith in Jesus Christ are baptized as a public testimony to their faith (Mark 16:16^{ix}; Acts 2:41-47^x; 1 Peter 3:20-21^{xi}). Following in the example of the Church at Antioch we believe that the local church is to commission individuals to go out as missionaries. While mission organizations are conduits for and provide oversight to this outreach, the local church

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shall continue in its responsibility to pray for, care for and support those sent out from the local assembly.

Practices

We believe that the Bible teaches that many methods and means can be used to reach the world with the gospel of Jesus Christ and establish His churches (1 Corinthians 3:5-8^{xii}; 9:22^{xiii}).

The methods used to carry out Evangelism and Church Planting involve:

- A. Personal witness.
- B. Discipleship and Church Growth.
- C. Bible Translation.
- D. Schools to train national leaders.
- E. Media ministries (radio, TV, films, etc.).
- F. Music ministries.
- G. Medical and relief work.
- H. Building and maintenance of mission facilities and equipment.
- I. School teaching for missionary children.
- J. Business administration and secretarial needs.
- K. Writing, printing, and distribution of literature.

While these practices, and many others, can be used effectively in accomplishing our missionary strategy, we believe that each missionary we support should be personally committed to our basic principles of proclamation, salvation, teaching, and the local Church' Roles and Responsibilities

Missions Board Responsibilities

- A. Educate Grace Church members on the role of missions.
 - 1. To plan and implement the Grace Church Missions Conferences.
- B. Encourage Grace Church members to support missions and missionaries.
 - 1. To educate and challenge the Church family in the knowledge of world missions and the accompanying needs in order that we might increase missions involvement by motivating people to go, pray, and give.
 - 2. To keep the Church family informed about its missionaries. (Prayer & Care Guide Missionary of the Week.)
- C. Encourage Grace Church members to participate in missions.
 - 1. To seek and encourage individuals who appear to be qualified for a mission career.

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2. To encourage a short term mission program that will involve as many members of Grace Church as is possible. The program should involve selecting, training and sending individuals and teams to serve.
3. To oversee the selection of potential missions candidates. To evaluate applications from missionary candidates regarding their sending and support, and to recommend approved candidates to the Board of Elders for acceptance.

D. Provide support to missions and missionaries.

1. To review any changes by missionaries in their job description or sending organization, and make recommendations as appropriate.
2. To perform periodic reviews of organizations and/or individuals as advisable.
3. To maintain open communications with our missionary family by regular communications and when possible by visiting them where they minister.

E. Administrative duties.

1. To prepare the annual missions budget, to encourage giving to missions, and to administer allocation of missions monies.
2. To formulate and review the specific programs for the above responsibilities. This will be done in conjunction with Missions related staff and the Elders.
3. To develop long-range strategies and plans, set goals, research new agencies, review current agencies, and review the Missions Policy.

Short term Missions Projects: 12 months or less

It is the desire of Grace Church to encourage its members to participate in missions on a personal basis. By participating the members will be introduced to the needs and opportunities for long term missions. This can best be done by the members going on Short Term mission trips. It is our wish that the short term trips support our current missionaries' where ever possible. This is not to say that we do not support those participating in short term trips with mission agencies we do not currently have a relationship with.

The Mission's Budget should have and provide an amount of money to be used as support to members of our fellowship who go out for short term missions projects. These short term projects shall be consistent with the ministry of Grace Church and individuals shall meet the following requirements to the satisfaction of the Missions Board.

- A.** Active member of Grace Church.
- B.** Application completed, with picture, written personal testimony, doctrinal statement of missions agency, purpose of trip, and personal responsibilities, budget and personal qualifications for fulfilling their responsibilities.
- C.** Attend commissioning service.
- D.** Submit application 3 months prior to departure date.
- E.** Report to Missions Board upon return.

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Missionary Requirements and Church/Agency/Missionary Responsibilities

Requirements and Selection Procedures for Full Time Missionary Candidates

A. Requirements

1. All missionary candidates must be in agreement with the Grace Church Statement of Faith and the philosophy of ministry and missions at Grace Church.
2. All candidates must fulfill the requirements stated below:
 - a. Be a born-again believer.
 - b. Be baptized.
 - c. Be approved by the Missions Board and Board of Elders of Grace Church.
 - d. Fulfill all requirements of the sending mission's organization.
 - e. Complete a course in or show competency in personal evangelism.
 - f. Complete courses of study in missions.
3. Approved Missions Organizations/Boards - Only missionaries serving under boards approved by the Independent Foreign Missions Association (IFMA), Evangelical Foreign Missions Association (EFMA), and/or Grace Church will be considered for support.
4. Independent Missionaries - No independent missionaries (those not working under the authority of missions agency/board) will be considered.

B. Selection Procedures

1. To be considered for financial support, a missionary must submit an application to the Missions Board. (Any Grace Church member may submit a resume to the Missions Board on behalf of a candidate.) The application shall include their personal call to serve, a description of the field of service, a description of their individual responsibilities, financial policies, and a statement of faith of the board or organization under which the missionary will be serving and their individual responsibilities. The application shall also outline the personal financial needs of the candidate. The application shall address how the candidate plans to carry out Grace Church Missions principles.
2. If the missionary candidate meets the requirements and the Missions Board wishes to recommend support for that missionary, the application must be submitted to the Board of Elders within the minutes of the Mission Board outlining the specifics (classification, amount and length of time of support) and the reasons for the Mission Boards recommendation. The Elders will have the opportunity to review the application and recommendation before making their decision.

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- C. Criteria for Missions Support of Local (San Luis Obispo County) Campus Ministry**
1. Grace Church will support only individuals, not organizations. Support will be discontinued upon the individual leaving the local campus area.
 2. Either one or both of the following should be true to be considered for financial support:
 - a. The campus ministry is reaching students that Grace Church is not able to reach at this time or that Grace Church has not chosen for outreach.
 - b. In order for the campus leader of that local campus ministry to be supported, he/she must fulfill the following criteria:
 - 1) He/she must support the Biblical mandate that Christians need to be a part of a local body of believers in a local church (1 Cor. 12:12-26^{xiv}).
 - 2) He/she must regularly attend a local church, which is evangelical (one that believes that salvation is by God's grace; through faith in Jesus Christ alone).
 - 3) He/she must actively encourage the students in his/her ministry to attend a local evangelical church.
 - 4) He/she must have a "supportive" relationship with Grace Church as defined by the elders.

The supportive relationship is currently defined by the elders as follows:

- i. He/she must attempt to cooperate in coordinating his/her ministry's calendar and activities with ours.
- ii. He/she must be willing to participate together in some joint activities.
- iii. He/she must be willing to have one or more of our pastors speak at his/her student meetings each year.
- iv. He/she must be willing to recommend our ministry to those who cannot attend his/her/her groups' meetings.

Review and Evaluation of Active Missionaries

- A.** Missions support will be reviewed annually, or as needed, by the Missions Board in accordance with our budget for that year, and be subject to approval by the Board of Elders.
- B.** It is the policy of Grace Church to evaluate newly supported missionaries 6 months prior to the end of their second year of service in order to determine the continuation of support.

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- C.** Re-evaluation of continued support shall be accomplished by review by the Missions Board at the time of any of the following incidents in a missionary's life:
1. An extended furlough.
 2. Change in the nature or location of the ministry.
 3. Specific incompetence.
 4. Personal or moral problems.
 5. Failure to communicate with the Church. If a missionary fails to communicate on at least a quarterly basis, support may be reduced or eliminated.
 6. Retirement. (The Church does not normally support missionaries who are retired but will consider such support on a case by case situation.)
 7. Change of missions agency/organization.
 8. Health problems that interfere with the missionary's ability to perform normal missionary responsibilities.
 9. Reservations about Statement of Doctrine or Philosophy of Grace Church.

The Church/Missionary Relationship

- A.** The responsibility of the Church to the Missionary will be:
1. To pray for the missionary and his/her family--their needs, ministries, requests, etc.
 2. To provide financial support from the Church budget in accordance with our financial goals. To encourage church members to personally support the missionary.
 3. To minister to the missionary family through regular Church and personal mailings.
 4. To provide counsel concerning ministry, finances, education, retirement, health, marriage and family, spiritual, etc.
 5. To aid in securing the basic necessities of life such as housing and transportation while on furlough.
 6. To encourage further education at home as well as on the field.
 7. The Church does not normally support missionaries who are retired but will consider such support on a case by case situation.
- B.** The responsibility of the Missionary to the Church will be:
1. To correspond with Grace Church at least quarterly, sharing prayer requests, answers to prayer, news of ministry, and other items of concern.
 2. To communicate financial and physical needs to the Missions Board.
 3. To participate, as possible, in the Grace Church Missions Conference.

4. To meet with the Missions Board at least once per furlough.
5. To request input from the Missions Board prior to any anticipated change in mission organization or job assignment.
6. To inform the Missions Board of any change in family status (births, marriages, etc.) that would impact financial support.
7. To spend a portion of their furlough time ministering at Grace Church.
8. To spend time with the church membership to create relationships.

The Church/Missions Agency Relationship

- A.** The qualifications of Missions Agencies supported by Grace Church should include:
 1. Agreement with the Grace Church Statement of Doctrine.
 2. Compatibility with the Grace Church Missions Philosophy and Policy.
 3. Demonstrated accountability to a responsible Board of Directors and membership in either Independent Foreign Missions Association (IFMA) or Evangelical Foreign Missions Association (EFMA), or a similar organization.
- B.** The Responsibilities of Grace Church: In partnership with mission agencies, we will seek to provide the following: personnel, finances, prayer support, and exposure for the mission agency within the Grace Church program.
- C.** The responsibilities of the Mission Agencies: It is expected that agencies will provide, upon request, the following:
 1. An annual financial statement of the agency
 2. A status report and evaluation of all missionaries whom we support, including financial data.
 3. Informational materials promoting the missions agency.
 4. The agency's doctrinal statement, by-laws, list of Board of Directors, and copies of any changes thereof.

Financial Policy

Priority of Support

- A.** Priority of support will be given to members of our fellowship, although the door should not be closed to the Lord's leading in regard to supporting someone who is not a member of Grace Church.
- B.** Our policy will be to commit to supporting individuals, couples and families coming out of our fellowship and serving as missionaries to a significant extent so as to maintain a close and on going relationship with them. Our goal is that the missionary receive enough support from this community that they can spend significant time with the

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church and community when on furlough. Individuals not from our community that may have lived here while attending local universities and/or colleges will be considered for short term support only. The church will commit to assisting these individuals to raise prayer and financial support from a church or churches in their home community.

C. Monetary support may be limited by funds available.

Categories of Support

Missionary support will be based on the following categories.

1. Intern (3 months to 2 years)
2. Career Missionary
3. Adjunct Missionary
4. Short Term Missionary
5. Organizations
6. Special Projects

Intern, Career Missionary and Short Term Missionary may receive additional funds for each family member, including spouse, up to three additional members. Support for children will extend to age 18 or to age 21 if the child is still in school.

Adjunct Missionaries are Grace Church Missionaries who do not receive financial support from the church. Adjunct missionaries are entitled to all the support accorded through prayer, correspondence, and accountability that other Grace Church Missionaries receive. A candidate for adjunct missionary must meet the same qualifications and fulfill the same application requirements as a missionary receiving financial support. Missionary candidates applying for support may be placed into the adjunct missionary status if the missions committee determines that fiscal constraints prevent monetary support. An adjunct missionary could apply after one year for a change to one of the financially supported categories. As funds are available and as an adjunct missionary has needs, consideration will be given to financial support.

Organizations: Normally Grace Church does not support organizations. They will be supported on a case by case review. Page 6 C.1 referring to local campus ministries states that Grace Church will support only individuals, not organizations.

Financial Policy Goals:

The Missions Board will establish category rates each year to reflect the current fiscal situation.

Flexibility of Implementation and Interpretation

This policy is a set of guidelines and a statement of principles. It is not a rigid set of rules. Its principles serve as a guide for the Missions Board in its decisions. The policy is not intended to dictate these decisions. For good and sufficient cause, the Board may find it advisable to make exceptions on occasion.

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Scripture References (NASB)

- ⁱ **Matt 28:19-20** – “Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age.”
- ⁱⁱ **Mark 16:15-16** – He said to them, "Go into all the world and preach the gospel to all creation. He who has believed and has been baptized shall be saved; but he who has disbelieved shall be condemned.”
- ⁱⁱⁱ **Acts 1:8** – But you will receive power when the Holy Spirit has come upon you; and you shall be my witnesses both in Jerusalem, and in all Judea and Samaria, and to the remotest part of the earth.”
- ^{iv} **Luke 24:46-48** – He said to them, "Thus it is written: that the Christ would suffer and rise again from the dead the third day, and that repentance and forgiveness of sins would be proclaimed in his name to all the nations, beginning from Jerusalem. You are witnesses of these things.
- ^v **Acts 20:21** – solemnly testifying to both Jews and Greeks of repentance toward God and faith in our Lord Jesus.
- ^{vi} **Eph 2:8-9** – For by grace you have been saved, through faith; and that is not of yourselves, it is the gift of God-- not as a result of works, so that no one can boast.
- ^{vii} **Matt 28:20** – teaching them to observe all that I have commanded you; and lo, I am with you always, even to the end of the age.
- ^{viii} **2 Tim 3:15-17** – and that from childhood you have known the sacred writings, which are able to give you the wisdom that leads to salvation through faith which is in Christ Jesus. All Scripture is inspired by God and profitable for teaching, for reproof, correction, for training in righteousness, so that the man of God may be adequate, equipped for every good work.
- ^{ix} **Mark 16:16** – He who has believed and has been baptized shall be saved; but he who has disbelieved shall be condemned.
- ^x **Acts 2:41-47** – So then, those who had received his word were baptized; and there were added that day about three thousand souls. And they were continually devoting themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. And everyone kept feeling a sense of awe; and many wonders and signs were taking place through the apostles. And all those who had believed were together and had all things in common; and they began selling their property and possessions and were sharing them with all, as anyone might have need. And day by day continuing with one mind in the temple, and breaking bread from house to house, they were taking their meals together with gladness and sincerity of heart, praising God and having favor with all the people. And the Lord was adding to their number day by day those who were being saved.

^{xi} **1 Pet 3:20-21** – who once were disobedient, when the patience of God kept waiting in the days of Noah, during the construction of the ark, in which a few, that is, eight persons, were brought safely through the water. And corresponding to that, baptism now saves you—not the removal of dirt from the flesh, but an appeal to God for a good conscience—through the resurrection of Jesus Christ,

^{xii} **1 Cor. 3:5-8** – What then is Apollos? And what is Paul? Servants through whom you believed, even as the Lord gave opportunity to each one. I planted, Apollos watered, but God was causing the growth. So then neither the one who plants nor the one who waters is anything, but God who causes the growth. Now he who plants and he who waters are one; but each will receive his own reward according to his own labor.

^{xiii} **1 Cor. 9:22** – To the weak I became weak, that I might win the weak. I have become all things to all men so that I may by all means save some.

^{xiv} **1 Cor. 12:12-26** – For even as the body is one and yet has many members, and all the members of the body, though they are many, are one body, so also is Christ. For by one Spirit we were all baptized into one body, whether Jews or Greeks, whether slaves or free, and we were all made to drink of one Spirit. For the body is not one member, but many. If the foot says, “Because I am not a hand, I am not a part of the body,” it is not for this reason any the less a part of the body. And if the ear says, “Because I am not an eye, I am not a part of the body,” it is not for this reason any the less a part of the body. If the whole body were an eye, where would the hearing be? If the whole were hearing, where would the sense of smell be? But now God has placed the members, each one of them, in the body, just as He desired. If they were all one member, where would the body be? But now there are many members, but one body. And the eye cannot say to the hand, “I have no need of you”; or again the head to the feet, “I have no need of you.” On the contrary, it is much truer that the members of the body which seem to be weaker are necessary; and those members of the body which we deem less honorable, on these we bestow more abundant honor, and our less presentable members become much more presentable, whereas our more presentable members have no need of it. But God has so composed the body, giving more abundant honor to that member which lacked, so that there may be no division in the body, but that the members may have the same care for one another. And if one member suffers, all the members suffer with it; if one member is honored, all the members rejoice with it.