

**2003**

**IMMANUEL'S CHURCH**

**MISSIONS POLICY**



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## Introduction

The Missions Task Force wishes to express its gratitude to David Massey, Immanuel's Church member and Regent University student, who worked with leaders of the Task Force and with information provided by Dr. Howard Foltz, AIMS, and other organizations, to produce the initial framework of this document.

This policy document is to be a tool to assist Immanuel's in: (1) its present plans to better organize its missions ministry; and, (2) in its desire to realize **meaningful** and **measurable** contributions toward the completion of the Great Commission of our Lord Jesus Christ, thereby "looking forward to the day of God and speeding its coming" (2 Peter 3:11; Matthew 24:14).

The finished product is a "living document" – one that provides the structure and guidelines Immanuel's needs to achieve consistency and integrity in its ministry while also being flexible enough to grow and stretch with Immanuel's Church as the Lord reveals more of His plan in the days ahead. May the Holy Spirit guide to that end!

"For the earth will be full of the knowledge of the LORD as the waters cover the sea."

*Isaiah 11:9*

*January 1999*

## Section A – Purpose Policies

### 1. Definition of Missions

Missions is defined as “the cross-cultural redemptive activity of establishing God’s kingdom in all the earth.”<sup>1</sup> For Immanuel’s Church this includes all cross-cultural ministry both in the United States and abroad as well as the support and mobilization of others for such ministry. The most important form of ministry in regard to missions is evangelism, specifically E-2 and E-3 evangelism as defined below:

- E-0 – Same-culture renewal evangelism of church members,
- E-1 – The situation where the evangelist is working within his/her own cultural sphere. It is also referred to as “near neighbor evangelism” or “your Judea,”
- E-2 – The situation where there are some cultural and language differences between the evangelist and hearer, but these are not a major hindrance to communication. It is also referred to as “culturally close evangelism” or “your Samaria,” and
- E-3 – The situation where there is maximum cultural distance between the evangelist and hearer. It is also referred to as “culturally far evangelism” or “the ends of the earth.”

It is important to note that the criteria for missions is not physical distance, but rather the world view and cultural differences between the evangelist and his/her hearers. For example, there are several E-2 and E-3 targets in the greater Washington D.C. area.

#### 1a. Immanuel's Apostolic Call To Missions

Jesus is our first great Apostle (Hebrews 3:1), sent by His Father into the world; and likewise he now sends us into the world as an extension of His own apostolic ministry (John 20:21) - called by God (Romans 1:1), moving in divine revelation (Ephesians 3:1-7), and laying the foundation of Jesus Himself in every place (I Corinthians 3:10,11). The Lord from Heaven has promised to accompany our true apostolic ministry with confirming signs and wonders and miracles (II Corinthians 12:12).

We believe our Lord Jesus Christ has called us to be an apostolic church. We believe He has called us to be founded and built on apostolic revelation and authority and power; and we believe he has called us to send forth men and women - called, trained, equipped and supported - into apostolic ministry, beginning with our Jerusalem (Baltimore/DC), and our Judea (Maryland), and our Samaria (the USA), and also to the remotest parts of the earth (Acts 1:8). Especially do we believe we are called to focus on the 10/40 window, the last great un-evangelized frontier of world missions. We have been called into being “for Christ and His Kingdom!” And we give ourselves to this calling!

Recognizing God’s apostolic calling upon us as a church, we adopt the following guidelines for our foreign missions labor and support:

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<sup>1</sup> All definitions, unless otherwise noted are quoted or adapted from the study guides provided by Dr. Howard Foltz for the courses *World Christian Perspectives* and *Missions and the Local Church*.

- (1) We will give ourselves to those unreached people groups around the world (especially in the 10/40 window), believing the promise of Jesus: “And this gospel of the kingdom will be preached in the whole world as a testimony to all nations, and then the end will come” (Matthew 24:14). In view of this pointed word, we will focus our people resources and financial resources and prayer resources on unreached people groups in the earth, believing that as every tongue, tribe, and nation is reached, the end will come!
- (2) We will give ourselves to raising up, training, and supporting those in our own midst whom God has called to the foreign mission field, especially within the 10/40 window.
- (3) We give ourselves to those apostolic missionaries who are called and equipped to plant churches.
- (4) We will also give ourselves to those missions committed to seeing the manifest presence and power of the Holy Spirit expressly operative in the earth - drawing hearts to Jesus, regenerating them, and building them up in the Body of Christ. Without the supernatural miracle-working power of God, we believe little will be accomplished in opening blind eyes to the light of the Gospel.
- (5) We will give ourselves to the raising up of indigenous workers and local church leaders in every foreign mission field. We do not believe that it furthers the purposes of Christ in His Body to mistrust the grace of God in indigenous workers and local church leaders by Americans seeking to permanently govern and lead foreign churches and works. The apostolic pattern is plain (Acts 14:21-23) - to work ourselves out of a job and then to press on into new un-evangelized areas. Missionaries and missions who carry this vision will increasingly receive our people support, financial support, and prayer support.
- (6) We will give ourselves to a comprehensive support plan for all our foreign missionaries. We will seek to involve as many of our precious saints as we can in implementing this plan. This will include correspondence and phone contact between us and them, tapes and literature sent to them, short-term missions sent from us to them, and providing them refreshing and renewal during their furloughs.
- (7) In the midst of these important end-time strategies, we will also give ourselves to missionaries and missions who minister to “the lost, the downtrodden and the poor” as our original founding documents state, for inasmuch as we have done it to the least of these, we have done it to Him! We will indeed seek to serve Jesus in each homeless person, in each preborn child, in each broken, deprived, hungry and naked person that he brings our way.

## 2. Mission Document Definitions

The following are working definitions used throughout this policy:

- **Long Term Missions:** Time period of 9 months or more.<sup>2</sup>
- **Short Term Missions:** Time period of 9 months or less.<sup>3</sup>
- **Unreached People Group:** a people group among which there is no indigenous community of believing Christians with adequate numbers and resources to evangelize their people groups without requiring outside (cross-cultural) assistance.
- **Reached People Group:** a people who have a viable and functioning church
- **Adopted People Group:** An ethnos or people group who Immanuel's Church has agreed to support financially, prayerfully, sending workers, and ongoing research.
- **10/40 Window:** The portion of geography from ten degrees latitude to forty degrees latitude contains the largest number of the least reached people groups.

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<sup>2</sup> Immanuel's Missions Task Force definition

<sup>3</sup> ibid

### 3. The Scriptural Purpose of Our Church's Involvement in Missions

“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” (Matthew 28:19-20a).

“And this gospel of the kingdom shall be preached in the whole world for a witness to all the nations, and then the end shall come” (Matthew 24:14).

The Greek word translated in the verses above as “nations” is *ethnos* and it means “a people.”<sup>4</sup> In other words, Jesus is not talking here about countries, as we think of them today, but rather people groups. A *people group* is defined as “a significantly large ethnic/sociological grouping of individuals who perceive themselves to have a common affinity for one another and are usually connected by ethnic identity, language, and culture. From the viewpoint of evangelization, this is the largest possible group within which the gospel can spread without encountering barriers of understanding or acceptance.” Thus, Jesus did not send us to make disciples of countries, but of people groups.<sup>5</sup> In order to progress toward closure<sup>6</sup>, the missions ministry of Immanuel’s Church is primarily, though not exclusively, focusing its resources upon those people groups that have yet to hear the Gospel.<sup>7</sup> This is measurably accomplished by evangelizing an unreached people group<sup>8</sup> and planting churches from the resulting new believers. The new indigenous church can then multiply itself by working to evangelize its own people and partner with other churches to reach the remaining unreached people groups. Thus, our purpose is to establish “a missions-minded church planting movement for every people group.”<sup>9</sup> As it relates to the fulfillment of this Great Commission from Christ we are committed to:

- Equipping, sending, and supporting laborers among the unreached, (Matthew 9:36-38; 18:11-14; Romans 10:13-15)

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<sup>4</sup> Walter Bauer, F. Wilbur Gingrich, and Frederick W. Danker, eds., *A Greek-English Lexicon of the New Testament and Other Early Christian Literature* (Chicago: University of Chicago Press, 1979), 218.

<sup>5</sup> It does little good to simply send a missionary to a country. In India, for example, there are hundreds of people groups which have different languages and cultures (like the Awadhi). This is like shooting an arrow blindly into the dark; there is little chance of hitting the target. Instead, our missions ministry targets particular people groups with the gospel, thus strategically utilizing its resources to make a measurable and meaningful impact.

<sup>6</sup> *Closure* is “the concept that the missions mandate of the Church can be completed in a measurable way by establishing a viable, evangelizing, indigenous church movement in every people group.”

<sup>7</sup> Sending missionaries and resources to countries or people groups that already have an indigenous church is making little or no contribution to completing the Great Commission. Rather we need to equip and mobilize the indigenous church to evangelize its own people and set our missions focus upon the groups that are yet unreached.

<sup>8</sup> An *unreached people group* is defined as “a people group among which there is no indigenous community of believing Christians with adequate numbers and resources to evangelize their people group without requiring outside (cross-cultural) assistance.”

<sup>9</sup> This is the watchword for the AD2000 and Beyond Movement.

- Ministering to the totality of human need, (Matthew 25:31-46; 10:42)
- Interceding for the salvation of the nations, and (Psalm 2:8; 1 Timothy 2:1-4; Isaiah 52:10)
- Equipping and mobilizing other churches for strategic missions ministry (Acts 15:40; 2 Corinthians 8:18-19).

#### **4. The Purpose of Our Missions Policy**

The purpose of the Immanuel's Church Missions Policy is:

- To establish a clear vision, an articulated direction, and an effective strategic plan for the missions program
- To promote integrity, accountability, consistency, and unity,
- To ensure good stewardship of God's resources (human, financial, and other),
- To establish a workable organizational structure for the missions program,
- To define the relationship of Immanuel's Church to both missionaries and agencies,
- To maintain consistency as Missions Task Force membership changes by bringing new members up-to-date and quickly familiarizing them with issues involved in directing the missions program,
- To inform Immanuel's Church members, pastoral staff, other ministries, missionaries, and missions agencies of the principles by which the Missions Task Force operates,
- To avoid making important decisions on an emotional or haphazard basis (i.e. charisma of speaker, "connections" of those seeking support, mood or time a decision is made),
- To work in better harmony with the leadership and strategic plan of Immanuel's Church, thus building unity, confidence, and cohesion in the total church ministry, and
- To provide a clear focus on unreached people groups and mobilize Immanuel's Church to work toward closure.
- To promote daily/regular intercession for each missionary.

#### **5. Strategic Planning**

The Missions Steering Committee shall prepare a 1-year and a 3-year Strategic Plan and evaluate its effectiveness yearly. A strategic plan establishes specific goals to be accomplished, when, and by whom. Goals should involve a step of faith and be significant, measurable, and manageable. The plan should be purpose-driven – seeking to achieve the purpose set forth in Section A-3. The completed plan should clearly show *how* its goals will enable the Missions Committee to make progress toward fulfilling that purpose. Each Committee Leader will be responsible for his/her Committee completing its assigned goals and will report to the Steering Committee periodically (at least every six months) on its progress.

#### **6. Vision**

Immanuel's Church believes that sharing the message of Christ everywhere is the heart of God. Jesus came to seek and to save the lost. There is a great need to evangelize the billions. We feel that the Lord has given us a specific strategy centering on the cross cultural establishment of viable indigenous church movements.

Immanuel's Church Missions seeks to support missionaries and projects who are pioneering in nature, establishing churches, or raising up indigenous leaders, primarily within the 10/40 window. We desire to support fewer missionaries to a greater extent rather than a large number of missionaries to a lesser extent. Though eventually we desire to support a larger number of missionaries to a greater extent. We also recognize and support important works outside of the 10/40 window, especially those to the persecuted, poor, and oppressed.

Furthermore, Immanuel's Church is committed to raising up missionaries from within its own body and sending them out to finish the Great Commission. Our greatest resource is a saint who is committed to the lost. We will also give ourselves to investing in Immanuel's saints for the purpose of fulfilling the Great Commission.

Immanuel's Church will give itself to this strategy with special emphasis to the following:

- Support of *missionaries* or *projects* that are active among the unreached people groups that we have adopted.
- Support of *missionaries* or *projects* that are active among the unreached people groups within the 10/40 window.
- Support of *missionaries* or *projects* that are active among the unreached people groups outside of the 10/40 window.
- Cultivate and nurture a *missions heart* to the Immanuel's congregation. A saint who understands God's sorrow for the lost is a saint committed to missions.
- Support those *missionaries* and *projects* that are helping the persecuted, poor and oppressed.

The missions task force makes its policy and financial decisions with these emphases in mind.

## **7. Flexibility and Interpretation**

- Generally speaking, the Missions Policy should be followed. Exceptions should be made only after careful and prayerful consideration.

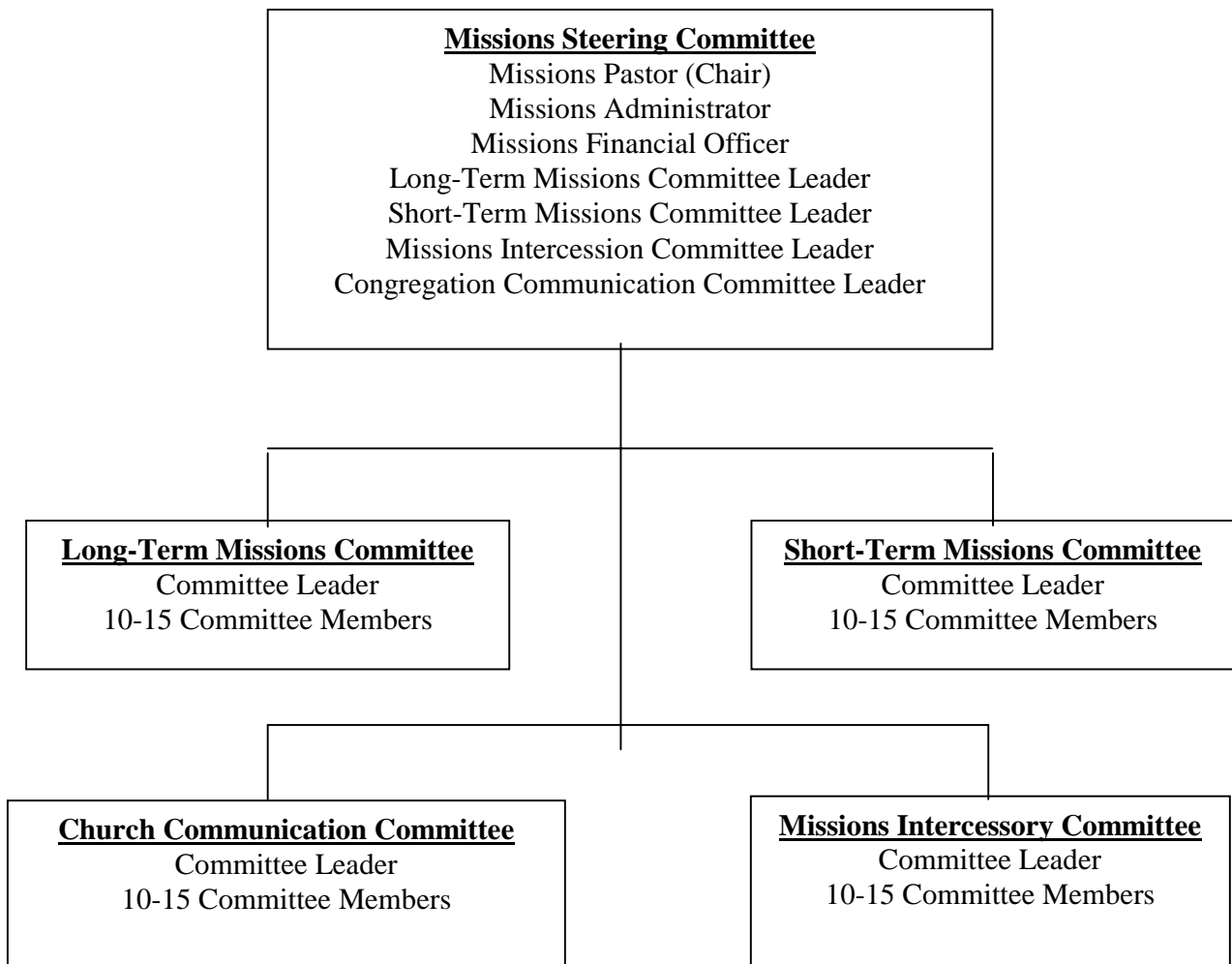
## **8. Revision of Policy**

The Missions Policy shall be reviewed biennially by the Missions Steering Committee. Proposed revisions and additions must be submitted in writing by a specified date to the Missions Administrator who will then present them to the Missions Steering Committee. In order for such changes to be accepted they must be approved by a consensus of Steering Committee members, in session, and be recorded in the minutes.

Each section number of the policy will carry the month and year of adoption or revision. When a change or addition is made in policy, the old section(s) are to be removed from all Committee, library, and staff copies, and new section(s) inserted so as to avoid confusion.

## Section B - Missions Task Force Structure

### 1. Overall Structure of the Missions Task Force



## **2. Manner of Selection of Members of the Missions Task Force**

To initiate membership, candidate should approach the leader of the committee he/she would like to serve to discuss membership. The committee leader will interview candidate and recommend membership to the Missions Steering Committee who must approve the membership by a consensus vote.

## **3. Criteria for Selecting Members of the Missions Task Force**

Candidates for the Missions Task Force should only be those Immanuel's Church members who have demonstrated:

- Initial Pastoral approval
- Those serving on the Missions Task Force will make at least a one year commitment to service.
- Spiritual maturity and integrity
- Active Church member participation
- A deep interest in missions
- An attitude of humility and servanthood
- The ability to work well with others and handle conflict redemptively
- A willingness to make a substantial time commitment to the missions program
- Dependability and responsibility in discharging assigned tasks
- A willingness to undergo initial training and learn the Missions Policy

Special consideration shall be given to candidates who have prior missions experience or training.

## **4. Responsibilities of Members of the Missions Task Force**

Each Task Force member is expected to make a commitment to missions in the following ways:

- Pray regularly for supported missionaries and ministries of Immanuel's Church
- Maintain a regular prayer life, Bible study, and other aspects of Christian discipleship.
- Attend Task Force meetings, both regular and specially called
- Serve on one or more committees, and be willing to serve as a leader if requested
- Participate in carrying out the responsibilities of the committee as outlined in Section C
- Be familiar with the Missions Policy of Immanuel's Church
- Attend missions training as required, i.e., Perspectives in Christian Mission, Macedonian Project or equivalent training

## **5. Frequency of Meeting**

The Missions Task Force and Missions Steering Committee will meet once a month and in other special sessions called by the Missions Pastor or Missions Administrator. The Missions Committees will meet at least once a month and as necessary to carry out their responsibilities.

## **6. Officers and Manner of Appointment**

*The Missions Pastor* shall be a full-time ordained pastor or elder at Immanuel's Church and a member of the Missions Steering Committee.

*The Missions Administrator* shall be a lay member of Immanuel's Church and a member of the Missions Committee. He/She shall be by a 2/3 majority of the Missions Steering Committee and shall serve for at least a one year term. There is no limit on the number of terms.

*The Missions Financial Officer* shall be member of the Missions Committee. He/She shall be elected by a simple majority of the Missions Steering Committee and shall serve for a two-year term. There is no limit on the number of terms.

*The Missions Committee Leaders* shall be members of the Missions Steering Committee. They will be elected by their respective committee members, and approved by the Steering Committee. They shall serve for a one-year term. There is no limit on the number of terms.

## **7. Missions Steering Committee**

The Missions Steering Committee consists of the Missions Pastor, Missions Administrator, Missions Financial Officer, and Missions Committee Leaders.

Responsibilities of the Missions Steering Committee include:

- Casting and clarifying vision for the Missions Committee
- Developing and evaluating the Missions Strategic Plan
- Oversight of the Missions Committee (activities and resources)
- Deciding questions of exception and interpretation regarding Missions Policy
- Developing a mobilization plan for Immanuel's Church to get every member involved in praying, learning, giving, sending, and going
- Biennial review of Missions Policy
- Preparation and approval of missions budget
- Developing and managing fundraising for the missions budget
- Allocating funds to various missions
- Considering all requests for support that do not fall under the jurisdiction of a Task Force
- Considering requests for support for outside missions education (training, conferences, etc.)
- Consideration of candidates for the Missions Committee
- Appointment of the Missions Administrator and the Missions Financial Officer

## **8. Missions Committees**

There are four missions committees that each consist of a committee leader and members of the committee. These committees will need to coordinate with each other and with other ministries of Immanuel's Church to accomplish many of their responsibilities.

*New & Long-Term Missions Committee*

Responsibilities include

:

- ❖ Provide our missionaries (1) moral support (Matthew 12:20); (2) logistics support (2 Timothy 4:13); (3) financial support (Phil 4:10-12 and Acts 11:29); (4) prayer support (Col 1:9-12); (5) communication support (Philippians 2:19); and, (6) re-entry support (Acts 14:26-28).
- ❖ Continue evaluation of currently supported missionaries in consideration of support raises for those targeting unreached people groups. Each missionary will be evaluated annually through the use of a mandatory annual report.
- ❖ Continue funding mission awareness events, such as Barnabas short term trips, in-house convocations, conferences, and all types of mission education.
- ❖ As a long term goal, it is also recommended that a program be established that will give guidance to Immanuel's members who are considering long term missionary work and support, i.e., the online Perspectives course, <http://www.perspectives.org>.
- ❖ Maintain the Barnabas Project in which a team or home group will be recruited for each individual missionary. This team will send birthday greetings, letters, and even visit the missionary. The Sunday Barnabas program will be maintained until home group adoption becomes the norm.
- ❖ Provide a tracking / reporting mechanism for all mission spending in order to facilitate strategic direction and better decision making.

#### *Short-Term Missions Committee*

Responsibilities include:

- ❖ Recommend candidates for short-term missions from Immanuel's Church
- ❖ Identify resources by which short-term missions may learn of the cultures, traditions, dress standards, etc., of nations they are planning to visit
- ❖ Coordinate at least two IC-sponsored mission trips to IC-sponsored missionaries and actively look for indigenous medical and business opportunities to minister among currently supported missionaries.
- ❖ Teach a short term missions track in the Spring and Winter session of IBS
- ❖ Promote the Barnabas Project by encouraging member care through Barnabas short term trips to IC currently supported missionaries.

#### *Missions Intercession Committee*

Responsibilities include:

- ❖ Pray for our currently supported missionaries
- ❖ Request each established praying group to include missions ministries for regular prayer support
- ❖ Establish international prayer groups to pray for specific nations and the work of the missionaries in those nations
- ❖ Request home groups to regularly pray for missions
- ❖ Seek every opportunity to raise up missionary prayer support

#### *Congregation Communication Committee*

Responsibilities include:

- ❖ Maintain in the Rotunda a lighted display case containing missionary artifacts
- ❖ Maintain various mission trip reports using computer-generated PowerPoint presentations
- ❖ Maintain a pictorial "Missions" map in the Rotunda for all the fields we labor
- ❖ Interface with pastoral and Sunday school leadership to coordinate "mission emphasis" Sundays

- ❖ Work with church staff in providing missionary prayer requests for the weekly ABC's prayer guide.
- ❖ Provide regular updates to the missionary database for church staff
- ❖ Work with church staff to provide mission's educational opportunities, such as the annual mission's conference, communication and support of outside conferences, and active promotion of the on-line Perspectives class, <http://www.perspectives.org>.
- ❖ Work to develop and implement a plan to equip every home group to:
  1. Adopt a currently supported missionary and his/her family
  2. Adopt an unreached people group.
  3. Work to provide needed research on mission agency policies in an effort to provide effective information for strategic decision making and mentoring.

## **9. Duties of the Missions Pastor**

The Missions Pastor's responsibilities include:

- Serving as the church's missions key "resource,"
- Serving as the Chairperson of the Missions Steering Committee and Missions Task Force,
- Keeping current on missions trends and strategies
- Ensuring the purpose and responsibilities of the Missions Task Force are fulfilled,
- Representing the Missions Task Force to the other pastors of Immanuel's Church,
- Going overseas once every two to three years on a strategic short-term missions trip,
- Being thoroughly familiar with all aspects of Missions Policy,
- Keeping current on issues involving the Task Force and Committees, and
- Reporting to the Senior Pastor on missions related issues if Missions Pastor is other than the senior pastor
- Missions Pastor should have a spiritual focus, not purely administrative

## **10. Duties of the Missions Administrator**

The Missions Administrator's responsibilities include:

- Serving as a member of the Missions Steering Committee
- Serving as assistant to the Missions Pastor
- Attending both Steering Committee and Missions Task Force meetings
- Keeping current on missions trends and strategies through reading, conferences, etc.
- Serving as a substitute in meetings when the Missions Pastor is unavailable
- Being thoroughly familiar with all aspects of Missions Policy
- Keeping current on issues involving the Task Force, Steering Committee and Committees
- Coordinating among Steering Committee Leaders, Task Force members, and the Missions Pastor
- Completing various administrative tasks as they relate to the Missions Task Force

## **11. Duties of the Missions Financial Officer**

The Missions Financial Officer's responsibilities include:

- Serving as a member of the Missions Steering Committee
- Overseeing most financial responsibilities of the Missions Steering Committee
- Attending both Steering Committee and Missions Task Force meetings
- Serving as liaison between the Missions Steering Committee and the Church Finance Office
- Maintaining financial records for the Missions Task Force

- Administering the funds allocated to missions (allocating funds to Committees)
- Keeping current on tax laws relating to the missions ministry of Immanuel's Church
- Informing the Missions Pastor and Missions Administrator of all pertinent financial issues
- Coordinating with Committee Leaders regarding their individual budgets

## **12. Duties of the Missions Committee Leaders**

A Missions Committee Leader's responsibilities include:

- Serving as a member of the Missions Steering Committee
- Attending Steering Committee, Missions Task Force, and Committee meetings
- Serving as Chairperson of a Missions Committee
- Ensuring the fulfillment of the responsibilities of the Committee
- Keeping current on all issues related to the Committee's purpose (by reading, education, etc.)
- Recommending and managing the funds allocated to the committee
- Ensuring that the committee's focus and funds distribution reflect a heart for the unreached<sup>10</sup>
- Creating Work Groups within the committee as needed to fulfill responsibilities
- Calling special meetings of the committee as necessary, in addition to the monthly meetings
- Maintaining an atmosphere of cooperation, encouragement, and unity in the committee
- Assigning tasks as necessary to members of the committee
- Reporting to the Missions Steering Committee on various aspects of the committee
- Representing the committee's interests before the other members of the Steering Committee

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<sup>10</sup> This refers specifically to unreached people groups.

## **Section C – Responsibilities of the Missions Committee**

### **1. Developing Prayer Concern**

It is critical to mobilize the church to pray for world missions, and to inform the congregation so that it can pray intelligently. We need to be deliberate about arranging situations where new people can be inspired to pray regularly for missions. It is important to keep in mind that people are more likely to pray when they have a clear focus (a missionary family, a specific need, etc.) and are informed than they are when they only have a vague or broad concept of the prayer need. Thus, the Missions Intercession Committee should work closely with the Congregation Communication Committee in seeking opportunities to inspire and recruit new people to regular missions intercession. Here are some ways to “put a face” on missions:

- Present specific missions related praise reports and needs (a) from the pulpit, (b) in the weekly bulletin, and (c) in IBS Missions Track courses.
- Encourage interaction between missionaries and the congregation through (a) letters, (b) visits from missionaries on furlough, and (c) having missionaries stay in the homes of members during visits.
- Organize a special group of intercessors specifically called to pray for missions related needs. Maintain morale and encouragement in this group by meaningfully interacting with them on a regular basis and coming up with fresh ways to show them they are appreciated.
- Coordinate with the Long-Term Missions Committee concerning the adoption program whereby a family/cell group concerns itself with the spiritual and practical needs of one missionary family (praying regularly, sending letters, care packages, cards, etc.).
- Conduct regular Concerts of Prayer for missions.<sup>11</sup>

### **2. Missions Education in the Church**

Missions education is crucial if we want our congregation to give themselves and their resources to accomplishing the Great Commission. Missions education will be coordinated by a member of the Short Term Committee in conjunction with IBS. Missions education at Immanuel’s Church includes:

- Preparatory training for all members planning to go on a short-term missions trip (this is essential because we want our members to assist what God is already doing, not hinder it through ignorance or pride regarding the people or the works in progress among them),
- Counseling and working with those members who sense a call to long-term missions service in order to confirm the call and educate the candidate concerning his/her options,
- Working with Immanuel’s School of the Bible to develop and teach a Missions Track which would seek to educate members in various aspects of Strategic World Missions and how Immanuel’s Church and they can contribute to it. (A wide variety of courses can be taught),

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<sup>11</sup> Contact the *Concert of Prayer Project*, National Prayer Committee, 233 Langdon St., Madison, WI 53703.

- Developing and teaching an adapted form of the World Christian Perspectives course to all members of the Missions Committee as well as those on the IBS Missions Track. This course lays the foundation for World Missions by introducing the student to key biblical missions concepts and terminology, while assisting the student to see how he/she can be part of accomplishing Christ's mandate to the Church,
- Considering all requests for support of outside missions education. This includes all members who wish Immanuel's Church to assist in paying for them to attend conferences, meetings, or training, or to order educational materials related to missions.
- Working with the children's ministry, the middle school ministry, the teens ministry, and the college-age ministry to educate and recruit every age group for missions service, and
- Coordinating with other committees regarding the annual Missions Conference, which is overseen by the Congregation Communication Committee.

### **3. Missionary Recruitment**

This is one of the most important areas of ministry for the local church concerning missions. Each member of the Missions Committee should be on the lookout for people with the potential to become long-term missionaries. There is an abundance of people today interested in short-term missions, but few are willing to make the commitment and sacrifice necessary for long-term missions service. We need to pray for the Lord to raise up Pauls, William Careys and Hudson Taylors in this generation and in our congregation who will give their lives to bring the Light to the unreached. We need to seek these people out and use means to call them forth (missions conferences, missions education, Sunday morning preaching on missions, etc.). While the Missions Education Committee is specifically given this assignment, all members of the Missions Task Force are called to participate in this area. Substantial prayer, time, and consideration should be given by the Missions Steering Committee to this issue since it is one of the main purposes for the involvement of Immanuel's Church in missions. Recruitment efforts may include:

- Public and private prayer for God to raise up/identify potential missions leaders in our midst,
- Identify and support tentmakers
- Making available literature that informs about, and motivates for, missionary service,
- Permitting the missionary organizations we support to recruit at missions conferences,
- Providing opportunities for discussion with visiting missionaries and organizations,
- Offering counseling and guidance through the critical years of decision and preparation,
- Involving adults and young people in short-term missions trips and other missions activities,
- Continually challenging the church regarding the unreached world and the unfinished task, and
- Encouraging participation in the annual Missions Conference.

### **4. Caring For Missionaries on the Field**

In addition to providing financial support to our missionaries on the field, we are also committed to caring for them in other practical ways. This involves coordinating with them and their missions sending agency to determine what needs they may have, which ones we can meet, and how we can meet them. This is the responsibility of the Long-Term Missions Committee. Any requests for funds beyond the regular support we provide shall be taken from the budget of the Long-Term Missions Committee. They may also work with the Short-Term Missions Committee to organize short-term missions trips to assist

and encourage our long-term missionaries, while providing opportunities for growth and missions awareness among members of our own congregation.

The Long-Term Missions Committee will also oversee the development and operation of an Adopt-A-Missionary program. In this way, each missionary family will be adopted by at least one family or cell group of Immanuel's Church. This family may pray, write letters, send cards, care packages, and holiday gifts, and think of other innovative ways to show love and care for their missionary family.

## **5. Missions Conference**

Most churches with large missions programs have a yearly missions conference. This keeps missions before the congregation, brings many missionaries from different areas of the world together, provides a stimulus for increased missions giving and prayer, and introduces missions into the lives of church members, especially the youth. To prepare and have an excellent missions conference generally requires a year long commitment of effort and planning. It may be wise for the Congregation Communication Committee Leader to establish a permanent Work Group for this purpose. Things to do as part of the missions conference:

- Have a month-long missions focus in all services (preaching, prayer, drama, worship, etc.),
- Inform the congregation of how we *do* missions at Immanuel's Church (cast vision),<sup>12</sup>
- Explain *how* the money they give is specifically used to complete the Great Commission,
- Bring in some of the missionaries we support to share about their ministries,
- Promote Faith Promise giving,<sup>13</sup>
- Inform the congregation of opportunities in Missions Education and Intercession, and
- Recruit and call forth volunteers for long and short-term missions service.

## **6. Caring For Visiting Missionaries**

How a church cares for its visiting missionaries is very indicative of how *much* that church cares for them. Quality care usually includes providing them with a place to stay, a car to drive, some or all meals, clothing and other goods contributed by the congregation, and generally being aware of and concerned with meeting their needs and making them feel loved and welcome while they are with us. Providing such hospitality is among the responsibilities of the Long-Term Missions Committee. It may be wise for the leader to establish a Work Group for this purpose.

## **7. Short-Term Programs**

The Short-Term Missions Committee will organize and make available short-term missions trips for members of Immanuel's Church. These trips may be in partnership with missions agencies and organizations or may be entirely our own. They may also be opportunities to visit and assist those long-term missionaries whom we support.

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<sup>12</sup> Having a focused, strategic, and purpose-driven missions program, while casting a clear measurable vision to the congregation will do more for increasing consistent giving (of finances, prayer, time, service, resources, etc.) than a hundred fund raisers and vague missions pep talks. People give when they *know* that what they are giving is making a measurable and meaningful contribution toward accomplishing the goal (here, the Great Commission).

<sup>13</sup> A faith promise is a commitment to give a certain amount monthly to the missions program of Immanuel's Church over the next year. These funds are set aside specifically for the missions budget.

In addition, we will assist members of our congregation in contacting missions agencies and organizations for short-term service opportunities.

The Short-Term Missions Committee will assist in ensuring that trip members are adequately prepared for the trip (familiar with culture and environment, how they will participate in the current work, dangers, passports, immunization records, common culture shock and return issues, etc.). They will also provide a debriefing session for short-term missions trip returnees.

All short-term missions trips organized or sponsored by Immanuel's Church shall relate directly to the purpose outlined in Section A-3 of the Missions Policy. It must be clearly shown in writing how they will contribute to the fulfillment of that purpose and the 3-year Strategic Plan. Preference shall be given to short-term trips that directly relate to an unreached people group.

## **Section D – Financial Policies**

### **1. Preparation and Approval of Missions Budget**

The missions budget is to be written by the Missions Steering Committee annually. The budget should reflect the missions purpose stated in Section A-2 and should allocate an appropriate and specific percentage of missions funds to each of the Missions Committees.

### **2. Organization of Financial Support of Missions Program**

#### *Missions Task Force Fiscal Priorities*

Our first priority is to meaningfully support our long term missionaries in a relational way by providing moral, logistical, financial, prayer, communication, and re-entry sustenance.

A second priority, but no less important, will be to inspire every IC member, every home group, and the Sunday School classes to become meaningfully connected to a currently supported missionary and adopt an unreached people group for investigation, intercession, and eventually, intervention.

A third fiscal priority will be to "jump start" the congregation into catching God's mission burden in determining his/her role as a sender or goer. This includes investing in areas that allow people to catch and nurture the vision, such as short-term trips to currently supported missionaries in support of the Barnabas Project, in-house convocations, outside conferences, education and other activities. The stated goal is to equip senders to send, givers to give, and those called, to go.

A fourth priority will be the active recruitment of new workgroup leaders who have a passion for mission ministry, and who can commit to heading up specific workgroups to tackle specific short term and long term projects that support the overall direction and strategic goals of the task force. The structure of the task force will not change, but the workgroups will help us focus on specific functions and projects. As an outcome, we believe that this will draw more of our congregation into active mission ministry.

Restated, our overall priorities are:

1. To undergird our missionaries with:
  1. Moral support (Matthew 12:20)
  2. Logistics support (2 Timothy 4:13)
  3. Financial support (Phil 4:10-12 and Acts 11:29)
  4. Prayer support (Col 1:9-12)
  5. Communication support (Philippians 2:19)
  6. Re-entry support (Acts 14:26-28)
2. To inspire every IC member and every home group to become meaningfully connected to a currently supported missionary and adopt an unreached people group for investigation, intercession, and eventually, intervention.
3. To mobilize every IC member through IC sponsored short term mission trips to currently supported missionaries (Barnabas Project trips), support of in-house convocations, outside conferences, and mission's education, including the on-line Perspectives class, <http://www.perspectives.org>.
4. To actively recruit new workgroup leaders who have a passion for mission ministry, and who can commit to heading up specific workgroups to tackle specific short term and long term projects that support the overall direction and strategic goals of the task force.

Each Missions Committee should know its budget and base decisions about requests for funding on available funds. Additionally, individual committees will decide on specifics for financial breakdown, selection criteria, requirements.

### *Long Term Missions Funding Priorities*

Long Term Committee will give preference to requests in the following order:

1. Immanuel's Church adult (to assist in the outworking of a member's calling)
2. Unreached people groups within 10/40 window countries
3. Unreached people groups outside of the 10/40 window
4. Reached 10/40 window people groups
5. Reached non-10/40 people groups—poor and needy around the globe (orphanages and schools)

This does not include one-time gifts, which are made at the discretion of the pastoral staff and steering committee. One-time gifts are used to bless mission speakers and fund specific projects of our currently supported missionaries.

### *Short Term Missions Funding Priorities*

Short term committee will give preference to requests in the following order:

1. Donated supplies, support materials, and gifts to mission visited
2. Helping those who come up short in funds for 10-40 Window Outreach
3. Contingency-Emergency Fund for unexpected urgent needs
4. Helping those who come up short in funds for non 10-40 Window Outreach including Samaria outreaches in the USA or just across the border

## **Section E -- Missionary Selection Criteria and Process**

### **1. Selecting Candidates for Long Term Service**

For the purpose of processing requests for missionary support, the Missions Committee has established the following criteria and processes for selection, and defined the responsibilities of selected missionaries to Immanuel's Church.

### **2. Missionary Doctrinal Requirements**

All missionaries, both short and long-term, that are supported or sent out by Immanuel's Church are to hold to the basic essential doctrines of the Christian faith and be willing to sign a statement to that effect. In addition, Immanuel's Church strongly believes that the power and charismatic gifts of the Holy Spirit are in operation in the Church today, especially for cross-cultural missions ministry (Mark 16:15-18; Acts 1:8). Immanuel's Church requires missionaries to be believers and disciples of Jesus Christ who are filled with the Holy Spirit and committed to giving their lives to see Christ's Gospel spread among the unreached.

### **3. Long Term Missions**

#### *a. Selection Criteria*

Our first priority for support is those missionaries who, as part of our established strategic plan, are active among the unreached people groups that we have adopted. Other candidates will be considered after these. All things being equal (qualifications, etc.) members of Immanuel's Church will receive priority over non-members.

All candidates should demonstrate/present:

- 1) Agreement with the doctrinal position of Immanuel's Church;
- 2) An openness to the power and gifts of the Holy Spirit;
- 3) A clear indication of conversion, baptism of the Holy Spirit, and a call to missions ministry;
- 4) A deep passion and commitment to world missions;
- 5) Spiritual and emotional maturity, as well as integrity and a commitment to accountability;
- 6) Fruitful participation in the local church and a history of outreach to the lost;
- 7) A connection to a quality missions agency which is sending and helping support them; and
- 8) Evidence of having received appropriate training and education for their ministry.

#### *b. Procedures for Selecting New Long-Term Missions Candidates*

All long-term missionaries seeking support from Immanuel's Church must complete a Request for Long-Term Missions Support form and, if requested, complete one or more personal interviews with the Long-Term Missions Committee and/or the Missions Steering Committee. In addition they will be asked to provide a clear ministry strategic plan (What are they called to do and how and when will they do it?), and a detailed budget indicating their financial need and their prior efforts to raise support.

The missionary's request for support will be discussed at the next meeting following receipt of the required information and completion of the interview process. The Long - Term Missions Subcommittee will vote on whether to support the candidate and, if approved, will recommend to the Steering Committee final approval and the level of financial support.

#### *c. Responsibilities of Long Term Missionaries to the Church*

All missionaries chosen for support must be willing to:

- 1) Correspond with the Missions Committee at least every six months;
- 2) Maintain a personal and ministry strategic plan with Immanuel's Church and inform us of progress and goals completed in regard to the plan at least every six months;
- 3) Participate in the Adopt-A-Missionary program of Immanuel's Church;
- 4) Visit Immanuel's Church and speak to the congregation at mutually convenient times; and
- 5) Inform the Missions Committee of any pertinent changes in their status as a long-term missionary.

*d. Evaluation and Revision of Support*

Any drastic change in a long-term missionary's status may require an evaluation and possible revision of support. These situations will be dealt with on an individual basis by the Long-Term Missions Committee.

At the completion of each term the Long-Term Missions Committee will evaluate the progress and status of the missionary and decide whether to continue support, and if so, at what level. Consideration should also be given to any changes in the need level of the missionary (such as loss of support from another church or agency) and the availability of funds in the committee's budget. The Committee should keep in mind that missionaries will almost certainly require an increase in the amount of support over time as inflation and the cost of living increases. This is a normal development and should be considered during the missionary's annual evaluation/renewal period.

*e. When Support Begins and End*

Support will begin when the missionary leaves for the field, or earlier, as determined by the appropriate Committee. Support generally ends when the missionary permanently returns from the field or at the effective date of a resignation.

Support may be terminated for causes such as a change of assignment or agency affiliation, deviation from essential Christian doctrine as determined by Immanuel's Church, specific incompetence, moral problems, or failure to fulfill required responsibilities to Immanuel's Church as outlined in Section E-2. Support may also be terminated if the missionary has full support from other sources, as in the case of assuming employment during furlough.

*f. Criteria for Evaluating Mission Organizations to Support*

When evaluating missions organizations to support, the Long-Term Missions Committee shall give preference to those organizations which:

- 1) Are partners with Immanuel's Church in ministering to our adopted unreached peoples;
- 2) Are working among unreached people groups (preference to those in the 10/40 window);
- 3) Hold to the highest standards of financial integrity and accountability; and
- 4) Use the least percentage of funds for overhead/administration and most for actual ministry.

**4. Short-Term Missions**

*a. Selection Criteria*

Our first priority for support is those missionaries who, as part of our established strategic plan, are active among the unreached people groups that we have adopted. Other candidates will be considered after these. All things being equal (qualifications, etc.) members of Immanuel's Church will receive priority over non-members.

The following criteria shall be considered in selecting candidates:

- 1) Spiritual and emotional maturity
- 2) Physical fitness (depending on the nature of the work required)
- 3) Ability to work well with others and handle conflict redemptively
- 4) Proven responsibility and reliability in the Church
- 5) A sincere interest in world missions as a possible career
- 6) Participation in the missions program
- 7) Commitment to raising their own financial support for the trip
- 8) Participation in Immanuel's School of the Bible Missions Track
- 9) Willingness to undergo training in preparation for the trip

It is vital that short-term missionaries understand that they are participating in someone else's long-term ministry and, therefore, need to be humble and teachable so as to make the greatest contribution possible to an on-going work.

*b. Procedure for Selecting New Short-Term Missions Candidates*

All short-term missionaries seeking support from Immanuel's Church must complete a Request for Short-Term Missions Support form and, if requested, complete one or more personal interviews with the Short-Term Missions Committee and/or the Missions Steering Committee. The short-term candidate should be able to show in writing how their short-term trip will contribute to the accomplishment of a long-term missions strategic plan for their target people group. In other words, how are they contributing to the big picture?

### Organizations with Internet Resources for Missions-Minded Churches

Organization	Internet Address (URL)
Accelerating International Mission Strategies (AIMS)	<a href="http://www.aims.org">http://www.aims.org</a>
Bethany World Prayer Center	<a href="http://www.bethany-wpc.org/profiles/home.html">http://www.bethany-wpc.org/profiles/home.html</a>
Brigada – Missions Networking	<a href="http://www.brigada.org">http://www.brigada.org</a>
Caleb Project	<a href="http://www.calebproject.org">http://www.calebproject.org</a>
Global Evangelization Movement	<a href="http://www.gem-werc.org">http://www.gem-werc.org</a>
Global Mapping International	<a href="http://www.gmi.org">http://www.gmi.org</a>
Joshua Project II (JPII)	<a href="http://www.gospelcom.net/icta/joshuaproject/surveyintro.html">http://www.gospelcom.net/icta/joshuaproject/surveyintro.html</a>
Multi-Language Media	<a href="http://www.multilanguage.com/main.htm">http://www.multilanguage.com/main.htm</a>
Network for Strategic Missions	<a href="http://www.strategicnetwork.org/">http://www.strategicnetwork.org/</a>
"Perspectives On The World Christian Movement" Class	<a href="http://www.perspectives.org">http://www.perspectives.org</a>
<b>Unreached People Groups Research</b>	<a href="http://www.calebproject.org/cpindex.htm">http://www.calebproject.org/cpindex.htm</a> <a href="http://www.calebproject.org/ptw3/index.html">http://www.calebproject.org/ptw3/index.html</a> <a href="http://www.ad2000.org/peoples/index.htm">http://www.ad2000.org/peoples/index.htm</a> <a href="http://www.asiaharvest.org/profiles_df.html">http://www.asiaharvest.org/profiles_df.html</a> <a href="http://www.ad2000.org/joshovr.htm">http://www.ad2000.org/joshovr.htm</a> <a href="http://www.bethany-wpc.org/profiles/home.html">http://www.bethany-wpc.org/profiles/home.html</a> <a href="http://www.aims.org">http://www.aims.org</a>
U.S. Center for World Mission	<a href="http://www.uscwm.org">http://www.uscwm.org</a>

#### *Mission Contacts for Ordering Books, Videos, etc.*

AIMS	757-226-5850
ACMC	800-798-2262
Caleb Project	303-730-4170 (Mountain Time)
Global Mapping International (GMI)	800-569-6312 (Mountain Time)
Multi-Language Media (Multi-lingual Bibles, videos, tracts)	717-738-0582
US Center for World Mission	626-797-1111 (9:00-5:00 Pacific Time)
YWAM Publishing	800-922-2143 (Pacific Time) <a href="http://www.ywampublishing.com">www.ywampublishing.com</a>

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<sup>14</sup> Formerly The Association of International Missions Services (AIMS).

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\*\**Excellent resource*

## **Missionary Forms Descriptions**

(See <http://www.immanuel.org>)

### **1. Missions Qualification Form**

The Missions Qualification Form is the form sent to anyone requesting long term support. It is sent as an attachment to the Missionary Review Letter.

### **2. Missions Review Letter**

The Missions Review Letter is sent to anyone requesting long term support and asks the missionary to complete the attached Missions Qualification Form.

### **3. Missions Decline Letter**

The Missions Decline Letter is sent to a missionary candidate following review of his/her long term support request and notifies the candidate that Immanuel is unable to support him/her at this time.

### **4. Missions Acceptance Letter**

The Missions Acceptance Letter is sent to a missionary candidate following review and approval of long term support. It is accompanied by the "New Support Template."

### **5. New Support Template**

The New Support Template is sent with the Missions Acceptance Letter and asks the newly approved Immanuel missionary for demographic data for entry into Immanuel's Missions database.

### **6. New Missionary Check-off List**

This form is used by the Missions Administrator to track the integration of the new missionary into the life of the church, i.e., bulletin and tape mailings, support checks, prayer bulletin, missions display, etc.

### **7. Advocate Description**

The Advocate Description document describes the role of the missionary advocate.

### **8. Advocate Listing**

The Advocate Listing is generated from the Missions database and includes the missionary's name, geographic area name, city/country of service, 10/40 involvement, and missionary advocate's name.

## **9. Barnabas Team FAQ**

The Barnabas Team "frequently asked questions" explains and describes the Barnabas program.

## **10. Request Process Document**

The Request Process document describes the process that new long term support requests follow either to approval of support or decline.

## **11. Missionary Data Sheet**

The Missionary Data Sheet is generated from the Missions database.

## **12. Short Term Mission Trip Application**

Each short term missionary candidate is required to submit an application for support to the short term mission's committee leaders at least two months in advance of trip. All short term trips should support Immanuel's Church mission strategy.

## **13. Short Term Mission's Brochure**

This brochure explains the application process for the short term.

## **14. Immanuel's Church Priorities**

Immanuel's Church believes its top priority and mandate is to pour a sizeable portion of our money, our time, and our people resources into reaching those still completely unreached with the Gospel.

## **15. Resource List for Missions**

This list of urls acts as a quick-start for those interested in mission research both of mission organizations and unreached people group research.

## **16. Home Group (Cell Group) Missionary Support**

This document explains ways home groups (cell groups) can adopt a missionary and the types of support that are most helpful to your missionary.

## **17. Mission New Member One-Pager**

Want to know who to contact at Immanuel's Church for mission related activities?

## **18. Mission Bibliography**

Quick start for good mission's reading!