

SECTION D

MISSIONS POLICY

Passed (by the Missions Committee): May 2010
Last reviewed and modified: 24 April 2012

PART 1 - STATEMENT OF PURPOSE

Fitting with the purpose of Bethel Church – to Love God Passionately and Serve Others Significantly - missions at Bethel Church exists to glorify God by making obedient disciples worldwide. The particular focus is to foster the development of followers of Jesus in their understanding of, motivation towards and involvement in cross-cultural ministry. Bethel Church will seek to accomplish this through educating, training, developing, and supporting believers of all ages. The goal is to engage the whole congregation, including students, short-term, and long-term missionaries.

PART 2 - LEADERSHIP STRUCTURE

1. Committee authority and accountability

The Bethel Missions Committee shall act in accordance with the stipulations of this policy, under the authority given it by the Bethel Church Constitution. To ensure accountability, meetings will be recorded in minutes and submitted to the Board of Elders and the pastor and staff and made available to the congregation. The committee shall:

- evaluate candidates, organizations and the policy
- report annually to the congregation
- oversee missions education and projects
- develop the missions budget
- administer the congregation-approved missions budget

2. Committee Structure

Committee members will be invited on the basis of their potential contribution to the ministry. Qualifications will include having a deep interest in and a desire to learn more about missions, and leading a lifestyle conforming to Scriptural principles. The committee will ideally consist of 6 to 8 members. Committee members will be expected to attend special missions events and monthly committee meetings and be familiar with the policy. The Senior Pastor will serve in an advisory capacity.

3. Role of the Chairperson

The chairperson will be proposed by the committee and elected by the congregation, ideally for a term of three (3) years. The chair will be expected to:

- remain knowledgeable concerning world missions
- oversee and coordinate all aspects of the responsibilities of the Committee
- ensure liaison with missionaries, missions organizations, ministry leaders, church ministries, and the congregation
- add wisdom and knowledge to the decisions of the Committee

- invite and guide new committee members

PART III - RESPONSIBILITIES OF THE MISSIONS COMMITTEE

1. Summary of Responsibilities

The main responsibilities of the committee will include:

- educating and inspiring the congregation in the area of local and world missions
- serving as a liaison between the church and its related organizations and missionaries
- stimulating prayer support for missionaries and encouraging missions candidates to develop their own prayer base
- developing a detailed annual budget
- organizing special fund-raising projects
- encouraging and supporting mission initiatives and trips
- administering and evaluating the ministry
- reviewing the policy at least every three years, and updating it as necessary
- evaluating missionary candidates and organizations
- participating in the development of the missions strategy for the church

Attendance at mission conferences will be encouraged. Yearly goals will be set and initiatives will be developed from these goals.

2. Communications

- Applicable news will be presented at Sunday worship services, in the weekly bulletin, and to Family Ministries, Youth Ministries, small groups, and Bethel Missionary Fellowship (BMF).
- The committee will collect and distribute the news and needs of missionaries.
- The committee will schedule missionaries to give reports at various church events and to groups to stimulate awareness and prayer.
- Methods of education for the congregation may include, but are not limited to: training, conferences, bulletin inserts and announcements, prayer reports, missionary speakers, missions banquets, information binders, the missions bulletin boards, email, and the Bethel Church website.

PART IV - MISSIONARIES

1. Missionary Candidates

It is expected that missionary candidates will:

- demonstrate an active and obvious commitment to Jesus Christ
- have a sincere interest in missions outreach

- have demonstrated ministry involvement in Bethel Church and/or in campus or pastoral ministry
- have personal and spiritual maturity sufficient to the proposed assignment
- be in agreement with Bethel's statement of faith and doctrinal position.

Candidates should be accepted by a missions organization with appropriate pre-field orientation and preparation approved by Bethel Church, and are encouraged to have a prayer support team in place. If possible, candidates eligible for funding will also meet with members of the Bethel Missions Committee to discuss proposed assignment and preparation plans, and receive prayer support. Priority for financial support will be given to Bethel attendees.

A high priority will be placed on getting the congregation actively involved in short-term missions trips and projects, and individuals will be encouraged to seek out opportunities for ministry beyond the realm of their usual experience. Short-term missionaries and teams will be encouraged to visit the field of one of our long-term missionaries.

2. Definitions of Mission Ministries

a) Short-term Missions

People going on Short-term Missions are involved in said ministry or ministries for six (6) months or less. Any individual who has received financial support will be encouraged to present a report upon their return.

b) Mid-term Missions

Mid-term Missions has been defined as ministry or ministries for between six (6) months and two (2) years. Any individual who has received financial support will be expected to provide at least bi-monthly updates and a report upon their return.

Those serving in Short-term and Mid-term Missions view this experience as a vital step in developing their spiritual life and in their journey as a Christian. Goals for short-term and mid-term missions often include: a means of serving God in the ministry of missions, learning first-hand what missions is all about, determining if God is calling them into full-time Christian service.

c) Long-term (Career) Missions

Long-term (Career) Missions is an involvement in ministry or ministries for over two (2) years. Those serving long-term will have already obtained acceptance by a committee-approved missions organization. They will have demonstrated active commitment to Bethel Church and dedication to following the will of God. National workers will be considered for support if they are affiliated with approved organizations that can provide ministry and financial accountability. Support will normally begin when the missionary leaves for the field. Each missionary will be required to reapply for support when there is a change in assignment or

affiliation. Missionaries will be expected to keep the congregation informed about their work on an ongoing basis, and at a minimum, quarterly.

3. Support

a) Regular Support

The Bethel missions budget is designated by the Missions committee and approved at the annual Congregational meeting. We adhere to the following criteria:

1. *Members and active adherents for **five years** at Bethel Church:*

Single - \$4,500 per year

Couple - \$6,400 per year

2. *Non-Members of Bethel Church:*

Single - \$2,400 per year

Couple - \$3,000 per year

If the missionary is already fully supported, Bethel Church support levels will be less than above. Support levels above the designated amounts will remain unchanged until support levels of other Bethel-supported missionaries have reached the above scale, if needed.

b) Christmas Gifts

Every year at Christmas-time a special, non-receiptable offering is taken to allow the Congregation to send Christmas money to our missionaries. The total receipts are divided by total units, and any monies received shall be distributed as follows:

- One adult/couple = 1 unit
- 1 to 3 children living at home = 1 additional unit
- 4 + children living at home = 2 additional units

4. Expectations

What a missionary should expect from Bethel

- a. *Prayer Support* - We will continually work at encouraging the congregation to pray for our missionaries.
- b. *Financial Support* - We will provide support on a regular basis for the length of a missionary's term. In the event that the overall fiscal situation of the church dictates that regular payment of financial support must be altered, we will communicate that information in a prompt and timely manner.

- c. *Consistent Communication* - We will attempt to keep our missionaries up to date on what is happening at Bethel.
- d. *Practical Assistance* - If a missionary needs housing or has other kinds of needs when he/she is in the Kingston area, we will offer assistance, where possible, in meeting those needs.
- e. *Team Relationship* - We want to be viewed as part of the team behind our missionaries. They can expect us to have a concern for them and for their ministry. We desire an openness on both our parts. We want to continually develop the attitude of a team ministry that results in a closer relationship.
- f. *Report to Bethel Missions Committee* – We strongly expect that our missionaries will be able to meet with the Committee whenever they are on home ministry assignment.
- g. *Report to Church* – We will work with the Bethel Church leadership to encourage returning missionaries to speak about their ministry.

What We Should Expect From Our Missionaries

- a. We would like to have **close communication** with our missionaries. We believe we should hear from them at least quarterly in one form or another (e-mail or hardcopy updates). It is our desire to know how their ministry is progressing as well as how they are doing personally.
- b. We would like to be informed of any changes in plans for assignment or affiliation.
- c. In order to help us better plan for missionaries being in our area, we would like to know as soon as possible when they will be with us.

5. Retirement of Missionaries

Retiring missionaries will continue to receive support for one year at a rate of 50% of the amount of support that they received as active missionaries. Missionaries who have been supported for more than fifteen (15) years and have reached retirement but who continue in an active ministry with their missions organization could be considered for partial support.

6. Termination

Bethel Church maintains the option of terminating a missionary's support.

7. General Information

It is assumed that the cost of education of missionary children has been included in the overall support needs. Outgoing expenses will not be considered a responsibility of the church.

PART V - FINANCIAL POLICIES

1. Missions Budget

The missions budget will be drawn up based on current obligations, future opportunities, and anticipated availability of funds. The budget will be subject to approval by the congregation. Support will be distributed between local, North American, worldwide and short-term needs, including education and training.

2. Missions Organizations

Supported workers will be affiliated with organizations that are financially accountable. Organizations will be evaluated on the basis of their doctrinal position and ministry focus and goals. Status reports concerning our long-term missionaries may be requested from the organizations. Support for local ministries will be budgeted for the organization, rather than for individuals (although it may be designated toward an individual's support).

As mandated by the Canadian government, all missionary support may only be paid *directly to the missionary's sponsoring organization*, which must itself also be a Registered Canadian Charity.

PART VI - CONFERENCES, EDUCATION, HONORARIUMS

- Partial support may be provided for attendance at Urbana and other missions conferences. Support will be allocated for conference registration fees but not normally for travel expenses.
- Training, seminars, conferences, and events will be hosted as opportunities arise.
- As funds permit, our missions chairperson or representative may be sent to regional missions conferences.
- Missions speakers may be provided with an honorarium through the regular church budget, in consultation with the treasurer or church administrator.