

Missionary Sending & Care

“You will do well to send them on their journey in a manner worthy of God (3 John 6).”

This document provides a general guideline for how missionaries are sent by Grace Church and the roles taken on by proposed missionaries, the missions team/committee, elders, and the congregation of Grace Church. Extraordinary circumstances or exceptions will be decided by unanimous agreement of the members of the missions team, except for those items requiring approval by the elder board.

I. Why We Send

A. Goal

The goal of the Missions Team is to deepen our church's passion for the peoples of the world to love God, distinguish a path of strategy specific to our church, and to develop a partnership with those whom God leads us to send.

B. Definitions

1. Biblical ministry - ministry is the process of making disciples because we love God and others, or the act of glorifying God by calling others to follow Jesus by the power of His Spirit.
2. Biblical missions - crossing a significant cultural or language barrier to make disciples because we love God and others, or the act of glorifying God by calling others to follow Jesus by the power of His Spirit.

C. Biblical foundations

1. God is the Sovereign Ruler over all the universe.
“For I am God, and there is no other; I am God, and there is none like me, declaring the end from the beginning and from ancient time things not yet done, saying, ‘My counsel shall stand, and I will accomplish all my purpose’...I have purposed and I will do it.” (Isaiah 46:9-11)
2. God's sovereignty is to be seen and enjoyed by people throughout the world.
“Let the peoples praise you, O God; let all the peoples praise you!” (Psalm 67:5)
3. Jesus' death on the cross purchased salvation for people everywhere.
“For you were slain, and by your blood you ransomed people for God from every tribe and language and people and nation.” (Revelation 5:9)
4. God has given his authority to Jesus who commanded his followers to make disciples of all nations.
“All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations.” (Matthew 28:18-29)

5. This command is to be carried out in the power of the Holy Spirit.

“You will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth.” (Acts 1:7-8)

6. This command will cease at the end of the age.

“And just as it is appointed for man to die once, and after that comes judgement, so Christ having been ordered once to bear the sins of many, will appear a second time, not to deal with sin but to save those who are eagerly waiting for him.” (Hebrews 9:27-28)

II. Who We Send – Missionaries & Organizations

A. Individual Requirements - In order to be sent as a missionary by Grace Church, all individuals must:

1. Have clear evidence of conversion, continuing Christian growth, and calling to ministry.
2. Have been baptized.
3. Be able to sign acceptance of the doctrinal statement and missions policy of Grace Church without reservation.
4. Exhibit the character and spiritual qualifications in 1 Timothy 3:1-7 and Titus 1:6-9, and the fruit of the Spirit in Galatians 5:22-23.
5. Be a faithful financial contributor to the ministry of Grace Church or their home church.
6. Have adequate training for his or her specific field of service.
7. Have had adequate short-term missions experience.
8. Be serving or willing to serve in a missions organization the missions team and elders can affirm and support.
9. Be a member and an active participant in the fellowship for at least 2 years in which the person is a faithful participant in the local evangelistic and discipleship ministries.
10. Be willing to submit to the authority of Grace Church.

B. Missionaries: Grace Church has a preference to support missionaries that support our Missions Vision (see below) and have a personal connection to a member of Grace Church. Our level of support will be determined by what “Tier Level” the missionaries meet (see below).

C. Organizations: We will only support organizations that are in agreement with Grace Church’s statement of faith.

III. Where We Send - Missions Vision

A. Missions Vision - The Missions Team has set a vision for where we feel God-led to serve via missions. We will attempt to send missionaries to serve in

countries and with organizations that support this vision:

1. Missions Vision (2016-2017):

- a) Muslim and/or unreached people groups
- b) Bible translation
- c) Training pastors in hard places
- d) Children and youth based upon the needs of our supported missionaries
- e) Direct work in gospel sharing and church planting

B. Exceptions - Even if a missionary no longer meets the Missions Vision, we will endeavor to continue supporting missionaries who are:

- 1. Faithful Servants - have a history of faithfully serving alongside Grace church.
- 2. Grace Church Members - members and children of members will be taken on a case-by-case basis before the Missions Team and Elders to determine support.

IV. Grace Church Support- Missionary Tier Levels

How we financially support missionaries depends on what support Tier Level each is placed into. Tier levels will be set based upon how many of these goals and priorities the missionary meets. These are meant as a guide to support the Missions Team and Elders in evaluating support and not unbending rules. If you would like to be moved to a new Tier Level, you can appeal to the Missions Team via letter or verbally at a Missions Team meeting. Tier Levels will be determined annually by the Missions Team and approved by the Elders and congregation.

- A. TIER 1: May receive up to 15% of their financial needs.
- B. TIER 2: May receive up to 10% of their financial needs.
- C. TIER 3: Will not receive any financial support, but may receive one time contributions to specific needs.
- D. Short-Term TIER: The Missions Team will determine support of short-term missions trips on a case-by-case basis as they meet our missions goals, minister to the nations, support and care for our current missionaries, and contribute to the spiritual development of our members and families. People that want to go on a short term trip will submit their financial requests during or shortly after missions week.

V. How We Send

- A. Sending Timeline - If you desire to be a Grace-supported missionary, we recommend the following timeline:

1. Receive & Express Call- Any call towards missions should be coupled with an affirmation of the local church. Anyone sent out from Grace church or whom Grace Church chooses to support must have the approval and support of their church. A member should seek the counsel of their Discipleship Group elder and those on the missions team as the first step in discerning a call to missions.
2. Missionary Sending and Care- thoroughly read, pray about, and understand Grace's Missionary Sending and Care guidelines (this document). Work with the Elders & Missions Team members to determine a path to meet requirements.
3. Pursue Discipleship Tracks -Grace church has discipling tracks that involve reading books and discussing them with a mentor from the church. An elder can assist you in completing the following tracks:
 - Gospel
 - Church Membership
 - Evangelism
 - Mens or Womens
 - Missions
 - Marriage (if applicable)
 - Parenting (if applicable)
 - Elder Track - may be required if the sending missionary will be doing church planting or pastoral work.
4. Missions Team - During completion of the tracks become a part of the missions team. Use your gifts and talents in ways that will benefit the church for the cause of missions.
5. Meet with at least two missionaries to gain a perspective on world missions.
6. Go on at least one short term missions trip.
7. Consider completing the Perspectives Course (perspectives.org) to better understand the history of missions and your place in it.
8. Discern your particular role and global place in missions with advice from the missions team and elders (where to go, what to do, what missions agency to select).
9. Complete the Grace Church Long Term Missions application to be approved by the missions team, elders and finally the congregation.
10. Select a missions agency and work to establish a relationship between the agency and Grace Church.
11. Put together a committed Personal Care Team (PCT, roles defined below). Communicate regularly with your PCT and allow them to be a dedicated part of your sending.

12. Complete the sending process of the selected agency and raise support.

13. Commissioning and Sending from Grace Church.

B. Expectations and Qualifications

Qualifications

1. Have a clear evidence of conversion, be baptized, and display continuing Christian growth.
2. Be able to agree to Grace Church's doctrinal statement and missions policy.
3. Display the fruits of the Spirit in Galatians 5:22-23. If the job is an elderlike role, exhibit the character and spiritual qualifications of I Timothy 3:1-7 and Titus 1:6-9.
4. Be a faithful financial contributor to Grace Church.
5. Have adequate training for his or her specific field of service.
6. Be a member and an active participant in the fellowship for at least 2 years in which the person is a faithful participant in the local evangelistic and discipleship ministries.

Expectations of Missionaries

1. Through conversation with the missions team and elders, choose a missions organization that all can affirm in their orthodoxy and orthopraxy.
2. To set goals and priorities for their ministries each year and inform the missions team of them.
3. Share the gospel and make disciples.
4. Maintain regular communication with the church through the missions team, their Personal Care Team, and Discipleship Group to inform them of goals, progress, problems, and prayer requests.
5. Make a report to the missions team or congregation in person during home assignment.
6. The missions team should be notified before any change in scope of ministry, financial support, or ministry relocation.

Expectations of Grace Church

1. To regularly pray for our missionaries corporately and within Discipleship Groups.
2. To provide timely financial support to our missionaries we've pledged support to.
3. To maintain regular communication with our missionaries.
4. To strive to provide the kind of support laid out in Serving As Senders.

C. Personal Care Team (Colossians 4:1-4)

Missionaries must put together their own Personal Care Teams. The missionary should assemble a team so that each of these 8 categories are covered by someone. In some instances, the missions organization may cover a category (logistics or finances). In other areas, it would be more appropriate for a person from Grace Church to cover a category (prayer or encouragement). When the team is assembled an initial meeting should take place to discuss how ongoing care will be provided through the team, to the missionary.

1. Prayer - This person should have the spiritual gift of intercessory prayer. He or she will commit to daily and ongoing prayer for the missionary. This person will also determine what prayer requests should be sent out to the church elders, the missions team, Discipleship Groups, and/or a congregational call to prayer. This person should be humble, discerning, and rooted in spiritual principles of prayer.
2. Encouragement - This person should have the spiritual gift of exhortation (Romans 12:7-8). The best biblical example is Barnabas, and the encouragement person should consider Barnabas's ministry in order to help, comfort, and encourage the missionary to become more effective for Christ.
3. Communication - The communications person is most likely a techie in that they are gifted at helping or finding ways to communicate that are culturally relevant. He or she is aware of the role of technology and how to best utilize it in unfriendly territories; they are careful with privacy, secrecy, and safety. This may include setting up websites, online donations, organizing email newsletters, setting up secure chat clients, etc.
4. Logistics - The logistics person is skilled at organizing details that make things run smoothly. This can include comparing travel costs, making appropriate reservations, preparing travel documents, helping with to-do checklists to organize the missionary, sending care packages and letters, arranging medical care, etc. He or she will work closely with the missionary to make sure he is helping serve actual needs and will ask questions to help anticipate potential problems.
5. Financial - This person is responsible for assisting with the finances of the missionary, especially as they pertain to funding the mission. At minimum, they provide financial accountability, and at most they keep the books for the missionary. Our goal is to keep

our missionaries in the black, being honest about financial needs and what they are capable of within their given budget.

6. Fundraising - The fundraising person has strong social skills and is an excellent host or hostess. They would brainstorm with the missionary to come up with ways to raise ongoing and one-time funds, and be a social liaison to make that happen. They may host parties, fundraising activities, auctions, online giving, support letters, etc.

7. Counselor - The counselor is a spiritual leader who can ask hard questions and provide wise counsel. They are concerned with the mental, spiritual, and emotional health of the missionary and his or her entire family. They will regularly check in to assess health, and will provide or recommend ongoing counseling when appropriate.

8. Team leader* - The team leader's job is to make sure everyone else is doing his or her job, and to encourage people to work together to provide the best support.

D. Termination

1. Deliberate moral failure, doctrinal positions incompatible with Grace Church's doctrinal statement, failure to maintain relationship with Grace Church, or ineffective ministry (not meeting the Expectations of Missionaries) .

2. When considering termination an inquiry about the issue will be addressed with the missionary, the elders, missions organization, and other necessary people involved before taking action.

3. The decision to terminate support will be made by the elders and missions team, with the final approval to be decided by the elders.

4. When a missionary retires from the mission field the missions team and elders will determine if they should receive continued support or not.

VI. Recommended Reading & Study

A. Complete the Grace Missions Track

B. Attend an Engage Global weekend (EngageGlobal.net)

C. Read other books

1. The Insanity of God- Nik Ripken

2. When Mission Shapes The Mission- David Horner

3. The Life of Adoniram Judson- Edward Judson

4. The Life and Diary of David Brainerd- Jonathan Edwards

5. When Helping Hurts by Steve Corbett and Brian Fikkert

6. Follow Me by David Platt

7. Don't Waste Your Life by John Piper