

# PCC MISSIONS POLICY

"Therefore we ought to support such people, so that we become coworkers in cooperation with the truth." 3 John 8

## I. PURPOSE

The purpose of this document is to articulate the policy of Paul Congregational Church (PCC) in regard to the pursuit of "missions" work in the world. For the sake of clarity, a "missionary" is an individual whose *primary* ministry is to those outside of our local church body. Likewise, a "mission trip" is an endeavor in which an individual(s) participates in order to minister to those outside of our local church body.<sup>1</sup>

## II. BENEFITS

This policy will provide the following benefits:

- A. Ensures that our church elevates "missions work" to highest priority in terms of prayer, financial support, and personal activity.
- B. Ensures that the making of important decisions is not solely on the basis of emotion.
- C. Ensures that missions funds are administered effectively and faithfully.
- D. Ensures that the highest level of accountability is maintained in every aspect of missions.
- E. Ensures clarity of vision and harmony of effort in all activities that relate to missions in our church.
- F. Ensures that missions support (financial) is a highly significant yet balanced part of the church's budget.

## III. VISION

Our vision for "missions" is that it would be a means by which we obey the Great Commission (Matt 28:18-20).

## IV. STRATEGY

### A. Support & Mobilization

The two primary ways we pursue missions as a church are "support" and "mobilization."

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<sup>1</sup> It is also important to note for the sake of this document that "mission" work does not include every activity outside of our local church. Thus a distinction is made between "mission work" and "local outreach." For example, the "Jail Ministry" or any type of evangelistic outreach performed would fall under "local outreach," while Minidoka Christian Education Association would fall under "mission work."

1. *Support:* Recognizing that some are specifically called by God to serve as missionaries, PCC believes that financial support to such individuals is necessary if we are to play a significant role in missions work in the world.

Because PCC believes that “support” is the most effective means of pursuing missions work, PCC will delegate up to 90% of its budgeted *missions* funds to full-time missionaries.

2. *Mobilization:* Though believers must give financially to missions, it is not an excuse for those who are *able* (spiritually and physically) to completely avoid “hands-on” involvement in missions work. Therefore, in order to encourage and motivate PCC members to play a “hands-on” role in missions, PCC will delegate up to 10% of its budgeted *missions* funds to facilitate the sending out of its *members* on short-term trips and/or projects.

In dialogue with the pastor and deacons, the missions committee will propose the specifics to the congregation regarding short-term trips and/or projects.

Since mobilization funds may not be utilized in a given year, they will be set aside for future utilization as designated by the congregation.

In addition, “mobilization” also includes the approval of fundraisers and the receiving of designated gifts to provide for short-term trips and projects.

#### B. Significant Support to a Limited Number

Our fundamental approach in our “support” of missionaries will be to give significant support to a limited number of missionaries rather than less support to a larger number of missionaries. PCC believes the benefits of this approach are:

1. Deeper involvement in the missionary’s life and ministry.
2. Greater accountability of the missionary to our church, and vice versa.
3. A greater sense of impact to and through the missionaries we support.

#### C. Support Amount

PCC will strive to consistently allocate up to (but no greater than) 1/3 of its overall budget to missions.



PCC may give up to 25% of the missionaries' *required* monthly support. The congregation will determine the monthly donated amount to be given as we take into account the following priorities:

1. "Home-grown" missionaries.<sup>2</sup>
2. Missionaries ministering full-time on foreign fields.
3. Missionaries involved in "essential ministries" of the church, which we define as ministries without which the church cannot exist (e.g. Bible translation, church planting, and church leadership training). These could also be referred to as "equipping" ministries (cf. Eph 4:11-12; 1 Tim 5:17).<sup>3</sup>
4. Missionaries with greater needs. Level of need may be influenced by location of ministry, nature of ministry, family size, etc.
5. Missionaries whom PCC has supported for a greater number of years.<sup>4</sup>

#### D. Support Commitment, Evaluation, & Termination

1. *Commitment*: PCC will commit to the determined monthly support for a minimum of one term, which we define as every five years, or, as soon as the missionary returns home on furlough.

For new missionaries, PCC will begin giving the committed amount for up to one year before the missionary leaves for the field, if in fact *the funds are allocated by the sending agency for initial set-up costs*. If the funds will not be allocated by the sending agency for set-up costs, we will begin giving (up to one year) when the missionary is *receiving* 80% of their required monthly support.

2. *Evaluation (Yearly & Term)*:

2a. At the end of each year PCC will do an evaluation to determine if support should be *increased* for our current missionaries, as well as to determine if new missionaries can be taken on for support.

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<sup>2</sup> That "home-grown" missionaries are a priority, demonstrates that PCC believes it is a biblical goal to disciple people in such a way that some are led to pursue full-time missions.

<sup>3</sup> **1 Timothy 5:17** "Let the elders who rule well be considered worthy of double honor, especially those who work hard at *preaching* and *teaching*."

<sup>4</sup> This statement only applies in cases where a current missionary's ministry is being re-evaluated, such as at the end of a term.

Excluding extenuating circumstances of which PCC cannot control, *no support* can be decreased during the *yearly* evaluation, for such an action would undermine our commitment to a missionary for a term. Thus PCC would only adjust support in that manner at the end of the term, or if a situation arises that calls for termination (see 3. below).

2b. When the missionary completes a term and returns home on furlough, the church will formally review the missionary and their ministry regarding continued support.

In the case of a congregational decision to adjust ("increase" or "decrease") a missionary's support ("yearly" or "term"), since every situation is unique, PCC will vote on a date at which the decision will actually take effect.<sup>5</sup>

3. *Termination:* Though termination of missionary support is the exception with PCC, we reserve the right to terminate (or *reevaluate*) missionary support at any time during the term under one or more of the following circumstances:

- The missionary becomes morally disqualified.
- The missionary adopts a doctrinal position contrary to the teachings of PCC.
- The missionary consistently fails to abide by the essential expectations outlined in this policy (see F. below).
- The missionary changes ministry direction, position, and/or location.
- The missionary returns home from the field for lack of funds, or lacks funds to effectively fulfill the ministry.

#### E. Qualifications for Missionary Candidates

1. The missionary must agree with PCC's Statement of Faith.
2. The missionary must demonstrate the general qualities for leadership outlined in 1 Timothy 3 and Titus 1.
3. The missionary must have a proven track record in ministry.
4. The missionary's home church must be in agreement with their decision.
5. The missionary must demonstrate competence to carry out the stated ministry.

#### F. Expectations of Missionaries to PCC

1. Pray for PCC on a daily basis.

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<sup>5</sup> For example, the adjustment could take effect immediately or even many months from the time of the decision.



2. Communicate regularly regarding the ministry and prayer needs.
3. Visit PCC at least once during furlough.
4. Inform PCC regarding significant changes in ministry and/or location as early as possible.
5. Provide a financial report annually.

G. Expectations of PCC to Missionaries

1. Pray for missionaries daily.
2. Maintain consistent level of committed financial support.
3. Encourage missionaries by communicating on a regular basis as well as sending gifts on occasion.
4. Strive to send members of PCC on short-term trips to missionaries' locations of ministry.
5. Assist in securing housing when missionaries visit during furlough.
6. Provide counsel and direction to missionaries at the missionaries' request.

V. EXCEPTIONS

It is intended that these policies be followed. However, should it be advisable, since the policies are not constitutional, exceptions can be made at any time but must be approved by a simple majority vote of the congregation. An exception must be recorded in the minutes as an "exception" to the missions policy.