

LIBERTY BIBLE CHURCH

Missions Policy:

Accomplishing the missions aspect of the Great Commission

I. General Vision and Goals

It is the vision and goal of Liberty Bible Church to carry out aggressively the command of Christ's Great Commission. Therefore, we view missions as an essential ministry of our church corporately and our members individually. We are committed not only to the mobilization of our own resources (prayer, monetary, and human) but to stimulating the mobilization of others for the objective of reaching all peoples of the world.

This policy, as approved by the Elder Board, has been carefully developed through prayer in order to improve the effectiveness of the LBC missions program by:

1. Guiding the administration of the missions program
2. Assisting in achieving a clear sense of direction
3. Guiding in making objective decisions
4. Assisting in our church-wide promotion of missions
5. Informing missionaries and prospective missionaries regarding involvement with LBC
6. Making information available to the congregation

In doing this, the Lord's resources will be used most effectively and the congregation of LBC will continually increase their missions commitment.

Our missions strategy is to mobilize effectively the resources (prayer, personnel, financial, and other) under our influence. This requires gaining involvement, winning commitment, effective deployment, and above all, seeking and listening to God's directions and encouragement.

Program emphasis areas with selected guidelines have been established to guide the Outreach Ministry Team's (OMT) decisions in reaching our ultimately desired objectives. Our support is to be directed to a sufficiently small number of targets that the OMT and congregation can:

1. Review each agency with whom we have missionaries
2. Monitor the ministry of each missionary family/individual
3. Be involved in the ministry through prayer, correspondence, furlough support, etc.
4. Provide a significant level of support to missionaries.
5. Maintain a balanced, worldwide perspective.

It is the intent of LBC to associate with a limited selection of missionaries and mission boards. The Evangelical Free Church Mission (EFCM) will, when possible, be the mission of choice. This will be regularly communicated to members of the Potential Missionary Fellowship.

II. Encouragement and Oversight of Career Missions

1. OMT responsibility to missionaries

A. Establish a liaison for each missionary. This person (who will be encouraged to form a group) will provide prayer support, correspondence support, and special financial support as crises occur. He/they can alert the OMT or church of any crucial need. He is not, however, responsible for raising the regular financial support of the missionary.

B. Provide active prayer support for each missionary.

C. Financial support (see section IV Support Criteria)

D. Insurance, education for children, and retirement shall be the individual responsibility of the missionary and mission agency. LBC's objective is that adequate provision for a missionary's retirement is being made through current support levels. No new missionary is to be taken on for support unless such provision is included by the agency. However, some existing missionaries do not have suitable provisions and continued support may well be required.

2. Keep congregation informed. A continuous missions education program is necessary to maintain and increase a commitment to world evangelization. This will be done through

-bulletin updates on missionaries

-ministry moments: use videos, phone calls [perhaps it is possible to have a special emphasis on one missionary every Sunday/or every other Sunday.]

-missions education. The highest visibility is the annual missions festival.

Beyond this it is anticipated that there will be ongoing missions education for children, teens and adults. We believe that future missionaries are borne out of understanding God's heart for the world and the lost condition of those without Christ.

-missions map. The OMT shall maintain an attractive, up-to-date missions map in the church narthex.

- prayer for missions. This will be accomplished through including missionary letters in the bulletin, the ABF's, Growth Groups, e mail notices, announcements in the worship services and specially called prayer times.

3. Review of missionaries. On a regular basis the OMT shall review each missionary that LBC supports. This review will be based upon the annual reports that the missionary sends to LBC. Yearly reports are to be mailed to Liberty by December 31st.

(It is anticipated that the reports are copies of the plans/goals /strategies that the missionary has provided to his/her agency in the regular course of management. We do not intend to create unnecessary work for the missionaries.)

Additional interests of the church in its review would be: adequate funding, personal spiritual health, emotional health, marital relationship, relationships with other missionaries and nationals, plans for furlough. The church is eager to assist in helping the missionary in these areas as appropriate.

4. Pastoral care. Where Liberty is the home church, it will endeavor to send pastoral staff for an on-field visit.

5. Missionary preparation. The church will take an active role in the identification, training and preparation of potential missionaries. This will be done through

- Potential Missionary Fellowship
- short-term missions trips
- education as available through correspondence, books or classes

The church will develop a strategic plan for its missions endeavors and will communicate this to the congregation. Individuals interested in missions service will be encouraged to pursue areas based upon Liberty's goals and objectives.

6. Responsibility of missionary to the church

A. Correspondence. Missionaries shall correspond with the church on a regular basis. This is understood to be at least four times during a year. Correspondence is not assumed to be personal, but may be the regular prayer letter.

B. Annual report/goals. Each full term missionary will supply the church with his/her goals as submitted to their supervisor. [See corresponding church responsibility in section II. 3 above.]

C. On furlough. The missionary will seek to be available to the church while on furlough. The church understands the need to balance the responsibility of creating a normal family environment along with seeing supporting churches. Accordingly, our expectations of furloughing missionaries will vary.

Areas of service might include:

- missions festival (expected unless responsibility of a similar nature has already been arranged at another church)
- worship services
- ABF's and Sunday school classes
- Potential Missionary Fellowship
- extending hospitality

D. Changes in ministry. Missionaries shall notify the OMT in writing prior to making major changes in ministry, location, or agency. This process includes timely notification to the OMT of major problems being encountered. The church desires to work in concert with the agency and the missionary to resolve issues that have arisen. Some changes will result in total review of continued support.

III. Encouragement and Oversight of Short-Term Missions

To stimulate interest in missions and to help members assess their interests, gifts, and aptitude for a missionary career, we will encourage summer and other short-term missions projects. Such projects may be generated by LBC or others. The church will endeavor to make such opportunities available to all members and will provide counseling, prayer and partial financial support, if necessary qualifications are met.

1. Definition of short-term missions

- A. Short term: 1 week-3 months
- B. Intermediate: 3 months-2 years
- C. Service teams: (church organized) typically two weeks

2. The purpose of the trip should fall into one of the following four areas:

- A. Furthering Liberty Bible's goals in missions
- B. Personal investigation of missions as a career
- C. Assist career missionaries with their goals and objectives
- D. Explore new avenues that might become new strategies (e.g. the teaching of technological skills)

3. Team selection

A. Candidates will complete an application

B. Candidates will be interviewed to ascertain

- spiritual maturity

- participation in church activities and services

- have demonstrated a desire to serve locally

- spiritual development pattern

-qualifications to serve. Candidates will not be supported unless they have, or will receive, appropriate training to prepare them for effective participation in the project. Such training is expected to include: project objectives, expectations of the sponsor, candidate's role and duties, the culture and appropriate conduct, appropriate clothing and other needs, living conditions, medical facilities versus needs, and any needed special skills that candidate lacks.

- letters of recommendation

C. Preference will be given to first time applicants

4. The sponsoring agency must be approved. It is preferred that the applicant(s) be associated with an agency as opposed to going independently. Potential measures of evaluation should include

- membership in EFMA/IFMA/ECFA

- agreement with EFCA doctrine and missions purpose as set forth in this policy

- reliability as determined through research

5. The service team shall endeavor to do adequate evaluation. This should include:

- team will participate in a debriefing

- report in a worship service, as requested

- submit a written report to the Outreach Ministry Team

- other avenues as appropriate and requested (SS classes, ABF's, training new short-term teams, missions festival, etc.)

6. Financial policy

A. Funding for the short-term team shall come from

- personal funds- suggested amount is 25% [It is suggested that personal support raising letters include the following: "In accordance with the Missions Policy of Liberty Bible Church, I plan to supply 25% of my financial needs from my personal funds or extra work."]

- a composite team letter to the congregation

- fund raising projects

- the service teams line item in the budget (up to 10%)

-fund raising outside the LBC family (It is required that solicitation letters should be submitted for screening by the OMT for content and accuracy.)

IV. Support Criteria

1. Introduction

In order for a candidate to be considered for financial support he must:

- complete an application (short-term or career)
- be in agreement with the doctrinal statement of Liberty Bible Church
- be working under an approved mission board

We consider that our primary responsibility is toward those who are part of our church and thus desire to provide up to 25% of support needs. Consortium missionaries may be considered as an exception. However, we also desire to include support for people outside Liberty. We cannot expect Liberty candidates to gain support from other churches unless we are also willing to support candidates from other churches.

Recognizing both the global aspect of missions and the fact that there are areas where western missionaries cannot go, we will also give consideration to the support of national workers. Because accountability is a key consideration, support of a national worker would ordinarily come from the recommendation of a church supported missionary who could endorse the worker through personal observation. Continued support would be dependent upon affirmation by the church supported missionary/organization.

Because Liberty Bible Church places a high emphasis on church planting and discipleship, the missions program will likewise give a similar priority to these ministries. Consequently, those missionaries that focus on these aspects shall receive a higher level of support than other ministries. The support ministries that are needed to keep front line people in place are critical and shall also be considered, but at a lesser level of support.

The church of Jesus Christ has been established to varying degrees around the world and in many people groups. We believe that all people everywhere should have the opportunity to understand the claims of Christ in a culturally appropriate way. While all people without Christ are lost, those who live in countries or people groups where the message of salvation is less available are in more desperate situations. Accordingly, we shall endeavor to give higher support to those who go to where the gospel is less well known. More popularly, these may be known as "unreached peoples" and/or those who reside within the 10/40 Window.

Even as Liberty would not employ a staff member who was not qualified with appropriate training, experience and education, so, too, the church anticipates that the missionary candidates it approves for support will be likewise prepared. Accordingly, the church's Potential Missionary Fellowship will assist potential missionary candidates to become accepted to both mission agencies and for support by the church. Missionary candidates from other churches must come with unreserved approval from that church's leadership.

2. The level of financial support will thus be determined by these five criteria: A) level of affiliation with Liberty, B) primary ministry, C) cultural orientation D) the level of the established church, E) geographic location.

A) Level of affiliation

1. member of Liberty Bible (3 years +) with commensurate involvement in the life and ministry of the church. 5
2. member of Liberty Bible (less than 3 years) with commensurate involvement in the life and ministry of the church. 3
3. attender of Liberty Bible with commensurate involvement in the life and ministry of the church. 2
4. member of another EFC with commensurate involvement in the life and ministry of the church. 1
5. member of another evangelical church (non-EFCA) with commensurate involvement in the life and ministry of that church. 0

B) Primary ministry

1. church planting, evangelism, discipleship, translation 5
2. training nationals 4
3. radio, TV, literature overseas 3
4. medical work & support ministries, overseas 3
5. college students, overseas 3
6. ministry to internationals, US 2
7. inner city ministry, US 2
8. college student ministry, US 1
9. administrative work with missions organization, US 1

C) Cultural orientation

1. cross-culture overseas 5
2. cross-culture within the US 4
3. nationals ministering cross-culturally 4
4. nationals ministering within their culture 3
5. missionaries in their own culture 2

D) Level of the established church. According to the best information sources (Operation World, Barrett, missions agencies) the church in the county/people group represents:

1. less than 3% of the population 5
2. between 3 and 10% 3
3. more than 10% 1

E) Geographic location

1. Near East (including North Africa, Turkey) 5
2. Asia 5
3. Eastern Europe (including the former USSR) 4
4. Western Europe 3
5. Latin America (Mexico, Caribbean., Central and South America) 3
6. Africa (excluding North Africa) 3
7. South Pacific 2
8. North America 1

3. Support calculation. There is a possible total of 25 points. The following is the maximum support level of the recommended support as determined by the mission agency, per the point total:

21-25 points	25% of support
16-20	20%
10-15	15%
less than 10	10%
outside Liberty	maximum of 10%

4. When support begins

A. Support for an OMT approved missionary will begin six months prior to the date of departure.

B. In cases where missionaries are not on the field to which the OMT approved them after six months, support shall be reviewed and possibly terminated.

5. Personal solicitation of support. Candidates who apply to the OMT will be notified by the OMT of its action. If the OMT approves support [and/or the solicitation of LBC membership for support], the OMT will provide the candidate with either an appropriate statement or letter which can be incorporated with the request. The OMT shall also inform the congregation of decisions to (1) support the candidate and/or (2) endorse a candidate's solicitation of LBC members.

Neither the OMT nor LBC can control direct solicitation of members; however, members are urged to use the OMT as a resource. LBC members should check solicitations they receive for a statement of the OMT's endorsement. In the absence of such endorsement, LBC members will be encouraged to either (1) check with the OMT when considering support or (2) suggest to the solicitor that he/she first seek endorsement by the OMT.

V. Missions funding

The OMT will prepare a fiscal year outreach budget in a timely manner. The missions portion of the budget shall be developed using information gathered from the agencies of our missionaries. This will include: 1) the recommended support level, 2) the actual amount of support that has been received, 3) accumulated deficit (if any), 4) any other information that may help us understand the financial situation of our missionaries.

Designated giving will be allowed only if this has been previously approved by the Elder Board. It is understood that this will be the exception.

VI. Missionary care.

The OMT will endeavor to ascertain and, where appropriate, meet the needs of its missionaries. This might include counseling for issues related to marriage, finances, aging parents, general health, further education and training, prayer letter mailing, etc.

Where appropriate the Outreach pastor and/or OMT members shall make occasional visits to the ministry sites for the purpose of: 1) pastoral care, 2) evaluation, 3) research for new potential ministry endeavors.

The committee will meet with missionaries while on furlough.

VII. Retirement Provisions

Liberty Bible Church, as a rule, will not maintain long term support of missionaries in retirement. It is our anticipation that the mission agency will make appropriate provision, through the support structure of its missionaries, for the living needs of its missionaries in their retirement years.

Recognizing that the strength of the retirement programs of agencies varies, the church will also counsel its missionaries to make provision in addition to what is offered by the agency.

Accordingly, it is the policy of the church to support retired missionaries on a declining scale for a five year period. Exceptions to this are anticipated. We will work closely with the agencies to ascertain actual needs of the missionaries during retirement. We will also encourage agencies to maintain adequate retirement plans for its missionaries.

VIII. Miscellaneous

- A. This policy shall be reviewed on a three year basis or more frequently as needed.
- B. The oversight of the mission house is covered in Appendix A.
- C. The church's participation in the GLD Missions Consortium is covered in Appendix B.
- D. Support for national workers will be considered where 1) the worker is recommended by a missionary LBC supports, 2) the national worker has demonstrated fruitful ministry, 3) there is accountability/supervision by that missionary. This support will be re-evaluated yearly.
- E. These guidelines do not represent the LBC program at the time of adoption of this policy, but the program which is our goal. Therefore, the OMT shall use appropriate judgment and discretion in making decisions. Achieving balance between these guidelines will frequently require sacrifice of desires in some areas in order to balance our ministry.

approved August 25, 1997

APPENDIX A

LIBERTY BIBLE CHURCH MISSIONARY HOME POLICY

General Oversight

The missionary home will be under the direction of the Property Manager. He will supervise the care and maintenance of the home and property. The OMT shall be charged with the responsibility of receiving and approving applications for use of the Home.

Applications

Missionaries and missionary candidates supported by Liberty Bible Church will have priority in using the home. They should apply for use of the home as soon as they know their housing needs. It is suggested that this be done up to twelve months prior to the desired date of occupancy. When the Home is not so occupied, other missionaries will be considered on a space-available basis. It is not required that these missionaries be members of The Evangelical Free Church. Their length of occupancy shall be limited to one year. Exceptions may be made in special cases and must be approved by the Outreach Ministry Team.

If the home is unoccupied, it shall also be available on a short-term basis to individuals in the church, if circumstances warrant consideration.

Care and Maintenance

Missionaries shall be expected to abide by the "normal maintenance" sheet which is attached and which is posted in the Home. A nominal charge will be made for rent. (The intention is to cover the cost of utilities.) The occupants will be expected to pay for phone service, local and long distance. Arrangements should be made with the Property Manager for payment of any bills if and when the occupants are away from the Home.

It will be the occupants' responsibility to keep the Home in as good a condition as when they entered it. A security deposit of \$100 will be charged before a family moves in. The Property Manager will inspect the house before the family leaves to see if the house has been left in satisfactory condition and will determine if all outstanding bills have been paid. He will then direct that the deposit be refunded.

It will be the responsibility of the church to keep the Home in an adequate livable condition. All repairs must be approved by the Property Manager before any expenditure of funds will be appropriated.

Rent

A moderate rent will be charged to maintain the house and cover the cost of the electric and gas. This will be \$300 per month.

**LIBERTY GUEST APARTMENTS
HOUSING APPLICATION**

NAME _____ PHONE _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

COUNTRY _____

E-MAIL _____

Our family consists of _____ adults _____ children: girls _____ (ages _____) boys _____ (ages _____) List only the children who will be living with you.

Please give full information regarding your religious affiliation and present ministry. Use the reverse side if more space is needed.

I am requesting the home for:

Arrival date _____ Departure date _____

A security deposit of \$450 for the upstairs apartment or \$400 for the downstairs apartment is required to hold the apartment. This will be refunded if you notify us of a change in plan at least eight months before your designated arrival. Please complete this application as soon as your housing needs are known. Send it and your security deposit to: Nancy Cook, Guest Home Coordinator, Liberty Bible Church, 824 North Calumet Avenue, Chesterton, IN 46304. Inasmuch as the home is filled on a first come-first serve basis we must have this information and security deposit as soon as possible to assure you of residency.

We agree to comply with the regulations set for on the attached sheets. We also understand that if our application is accepted, occupancy will be for the dates confirmed. Any changes in the date of occupancy must be approved by the Housing Director in writing.

Signature _____ Date _____

LIBERTY BIBLE CHURCH
WELCOME TO OUR MISSIONARY HOME
NORMAL MAINTENANCE GUIDE

We are delighted to serve your needs by providing housing for you while you are in this area. We hope that you will consider this your "home" during your stay. The following information is presented to help make your stay a pleasant one.

THINGS YOU MAY WANT TO KNOW

The Property Manager is Don Lewis. He will be your contact in regard to use of the home and is available to answer your questions and help solve any problems you may encounter. He may be reached at the church (926-3038) during normal business hours and at home (926-7249) in an emergency.

Your address will be 125 E. U. S. Highway 6, Valparaiso, IN 46383.

To establish telephone service, please contact GTE at 1-800-483-4600 prior to the date you expect service to start. They will give you a telephone number. Please notify the Office Administrator at LBC when you know your number.

The garage attached to the home is for your use. The storage building adjacent is used by the church.

THINGS THE CHURCH PROVIDES

LBC will mow the grass in summer and plow snow from the driveway in winter.

THINGS YOU ARE EXPECTED TO DO

We ask that you treat the home with the same care that you would your own.

You are expected to perform routine maintenance, such as regular sweeping and cleaning, changing light bulbs, etc. If your stay includes the spring or fall, please wash all windows, inside and outside.

1. Place trash in plastic bags and put them in the church's dumpster box on a weekly basis.
2. During winter, please keep the walkways clear of snow.
3. Pets are not allowed in the house at any time.
4. When heating or cooling, please maintain the inside temperature at a reasonable level.

The house is fully furnished. Please do not remove anything from the house and do not add anything without permission from the Property Manager.

For major maintenance problems, please contact the Property Manager.

BEFORE LEAVING THE HOUSE

Notify the telephone company of your departure. Make arrangements to pay your final bill. (LBC does not pay the telephone bills.)

Clean, defrost and unplug the refrigerator.

Contact the Property Manager. He will inspect the house and return your security deposit if everything is in order and after all bills have been paid. All keys for the house should be left with him.

Appendix B

NOTE: This Missions Consortium Agreement was approved by the member churches prior to July 1, 1993. Four churches approved it: Village Church, Trinity, Chapel, and Liberty. The Consortium was officially organized on July 12, 1993, at Liberty Bible Church, Chesterton, IN. It is expected that other churches will become members later. Also please see: "The Reasons for a Missions Consortium."

Missions Consortium Agreement

1. Name

1.1 Name: The name shall be the GLD Missions Consortium.

2. Member Churches

2.1 Area: Any Evangelical Free Church in the Great Lakes District (GLD) within a 100-mile radius of the intersection of Interstate 94 and Indiana Highway 49 may be a member of the original GLD Missions Consortium upon a congregational vote to join the Consortium.

2.2 Size: The Consortium must have a minimum of 5 churches and a maximum of 9 churches. If more than 9 churches desire to be a part of the Consortium, the first GLD Consortium will help a second Consortium organize.

2.3 Associate Member Churches: Any EFCA church within the area of the Consortium with fewer than 150 people in attendance on Sunday morning may elect to become an Associate Member. Associate members may call upon Consortium missionaries for mission speakers; are invited to participate in Consortium events, conferences, and mission trips; and will be encouraged to help in the outgoing expenses of new missionaries and work toward becoming a full member at some future date. Associate member churches will not be expected to share in the regular support of Consortium missionaries unless they request to do so.

2.4 New Member Churches: Any church within the geographical area may elect to become a member at any future date. It will become a member at the first annual meeting of the Consortium following its decision to join the Consortium. The church will share in the support of all new missionaries approved for support after it becomes a member. The new member church will become last in the rotation cycle for the home church of new missionary candidates.

3. Organizational Guidelines

3.1 Representation: The Consortium Committee consists of two representatives from each member church (one staff, if practical, and one lay person). Each regular member church will have one vote. The GLD will be represented by the District Missions Consultant, who will be a non-voting ex-officio member. The Committee will choose its own chairman and secretary.

3.2 Chairman: The chairman will be chosen from among the Committee at the first annual meeting for a two-year term. His role is to preside, coordinate, and convene affairs of the committee. Vacancies will be filled by the Consortium Committee.

3.3 Secretary: The secretary, elected at the Annual Meeting, will serve a two-year term. The secretary is responsible for taking minutes of the meetings, distributing the minutes to Committee members, and handling correspondence. The secretary will call participating churches to remind them of scheduled meetings. Vacancies will be filled by the Consortium Committee.

3.4 Meetings: Consortium Committee meetings can be requested by any member church.

3.5 Annual Meeting: An annual meeting is required in the last quarter of each calendar year to discuss church budget considerations for the next calendar year. Each Annual meeting will establish the date for the next Annual meeting. A four-week written notice must be given for the annual meeting.

4. Consortium Missionaries

4.1 New Missionaries: Consortium participation will initially be available only for new missionaries. Missionaries currently supported by member churches will continue to be supported as they are.

4.2 Criteria: Priority consideration will be given to those candidates who meet the following first two criteria:

4.2a. All candidates must be foreign mission applicants serving under recognized evangelical boards, preferably associated with the EFCA (Evangelical Free Church of America), EFMA (Evangelical Foreign Missions Association), or IFMA (Interdenominational Foreign Missions Association).

4.2b. Long term missionaries going to the field for four or more years.

Secondary preference will be given to:

4.2c. Candidates involved in personal evangelism and Bible teaching (particularly those working with unevangelized people groups) with the purpose of establishing and nurturing a local church, or candidates training nationals to do evangelism, or candidates supporting work with nationals (i.e. schools, hospitals, children's ministries) whose primary goal is evangelism and training of the nationals.

4.2d Missionary candidates ministering to unreached people groups in areas with little or no gospel witness.

4.2e EFCA missionary candidates.

4.3 Frequency: As a general rule, only one missionary candidate or couple will be accepted during any given year. During the first three to four years only two missionaries or missionary couples will be accepted. The long-term goal of the Consortium will be to send one candidate per year.

4.4 Church Approval: Even though the person has been provisionally accepted as a candidate by the Consortium, each local church must approve each new Consortium missionary. The church does not need to vote until after the candidate has served as an intern in the church for a minimum of one month. Any church has the right to waive this pre-field internship requirement if the candidate has proven him/herself through earlier service in the church.

4.5 Change of Status: Any change in marital status, work classification, location or field of service, or sending agency, would require a review and approval by the Consortium Committee.

5. Financial Support

5.1 Goal: The goal of the Consortium is to send out fully supported missionaries under recognized mission boards which are members of ECFA (Evangelical Council for Financial Accountability). The Consortium will not handle any funds. Any money given by the member churches is to be sent directly to the mission board and earmarked for the approved candidate.

5.2 Church Share of Missionary Support: At the Annual Meeting each church's share of financial support will be determined depending on the size of the church at that time (as defined in 5.2a) and the number of churches in the Consortium at that Annual Meeting. Each church's percentage of the missionary's support is based on the following formula. (The attached financial support plan is to serve only as a guide.)

5.2a. Each year at the Annual Meeting of the Consortium Committee, the average Sunday morning attendance for all member churches (as printed in the latest issue of the EFC yearbook) will be added together and totaled.

5.2b. This will be the Current Attendance Total. When the Consortium accepts a missionary candidate, the candidate will be expected to raise a minimum of 20% of his or her support from friends, family, and churches outside the Consortium.

5.2c. The home church will cover its normal pro-rated share plus an extra 5% of the missionary's monthly support. Each member church will take a pro-rated share of the remaining 75% of the candidate's monthly support base (weighted in favor of the smaller churches). The total support will be as follows: Consortium Member Churches 75% or less, Home Church 5% extra, family and friends 20% or more.

5.2d. Churches with less than 150 in morning attendance will contribute a maximum of 5% of the missionary's support, plus the home church share of 5%, if applicable. The larger churches with 500 or more in morning attendance agree to take a slightly higher percentage so the smaller churches can participate in the Consortium and contribute a smaller share. (See the attached financial support plan.)

5.2e. In addition, most missionaries going to the field for the first time will have one-time outgoing expenses. These costs would be pro-rated using the same formula as for the monthly support. Associate member churches, along with family and friends, will be encouraged to contribute to these one-time outgoing expenses as they desire.

5.2f. Financial support approved by member churches will normally begin 90 days prior to when the missionary is scheduled to depart for the field of service. Exceptions can be made at any regular meeting.

5.2g. Support level adjustments (due to inflation and current rate of exchange, or family size) may be considered by the member churches at the Annual Meeting. Family and friends should be encouraged to raise a major share of these support level increases.

6. In-service Evaluations

6.1 Annual Evaluation: The home church will obtain annual evaluation reports from the missionaries and share the results with the Committee members at the Annual Meeting. Report forms are provided by the Consortium.

7. Home Assignment

7.1 Meet with Consortium Committee: All missionaries on home assignment are required to meet with the Consortium Committee for evaluation, reporting, goal setting, and counsel. Evaluation will include language acquisition, culture adaptation, accomplishing goals, and working relationship with nationals and peers.

7.2 Ministry: Ministry during home assignment is to be shared in all member churches, with primary emphasis in the home church. Scheduling of the missionary is the responsibility of the home church in consultation with other Consortium members.

7.3 Education: While on home assignment, missionaries are encouraged to receive additional training. However, they must obtain approval in advance from the Consortium Committee to prevent a conflict with the ministry schedule of the Consortium churches.

7.4 Expenses: Home assignment expenses due to basic cost of living differences between the field of service and the home base will be shared by the members of the Consortium on a pro-rated basis if not provided for by the mission board in its monthly support allocation. In some cases the Consortium Churches may be able to provide housing and/or vehicles for missionaries on home assignment.

7.5 Field Ministry Teams: Missionaries on home assignment can be asked to lead or participate in short term mission teams to their fields or another field. This may be organized by the Consortium or a church within the Consortium.

8. Missionary Candidate Guidelines

For a candidate to be considered by the Consortium churches, he/she must meet the following criteria:

8.1 Doctrinal Statement: The candidate must fully adhere to the home church's Doctrinal Statement.

8.2 Church Involvement: The candidate must have been actively involved in one of the member churches for a period of at least four years. Exceptions to this must be approved by the Consortium Committee.

8.3 Local Church Missions Committee: The candidate should meet with the local church Missions Committee to seek its counsel before formally applying to a recognized mission board. The candidate must be thoroughly examined and enthusiastically recommended by the local church Missions Committee before meeting with the Consortium Committee.

8.4 Recognized Mission Board: The candidate must be accepted by a mission board recognized by the Consortium.

8.5 Application Form: The candidate must have fully completed the home church application form. Copies are to be sent to the other member churches by the home church upon receipt.

8.6 Unanimous Approval: Approval by the Consortium Committee must be unanimous.

8.7 Ministry in Consortium Churches: The candidate must be available to spend up to a year of ministry in the Consortium churches before departure in order to build a strong prayer support base within the Consortium. Exceptions to this must be approved by the Consortium Committee. Ministry during home assignment is also to be shared in all member churches, with primary emphasis in the home church.

9. Church Rotation of New Consortium Missionaries

9.1 Home Church Rotation: At the first organization meeting of the Consortium, the member churches will draw by lot to determine the sequence in which each church will recommend a candidate to the Consortium. If a member church is not represented at the organizational meeting, the Consortium Chairman will draw for the absent church.

9.2 Timing: A candidate may be approved up to 24 months prior to the home church's turn in the rotation cycle, and then wait to depart for the field until the home church sequence. A candidate should use the waiting time to build relationships and a prayer base in each of the Consortium member churches. During this time the candidate will also be obtaining the required 20% or more support from family and friends, and working on raising outgoing field expense.

9.3. Open Communication. After a candidate has been approved, the next church in the rotation cycle will maintain open communication with the Consortium as to its prospects of presenting a qualified candidate at the next Annual Meeting.

9.4 Church without a Candidate: If a church does not have a candidate to recommend (or the recommended candidate is not approved by the Consortium) the church may pass or trade its slot in the rotation sequence. Trading and passing can be done at any Annual Meeting. Each church, however, may pass or trade its turn in the rotation sequence only once during each cycle of all member churches. If a church chooses not to present a candidate after trading and passing during any rotation cycle, it is an automatic pass and the church must wait until its turn in the next cycle.

10. Amendments to This Consortium Agreement

10.1 Notice: Amendments can only be made at the Annual Meeting. Written notice of any changes to this agreement must be mailed to each church 90 days prior to the Annual Meeting of the Consortium.

10.2 Approval: Amendments to this agreement require 75% approval of the member churches. Churches not present at an Annual Meeting can vote by written proxies on any proposed amendment.

GLD Consortium agreement