

Christ the Redeemer Church

Missions Policy

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OVERVIEW OF THE CTR MISSIONS POLICY

Welcome to the missions policy for Christ the Redeemer Church (CTR)! On behalf of the Mission Action Team (MAT), I want to thank you for your interest in missions and your willingness to read through this lengthy document. The following few paragraphs are designed to provide a little scaffolding as you work through this document and climb into the missions program of CTR.

This document was written primarily for three specific groups of people. The first and primary audience is the **elders and future elders of CTR**. The Mission Action Team at CTR operates under the oversight of the elders and we hope that this document will clarify that relationship and establish reasonable expectations. The second group of people for whom this policy was written is **future members of the MAT**. In this document we hope to set a direction that will shape the missions program of CTR for years to come. It is essential for any person who desires to serve as part of the MAT to be thoroughly acquainted with this document because it provides a basis for most of the decisions that we will make. Finally, the third audience for whom this policy was written is **current and future missionary candidates**. In this policy, we have attempted to spell out the expectation that we have of all church-supported missionaries – as well as the expectations that these missionaries can have of us, the sending church. This policy will provide some basic guidelines for church-missionary relationships. Whether you are an elder or future elder, a prospective member of the MAT, or a missionary candidate, I hope that you'll find the information in this policy straightforward and clear.

By way of introduction, I want to point out two elements that make our mission program unique. As you read this policy document, you'll find echoes of these two convictions on almost every page. First, we are particularly focused on the *unreached people groups* of the world – those ethnicities scattered around the globe with an evangelical population of less than two percent. Without cross-cultural missionaries, these peoples will remain cut-off from the gospel of Jesus Christ. We believe that our priority must be to evangelize those who have never once heard the gospel.

The second unique aspect of missions at CTR is that we desire to be a sending church. By sending church, I mean a church that not only gives its money to missions, but also gives its members. We hope that someday, all of the supported missionaries of CTR will be CTR members – beloved brothers, friends, and former pew-sitters of CTR. We hope to support a smaller number of missionaries at a higher level of support so that we can maintain a tighter relationship. From the point of identification (“I think so-and-so has the gifts to be a missionary”) to training, to sending out, to on-going financial and prayer support – we intend to help gifted and qualified church members fulfill God's call on their lives.

Getting the gospel to *unreached people groups* is our fundamental goal. Sending out gifted and qualified church members is our ideal means of accomplishing that goal. Of course, these are ideals – and for the moment, the missions giving and missions involvement of CTR looks very different. For now we will gladly participate in missions through supporting non-members, through giving generously to local partners, and through supporting ministry to ethnic groups who already have churches. These are valuable ministries and we aim to be good stewards of all that God has entrusted to us. But over time, we hope to see the above ideals become more and more characteristic of the missions program of our church. By God's grace, these ideals will, in time, become reality.

Finally, I wanted to share a couple thoughts on the “Why?” of missions. John Piper wrote “Missions exists because worship doesn't.” For many of us in the MAT, this sums up in succinct form why we do what we do. People are created to bring glory to God – to worship Him – and thus the goal of world missions is to see more and more sinners become worshippers of God through the gospel of Jesus Christ. Everything in this missions policy has been written with this primary goal in mind – proclaiming the gospel among every tribe and tongue and nation so that God will be worshipped among every tribe and tongue and nation.

Written by David Hammond – on behalf of the Mission Action Team. October 4, 2006

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1.0 Objectives and Priorities of the Mission Action Team

1.1 Definition and Context of Missions

Missions at Christ the Redeemer Church shall be defined as cross-cultural ministry carried on outside of the immediate jurisdiction of the local church, fulfilling the Great

Commission by: proclaiming the gospel, equipping believers, planting churches, and translating the Bible, *while giving priority to the least reached.*

The particular focus of the CTR Mission Action Team (MAT) is sending missionaries who will minister the gospel cross-culturally to people of different cultures and languages. The MAT will help Christ the Redeemer Church assist missionaries to reach people with the gospel beyond our culture and thus fulfill God's mission to bring glory to Himself by redeeming believers from every distinct language and cultural group on earth.

1.2 The Great Commission

Matthew 28:18-20. "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age."

1. All Authority belongs to Christ as King and sovereign God over all creation. Christ desires that all peoples everywhere repent and worship Him (Acts 17:30).
2. His will for the church is that it expand to all nations and peoples of the earth. Christ commands His church to have a global mission, to make Christ-centered disciples of all ethnic groups on the planet.
3. This "Great Commission" was not merely given to the 12 apostles, but to the universal church of all eras - indicated by the scope of the command and also by the timeless promise of Christ's presence attached to the end of Matthew 28:20.
4. As a Mission Action Team, we believe that the most effective way to see disciples made for Christ among all peoples is by planting indigenous churches capable of evangelizing whole people groups.

A "**people group**" is here defined as "a significantly large grouping of individuals who perceive themselves to have a common affinity for one another because of their shared language, religion, ethnicity, residence, occupation, class or caste, situation, etc. or combination of these ... [It is] the largest group within which the Gospel can spread as a church planting movement without encountering barriers of understanding or acceptance" (Piper, *Let the Nations Be Glad*, p. 171). A people group is considered reached when it has a viable indigenous church capable of evangelizing the whole.

1.3 The Call to Proclaim

Matthew 24:14. "And this gospel of the kingdom will be proclaimed throughout the whole world as a testimony to all nations, and then the end will come."

1. Christ commands that his church preach the gospel everywhere.
2. People must hear the gospel before they can believe it and be saved. Christ saves sinners as they hear the gospel and believe (Romans 10:17).
3. The best gift our church has to offer is the message of Christ. The most loving thing our church can do is to explain/preach the gospel to those who have never heard it.

1.4 Priority to the Unreached

Romans 15:20-21. "Thus I make it my ambition to preach the gospel, not where Christ has already been named, lest I build upon someone else's foundation; but as it is written, 'Those who had never been told of Him will see, and those who have never heard will understand.'"

1. Paul the apostle modeled a pattern of preaching the gospel where it had not previously been preached (Romans 15:20-21)
2. Christ is the long awaited hope of the Old Testament, the seed of Abraham who will be a blessing to all the families of the earth. (cf. Gen 12:3, 22:18)

1.5 Guaranteed Success of Missions

Revelation 7:9. "After this I looked, and behold, a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the

Lamb, clothed in white robes, with palm branches in their hands, and crying out with a loud voice, 'Salvation belongs to our God who sits on the throne, and to the Lamb!'" (cf. Rev. 5:9-10)

1. Christ has already purchased with his blood some from every tribe and tongue and people and nation.
2. The global work of missions is assured of success because of the completed work of Christ.

1.6 Mission Statement

The goal of the CTR Mission Action Team is to bring about the obedience of faith among all peoples of the world, for the sake of Christ's name and glory (Rom. 1:5, 16:26). We will accomplish this great purpose as the Lord enables us to *pray for, fund, and staff*:

1. **WHAT?** Planting and growing communities of gospel-centered people.
2. **WHO?** All the peoples of the world, giving priority to the least reached.
3. **HOW?** Proclaiming the gospel, equipping believers, planting churches, and translating the Bible.
4. **WHAT ELSE?** Emergency aid for impoverished churches and overseeing local ministry partnerships.

2.0 Missions Budget & Financial Concerns

2.1 The CTR Mission Budget

The missions budget will be expressed as a percentage of the CTR General Budget.

The actual percentage will be determined annually under the oversight of the CTR elders.

2.2 Financial Accountability

CTR's goal is that no missionary will be supported above the average standard of living of the country in which they are serving. We recognize that this may not be possible or wise in some cases (such as tribal missions). We will work with any sending agency to help establish reasonable expectations.

CTR will, in recognition of our stewardship role, require financial accountability of those we support.

1. All missionaries supported by CTR will be required to be under the auspices of a sending organization. The sending organization must have membership in the Evangelical Council for Financial Accountability (ECFA). Local Ministry Partners must be under the supervision of a board of directors.
2. Any missionary supported over 20% will be financially accountable to the CTR Mission Action Team and will be required to report on an annual basis regarding their past year's and projected year's expenses, current support level, and any need for additional support. (see section 2.5.7)"

2.3 Levels of Support for Career Missionaries

1. Our priority is to support a small number of missionaries, providing them with a large percentage of their total support need to ensure maximum communication, effectiveness, and accountability from each missionary.
2. New missionaries will be supported at a level not less than \$150 per month and not more than 50% of the monthly support needed. Exception to the minimum level of support shall be made for missionaries who do not require financial support (i.e. missionaries with jobs that provide full support).
3. Members of CTR church may be supported up to 50% of their monthly support need.
4. Associate members of CTR church may be supported up to 25% of their monthly support need.

5. The following criteria shall be used to determine initial support levels for newly approved missionaries:
 - a. Those who have been full members of CTR for more than three years, with a history of regular attendance, high involvement, and who meet the requirements of 3.1 (up to 30% of monthly support need).
 - b. Those who are associate members at CTR with a history of regular attendance, high involvement, and who meet the requirements of 3.1 (up to 15% of monthly support need).
 - c. Those who are former members at CTR and had a history of regular attendance, high involvement, and who meet the requirements of 3.1 (up to 10% of monthly support need).
6. Existing missionaries who are supported by CTR as of October 2006 will continue to be supported at the same level as prior to the acceptance of this document. As time passes, these individuals and their sending organizations will be evaluated and their support level adjusted appropriately. These existing missionaries will receive "grandfathering" regarding this document's policy for support, such as church membership, etc. For current missionaries, support may be periodically increased by considering: starting level of support, current needs, when support was last raised, effectiveness in ministry, consistency of contact with CTR, unity with the goals of CTR's missions focus.
(amended 8/12/08)

2.4. Support of Foreign Nationals

CTR shall consider strategic support of select national pastors/missionaries until the national church is able to take over financial support.

Any national pastor/missionary needs to meet all CTR support requirements in addition to an unreserved recommendation by a CTR missionary and/or sending organization. CTR missionary shall be responsible for reviewing national pastor/missionary's suitability for consideration according to CTR support guidelines. National pastor/missionary shall go through the normal application process for financial support.

Justification for supporting national pastors/missionaries:

1. The ongoing Christian witness in any foreign country must be carried out by the converted people of that country.
2. National pastors are a vital component in the establishment of the national church and ongoing Christian witness.
3. New congregations in foreign countries may initially be unable to financially support a full-time pastor due to poor economic conditions or insufficient members.
4. CTR can assist national pastors/missionaries establish congregations that eventually become self-supporting. CTR shall communicate that any financial assistance shall be temporary in nature and shall be replaced by national support as soon as possible.

Clear communication and ongoing oversight of national pastor/missionary is needed by a CTR supported missionary to ensure proper ministry, financial, and character accountability.

A deadline for terminating financial support may be set by CTR to encourage a dedicated focus toward establishing financial independence from CTR. A 5 year, diminishing support term may be enacted that may look like the following:

1. Year 1 – 100% support
2. Year 2 – 80% support
3. Year 3 – 60% support
4. Year 4 – 40% support
5. Year 5 – 20% support

6. Year 6 – no support

The above support schedule is merely a guideline and financial independence is encouraged as soon as possible. Extensions to 5 year support term may only be considered in extraordinary circumstances and must meet with approval by involved CTR missionary and CTR Mission Action Team.

No national pastor/missionary shall be given funds exceeding average living standards in the country in which they minister. No supported national worker shall be put in a financially privileged position that may hinder their ministry in that culture. A budget shall be submitted to CTR to justify support expenses.

Support for every national worker shall be reviewed on a yearly basis.

Goal: Any foreign national pastor/missionary needs to become financially independent of CTR as soon as possible.

2.5 Spending Details

The MAT will meet annually to prepare a budget that will include the following categories. This budget is subject to the approval of the CTR elders.

1. Grants; Discretionary Onetime Appropriations. These funds might be appropriately used in the following way:
 1. outgoing expenses of supported missionaries.
 2. special projects of our missionaries
 3. continuing education needs related to missionary work
 4. personal gifts (see Section 5.3.3)
 5. support deficits.
 6. furlough care... housing, auto, etc.
 7. Relief and Aid Projects. This may include, but is not limited to: disaster relief, famine relief, refugee aid, and aid to our "sister churches" affiliated with our cross-cultural missionaries (Acts 11:27-30). These funds should be administered through the agency of a CTR supported missionary or other trusted source.
2. Grants; Church Mobilization. This may include, but is not limited to: scholarships, books, videos, and any funds needed for an annual missions conference.
3. Monthly Support for Local Ministry Partners (See Appendix I.)
4. Monthly Support for CTR Missionaries.
6. Monthly Support for CTR Missionaries-in-Training.
7. Monthly Support for Foreign Nationals (Evangelists, Pastors, etc.) See sec. 2.4
8. Short-term Missions. We shall develop, with considerable research and due diligence, a short-term missions program which will stimulate missions interest, assist our existing supported missions, and encourage our body to be involved in missions.
9. Salary of CTR Missions Pastor, Deacon of Missions, or Missions Intern. This budgetary category requires the approval and oversight of the CTR elders.
10. Travel Budget for Missions Pastor, Deacon of Missions, or Missions Intern.

(amended 6/10/08)

2.6 Designated Giving

Contributions to CTR that are designated towards missions shall be added to the general missions budget and spent under the direction of the Mission Action Team.

2.7 When Support Begins

Support begins when candidates go to language school or to the field. Provision shall be made, under certain circumstances, to begin support while the CTR Missionary completes pre-field training. These three circumstances all must be met:

1. The pre-field training is a demonstrated requirement for the ministry assignment to which the candidate has been called.

2. This requirement originates from the mission agency the candidate intends to, or has, joined.
3. The decision to support has followed a three-step process:
 - a. The Missions Pastor shall be involved with the candidate in the entire process and shall provide verification of the situation to the MAT.
 - b. The MAT shall decide whether to make a recommendation approving support to the CTR elders.
 - c. Effective confirmation whether to provide support or not will be made by the CTR elders.

(amended 6/10/08)

2.8 **When Support Ends**

Support may be terminated for causes such as change of assignment or agency affiliation, deviation from CTR doctrinal statement, specific incompetence, or failure to adhere to CTR's missionary requirements. Support will be terminated at the effective date of the missionary's resignation from his sending agency or the beginning date of a leave of absence. The regular support of a missionary who is retiring will terminate at the time the missionary enters into retirement status with his or her mission agency.

Support may be terminated if the missionary has full support from other sources or in the case of assuming employment during furlough or at other times while maintaining his missionary status.

Continuation of support beyond the length of a regular or emergency furlough will be determined by specific action of the Mission Action Team after consulting with the mission agency.

In summary, support may be terminated due to:

1. Failure to meet basic character, accountability, or ministry requirements
2. Change in primary ministry that falls outside of CTR's strategic focus
3. Financial support no longer necessary due to other sources of income including employment and/or other supporting entities.
4. Resignation
5. Retirement
6. Death

3.0 **Qualifications of Potential Candidates and Sending Organizations**

"Do not be hasty in the laying on of hands, nor take part in the sins of others, keep yourself pure." (1 Timothy 5:22)

The MAT shall ensure that both the elders and the congregation know a potential missionary well enough to sincerely endorse their character and ability to do missionary work.

3.1 **Identifying Potential Missionaries**

1. **Personal Qualifications:**

- a. Clear profession of faith in Christ and accompanying evidence of salvation.
Consistent Christian lifestyle marked by the fruits of the Spirit.
- b. Evidence shown that God has indeed been preparing and directing the candidate into missionary service.
- c. Adequate education and training to carry out the proposed ministry—this includes Bible, cross-cultural, and any professional training.
- d. Background of proven ministry experience, specifically evidenced at CTR. This includes active involvement in evangelism, discipleship and service.
- e. Reflection of the biblical requirements for ministry:
 1. Church planters, pastors, evangelists—elder qualified (1 Timothy 3:1-7; Titus 1:5-9)
 2. Support staff (mission aviation, bible translators, etc.)—deacon qualified (1

Timothy 3:8-13).

- f. Exhibits necessary personal qualities, such as flexibility, self-discipline, personal management, integrity, cheerfulness, submission to authority, gratefulness, and the ability to work on a team.
- g. Physically, mentally and emotionally capable for the demands of missionary service and specifically of the proposed ministry.
- h. Has a strong marriage and good family relationships or, an acceptance of singleness.

2. Qualifications Related to CTR and the MAT:

- a. Completed the one-year Missionary Preparation Internship.
- b. Accepted by a mission agency approved by the MAT.
- c. Proposed ministry is in accord with the strategy and emphases of CTR.
- d. In full agreement with the CTR doctrinal statement, evidenced by a signed application.
- e. In agreement with the guidelines of communication with CTR, development of a “Sending Team” and furlough time at CTR.

3.2. Acceptance Procedure and Member Evaluation of Potential Missionaries

- 1. After the candidates’ completion of the Missionary Preparation Internship, the Missions Pastor shall initiate an inquiry to the Staff, MAT, and the Elders regarding a preliminary recommendation for the candidates to seek application to a mission agency. Such a recommendation shall include counsel on matching the candidates’ giftedness to the type of ministry. If a recommendation is unanimously issued, exploration shall continue with the assistance and counsel of the MAT.
- 2. After the candidates’ acceptance by a mission agency and assignment to a specific field and ministry, the candidate shall apply to the MAT to become a CTR missionary.
- 3. After acceptance by the MAT, candidates shall be brought before the members of CTR for prayer and approval. Members will have an opportunity to endorse or raise concerns about the candidates during this time.
- 4. After submitting the candidates for members to review, a period of at least one month should be devoted to prayer, asking God for his clear direction (for or against) the candidates’ partnership with CTR as a missionary. Any objection to the candidates’ sending should be raised and explored during this time.
- 5. After the review period, the MAT shall decide whether or not to formally recommend the candidates to the CTR elders for CTR missionary status.
- 6. Acceptance as CTR missionaries only becomes effective upon approval by the CTR elders. (amended 8/12/08)

3.3 Support for Missionary Pilots

CTR not only shares a close geographical proximity to Moody Aviation, it also shares a common biblical commitment and a close missional ethos. We desire to unreservedly affirm the validity of the ministry of missionary aviators while acknowledging that, unless regulated, CTR’s distinctive situation in Spokane could quickly permit the majority of our *Regular Support of CTR Missionaries* funds to be utilised in the sending of missionary pilots.

Therefore, it is our policy that the MAT must place limitations on the number of missionary pilots supported by CTR. Provision shall be made to have two missionary pilots within the combined *Regular Support of CTR Missionaries* and *Regular Support of New CTR Missionaries* categories. Additional missionary pilots may be supported, provided that the total number of supported pilots comprises no more than 25% of the combined missionary personnel in the *Regular Support of CTR Missionaries* and *Regular Support of New CTR*

Missionaries categories.

(See Appendix II: Rationale Behind Policy 3.2.1 Support for Missionary Pilots)

(amended 6/10/08)

3.4 Support for Associate Members

An associate member is defined as one who holds dual membership with CTR playing a secondary role to the primary sending/home church.

1. Financial support – any associate member shall not be financially supported at more than 50% of what a full member is supported unless approved by the CTR Mission Action Team. (i.e. if a full member is supported at 50% of total need for similar work, an associate member shall be supported at no more than 25% of total need – See Section 2.3)
2. Associate members need to go through the same application and qualification process as any other candidate.
3. Any associate member will be required to meet all applicable guidelines and requirements as stated in this document.
4. Primary oversight and shepherding of associate members shall be the responsibility of the home church and/or sending organization. If primary oversight and shepherding are not adequately provided by home church, candidates will be asked to consider making CTR their home church and come under the oversight of CTR's pastoral care.

3.5 Marriage of CTR Missionary to Non-Missionary

CTR believes that both husband and wife should have a mutual commitment to missions work and both should be full or associate members of the same mission. If a CTR single missionary chooses to marry a non-missionary, CTR will maintain a support relationship with that missionary provided that the spouse becomes a full or associate member of the mission within one year and his or her CTR missionary application is approved by the Mission Action Team.

If a CTR single missionary chooses to marry a non-missionary who has no plan or intention of becoming a member of the mission, and the mission agency terminates their relationship with the missionary, CTR Mission Action Team will follow the lead of the mission agency. If a CTR single missionary chooses to marry a non-missionary and the mission agency does not require the new spouse join the mission agency and does not terminate their relationship with the missionary, CTR will maintain a support relationship with that missionary on a case-by-case basis.

If a mission agency allows one spouse to serve as a missionary or as a home staff employee without the other spouse being a full or associate member of the mission agency, CTR will consider that applicant for career support on a case-by-case basis.

3.6 Support of Extended Short-term Service

1. Extended Short-term service shall be defined as a term of service ranging from one month up to two years. The extended short-term category shall be considered as a set term of service with a maximum duration of twenty-four months. Further service beyond this term requires the successful completion of the career missionary application process as delineated in 3.2. Application for extended short-term service must be made to the Mission Action Team not less than two months prior to the start of the term of service.
2. MAT approval for support shall be contingent upon:
 - a. The candidate having been a full member of CTR for more than two years with a history of regular attendance and high involvement.
 - b. The candidate's completion of an extended short-term missions application.
 - c. A satisfactory review of the sending agency as delineated in 3.7.
 - d. The proposed task being in line with the values of CTR and the MAT.
 - e. The candidate's meeting the qualifications of 3.1.1, with the exception that extended

- short-term service should be considered as a way to satisfy qualification “b.”
- f. The candidate has the recommendation of the elder board.
 - g. The candidate is in full agreement with the CTR doctrinal statement, evidenced by a signed Extended Short-term application.
3. Approved candidates for extended short-term service may be supported up to 25% of their monthly support needs, and are exempt from the annual support level review.
(amended 8/12/08)

3.7 Identifying Sending Organizations

Any sending organization partnering with CTR must be thoroughly researched to ensure:

1. The sending organization is in theological agreement with CTR’s doctrinal statement.
2. The sending organization has a proven track record of integrity concerning finance and application of biblical principles in its ministry.
 - Membership in The Mission Exchange (formerly EFMA) or CrossGlobal Link (formerly IFMA) and the Evangelical Council for Financial Accountability (ECFA) will be used to help qualify a sending organization. If the agency is not a member, approval may be granted based upon a formal evaluation followed by a unanimous recommendation by the MAT.
(amended 6/10/08)
 - Agencies shall have a reputation for integrity and stability, whose doctrinal statements are true to the Word of God, and in agreement with the CTR doctrinal statement; who are sound and open in their financial policies and practices; who demonstrate good management; and whose missionaries are given biblical direction.
3. The sending organization is in agreement with CTR concerning the ongoing oversight and ministry of any CTR missionary
 - A clear understanding must be developed between CTR and any sending organization regarding who the missionary answers to for accountability, missions strategy and decision making, and any other crucial issues pertaining to the missionary’s life and ministry.

3.8 Responsibilities of Missionaries

1. Prayerfully and faithfully follow the leading of the Holy Spirit for the work God has for their specific mission field.
2. Complete any required training prior to sending.
3. Maintain character requirements suitable for their calling (deacon qualifications for support work, elder qualifications for pastoral/evangelistic work).
4. Report regularly to sending church on progress, needs, and prayer items. Frequency will be determined according to access to communication for each missionary but no less than quarterly.
5. Missionaries shall submit a budget to all major supporting entities (i.e. churches with over 20% of support, sending organizations – if required) as an item of accountability and justification for financial support.
6. Furlough (Home Assignment) – frequency and duration determined according to needs of missionary and suitability of leaving ministry for an extended period of time. We expect our missionaries to be present and involved at CTR during furlough, but recognize that this may not always be possible. We will work with each missionary individually to establish reasonable expectations.

3.9 Missionary Accountability

CTR supported missionaries are accountable to CTR, specifically the elders and Mission Action Team (or equivalent missions oversight body) as those delegated with this

responsibility, for their work and character as Christian leaders (1 Timothy 3:1-13). We recognize that missionaries are also accountable to the mission agency, national church and other major supporting churches, so we will work with these to support CTR missionaries with an appropriate level of oversight.

If CTR is the primary financial supporter of any missionary (contributes the greatest percentage of any supporting entity), then CTR shall take the primary role in overseeing the missionary's ministry, in conjunction with any involved sending organization.

3.10 Missionary Review

1. Furlough shall be used by the Mission Action Team and pastoral staff to personally review suitability of missionary for ongoing work.
2. Missionary budgets shall be reviewed yearly.
3. Missionary shall be under the primary care of a sending church. The Sending church shall help shepherd missionary through all applicable dimensions of missionary life.

4.0 Responsibilities of the Mission Action Team

4.1 Composition of the Mission Action Team

The CTR Mission Action Team will include only members of CTR, at least 3 individuals but not more than 10. At least one member of the MAT must be a CTR elder and all other members must be approved by the eldership of CTR. In conjunction with the CTR elders, one member of the MAT will be designated missions pastor or deacon of missions. This individual, whether paid or unpaid, will be uniquely responsible for overseeing the continuing operations of the CTR missions program, including monthly MAT meetings, contact with CTR missionaries, and church education/mobilization.

4.2 Developing Prayer Concern

The CTR Mission Action Team will help develop an increasing awareness of the necessity for world evangelization and missionary support and may use such means as:

1. Presentation of missionary news, needs, and prayer concerns from the pulpit regularly.
2. Presentation of missionary news and in the Sunday bulletin and visual displays.
3. An "Adopt a Missionary" program in which small group or church family concerns itself with a specific missionary family. (see Section 5.3)
4. Encourage interaction from the congregation through correspondence, email, entertaining missionaries on furlough, and visits to missionaries on the field.

4.3 Missions Education in the Church

It is the responsibility of the CTR Mission Action Team to educate and inspire the congregation in the field of world missions. Working closely with the Christian Education leaders, the Mission Action Team will:

1. Develop a thorough and consistent missions education program for all ages.
2. Implement other ways of missions education such as:
 - Missions emphasis times
 - Missionary information and display center
 - Missions library or book-sharing program
 - Audio-visual presentations on missionaries, supported or not
 - Bulletin board displays in classrooms and elsewhere

4.4 Missionary Recruitment

It is the responsibility of the Mission Action Team to identify, encourage, counsel, disciple, and commend members of the congregations for missionary service. In its recruitment effort the Board will:

1. Urge prayer for God to call out those who should serve in missions.
2. Identify those in the congregation who have committed themselves for service, or give evidence of missionary gifts.
3. Make available literature that informs about and motivates for missionary service.
4. Involve adults in short-term and other missions activities.
5. Continually challenge and update the congregation on the unfinished task of reaching the world.
6. Encourage participation in mission-oriented conferences.

4.5 Stimulate Giving

The Mission Action Team carries the on-going responsibility of clarifying why CTR financially supports missions, maintaining a keen awareness of missions in the Church, indicating specific answers to prayer and continuing needs on the field, and encourage missions giving throughout the congregation.

4.6 Administer and Evaluate the Missions Program

The Mission Action Team will develop, coordinate, and administer the total missions program of the Church so as to stimulate the interest and participation of the congregation in world evangelism. It will continually evaluate the effectiveness of CTR's involvement in world missions.

4.7 Prepare and Administer the Missions Budget

The Mission Action Team will prepare an annual budget with detailed specifications for submission to the Board of Elders and will administer this budget subsequent to its approval.

4.8 Develop and Update Missions Policy

The Mission Action Team will develop written guidelines for its own procedures and will review it regularly for revisions and/or additions.

4.9 Evaluating Missionaries and Sending Agencies

The Mission Action Team is responsible to evaluate CTR supported missionaries. This evaluation is based upon their regular communications, a yearly performance review, and reports from the sending agency, as requested. The agency under which a supported missionary serves is evaluated when the missionary is considered for support.

5.0 Missionary Care

5.1 Biblical Foundation for Care

“You will do well to send them on their way in a manner worthy of God. For they went out for the sake of the Name, accepting nothing from the Gentiles. Therefore we ought to support such ones, that we may be fellow workers with the truth.” 3 John 6b-8

5.2 Missionary Support Team

Each missionary will be encouraged to recruit a small group of people at CTR (at least 3 members) to be committed to caring for their physical, emotional, and spiritual needs on and off the field for a specified length of time (one year or longer). The manner of care will vary depending on the individual missionary and situation. This team will also act as an advocate and liaison for the missionary with CTR. If the missionary is not available to recruit members, members will be found by the Mission Action Team to serve on the team.

Duties may include:

1. Praying consistently for the missionary.
2. Meeting together to pray and discuss needs as often as needed.
3. Working to create an atmosphere where the missionary feels safe and comfortable to share personally with the team, keeping confidential concerns confidential.

4. Being available to provide practical care for the missionary.
5. Being the liaisons for the missionary's transition to and from furlough and other visits. This may include helping with and/or organizing travel arrangements, housing, and helping them integrate into the CTR family when they return.
6. Communicating prayer requests and needs to the congregation as they arise.

5.3 **Adopt-a-Missionary**

Individuals, families, small groups and ministries will be encouraged to care for our missionaries by “adopting” them into their lives. This includes making a one-year commitment to one or more missionaries, with the ability to extend or terminate the commitment.

Duties include:

1. Praying for the missionary consistently.
2. Writing or emailing monthly to encourage the missionary.
3. Occasionally sending care packages and/or Christmas or Birthday cards.
4. Communicating missionary needs to others at CTR.

Appendix I

CTR POLICY ON CHURCH/PARA-CHURCH PARTNERSHIPS

PRESUPPOSITIONS:

- I. The mission of Christ the Redeemer Church (CTR) is to glorify God by growing as a community of Gospel-centered people *and* planting other communities of Gospel-centered people.
- II. These communities grow as the Gospel of Jesus Christ* is proclaimed and rebellious sinners repent and believe.
- III. The scriptures mandate that every believer in Christ become a part of a local Gospel-centered community (i.e. a local church).
- IV. We partner with para-church ministries (organizations that come alongside the church) to help us accomplish this mission.
- V. We require that our local partners share the same understanding of the gospel (see point II) and the same understanding of the local church (see point III).

EXPECTATIONS:

- I. Our local ministry partners can expect CTR:
 - a. To be a spiritual family committed to the long-term spiritual growth of its members
 - b. To provide the following:
 - i. Bible teaching
 - ii. Spiritual shepherding by Biblically qualified elders
 - iii. Prayer support
 - iv. Care for the whole person (physical, emotional, spiritual needs).
 - v. A resource for ministry training and equipping
 - c. To send trained people back out to serve the work of the gospel
- II. CTR will expect our local ministry partners:
 - a. To serve as a bridge to facilitate the ministry of CTR members as they cross over barriers (cultural, economic, language, geographic) so as to share the Gospel and invite others into the church.
 - b. To participate as members in a local church (not necessarily CTR).
 - c. To proclaim the gospel faithfully through their particular ministry platform.
 - d. To encourage Christians to become part of a local community of believers (i.e. local church).
- III. All financial support will be periodically reviewed. Faithfulness to the above expectations will provide a basis for on-going support and partnership.
- IV. A Case Study in Successful Partnership. As an example of how these principles might look in practice, we are providing the following fictional scenario:
Suppose that CTR was involved in a partnership with a campus ministry reaching students at Spokane Falls Community College. In addition to financial support, we would encourage our church members to volunteer in this ministry and use this as an opportunity to share the gospel. Volunteers from CTR would also be encouraged to invite interested students to attend Sunday services and other CTR meetings. In this way, our church would grow through conversions to Christ, our members would grow in their ability to share the gospel, and our partner organization would fulfill its goals of evangelizing the students of SFCC.

* We believe that Jesus Christ died for sinners to save them from judgment and bring them into a relationship with God. People participate in this salvation as they submit their lives to the Lord Jesus Christ (repent) and trust in His sacrificial work on their behalf (believe).

We would insist that all leadership-staff and long-term volunteers of our partner organization would be members of local churches (not necessarily CTR)*. We would be careful to observe that our partner organization faithfully proclaimed the Gospel and encouraged participants to be involved in a local church (not necessarily CTR). Finally, we would encourage the leaders of the partner organization to take advantage of training and equipping programs offered by CTR.

On an annual basis, we would assess the partnership in the following areas: Does it serve the progress of the Gospel? Does it enable our church members to have an evangelistic ministry outside of the church? Is this producing lasting fruit (non-Christians converted to Christ and connected to a local church)? Is there a natural, relational connection between the partner organization and CTR, or is this a relationship of financial support only?

* We would hope that these leaders would take advantage of their positions to act as a bridge, connecting their outreach ministry with their home church.

Appendix II: Rationale Behind Policy 3.2.1 Support for Missionary Pilots

There are three core values that drive the CTR Missions Policy (revised 5/8/07). These three values are not independent but rather, inform each other. The first value is that the MAT seeks to support fewer missionaries while maintaining a high level of commitment and support between the missionary and CTR. This value is evidenced in the Policy Overview, and at 2.3.1.

The second value is that the MAT places priority on ministry to the unreached people groups of the world. In fact, the Overview states that this is “our fundamental goal.” Other missionary work is certainly not excluded but it is our desire to have unreached people ministry “become more and more characteristic of the missions program of our church.” This value is evidenced in the policy Overview, and at 1.1; 1.2; 1.4; 1.7.

The third core value is that of CTR becoming a sending church. This speaks not only of financial giving or of the high commitment level of value #1 but that CTR is raising up and sending its own members for the cause of Christ. As a part of the disciple-making process, CTR sends her own disciples onto the mission field (cf. 2 Tim 2:2; Matt 28:19). This value is evidenced in the policy Overview, and at 3.2; 4.4.

Applying these values to the matter of supporting missionary pilots produces these three concerns:

1. Selectivity. To maintain a high commitment level (our first core value) with our missionaries requires that there be a level of selectivity applied to acceptance procedures. This is also true with missionary pilots. Selectivity is necessitated by two additional concerns. First, the CTR Missions budget’s limitations demand selectivity. While we affirm God’s omnipotence in provision, we also acknowledge our commission to strategic obedience (Acts 1:8) with the simultaneous responsibility of planning. Second, we desire the support ministry of missionary pilots to contribute to our second core value. Therefore, CTR missionary pilots:

- a. Should be assisting ministry to unreached people through their assignment.
- b. Should be people with developed Word ministry and service skills so their contribution to ministry extends beyond flying or mechanics.
- c. Should have people-ministry skills to do ministry on their assignment and at CTR when on home assignment.

2. Relationship to CTR. In relation to our third core value of being a sending church, it is desirable that CTR missionary pilots contribute to the CTR goal of sending out her own people. Therefore, first consideration should be given:

- a. To someone, who because of their circumstances has CTR as their home church.
- b. To someone, who has not been sent to aviation training from another sending church.

3. Exceptions. In the event that a candidate arises who satisfies the above guidelines, and yet whose appointment to the CTR Regular Missionary roster abrogates either the number or ratio of Policy 3.2.1, consideration of this candidate by the MAT shall only be made at the behest of the CTR Elders.

(amended 6/10/08)