

## NORTHGATE BAPTIST CHURCH

### GUIDELINES FOR CROSS-CULTURAL MISSION SERVICE

#### CROSS-CULTURAL MISSION COMMITTEE STATEMENT

The Cross-Cultural Mission Committee [CCMC] is committed to developing a global mission engagement within Northgate Baptist Church [NG] which shares Christ and his kingdom across cultural, geographic and ethnic boundaries whether exercised overseas or within New Zealand [NZ].

#### STATUS & FUNCTION OF THE CROSS-CULTURAL MISSION COMMITTEE

The CCMC acts on behalf of the NG community and in conjunction with the Pastoral Leadership and Elders in exercising its overall responsibility for the cross-cultural ministries of the church.

#### STRATEGY

##### WE FOCUS ON:

- Key areas of ministry: evangelism, local church growth, teaching and training church leaders, resourcing the local church, aid and development, community health and welfare, justice.
- People who have demonstrated their commitment to NG and are now serving in a mission situation such as:
  - + career missionaries
  - + those participating in short-term or workplace mission programmes
  - + members of church-approved mission trip teams
  - + missionaries in training

##### WE PROMOTE:

- \* NG supported missionaries, mission teams and mission projects
- \* Knowledge of and identification with the church worldwide
- \* Individual NG people engaged in occasional mission activities
- \* Special mission-related focuses

##### WE TRAIN . . .

- . . . the church by means of:
  - \* public presentation and promotion of mission
  - \* teaching on biblical responsibility for mission and the role of crosscultural mission in discipleship
  - \* regularly supplying information on mission activities and the current situation in and needs of specific parts of the worldwide church
  - \* teaching on issues which are involved in the spread of the gospel across cultures
  - \* including mission as a regular component of children's and youth programmes

#### WE FACILITATE . . .

. . . prayer for church missionaries and for the worldwide church by:

- highlighting these in the weekly church newsletter
- including prayer for mission as a regular component of intercessory prayer in services
- making prayer information available
- teaching on intercession for mission and missionaries
- encouraging direct links between small groups in the church and missionaries, and between our children and the children of missionary families

#### WE ENGAGE . . .

. . . the congregation in active involvement in crosscultural mission through:

- support of our 'homegrown' or adopted missionaries
- support of and participation in church-sponsored or -approved mission trip teams
- support of people and programmes which are a focus of the church's mission interest and which facilitate the spread of the gospel worldwide

#### RESPONSIBILITIES

*[Note: some of the following tasks would be carried out directly by the CCMC while others may be delegated in whole or in part]*

1. Annual programme of mission promotion, in liaison with the church leadership team
2. Selection of career, short-term and workplace missionaries together with NG Leadership.
3. Recruitment, selection, training and direction of mission trip teams
4. Finance (together with NG Leadership)
5. Missionary welfare
6. Policy documents:  
Resources  
Promotional materials

## SELECTION OF CAREER, SHORT-TERM AND WORKPLACE MISSIONARIES

For the purposes of these Guidelines the categories of missionary are defined as follows:

- # Career Missionary:  
A person who intends to work fulltime in a cross-cultural location for a period of at least 2 years.
- # Short-term Missionary:  
A person who intends to work fulltime at a specific task in a cross-cultural location for a period of at least 3 months and up to 2 years.
- # Workplace [Tentmaker] Missionary:  
A person who relocates to a cross-cultural situation within the framework of their profession or business career, but for the primary purpose of intentional kingdom-building within that environment.
- [# Mission Trip Team Members:  
People who are accepted as members of an approved mission trip team for a period of up to 12 weeks. See separate section for criteria of acceptance.]

### FACTORS TAKEN INTO ACCOUNT IN CONSIDERING APPLICATION FOR ACCEPTANCE AS A SUPPORTED MISSIONARY OF NG MISSION TEAM

- + Agreement with the foundational theological principles of NG (see NG constitution).
- + Consistent commitment to NG and active involvement in Christian service particularly in selected ministries of NG over a period of at least 2 years.
- + Evidence of an active, knowledgeable and maturing Christian life and character, spiritual gifting and initiative-taking in accessing those outside the Christian community with the gospel.
- + A stable personality with good physical and psychological health.
- + Respected character and good reputation in church, community and work environment.
- + Interest and involvement in mission demonstrated in eg commitment to a mission support group, experience in prayer for and support of mission/missionaries, knowledge of specific mission situation(s), involvement with cross-cultural contacts.
- + A clear sense of personal vocation in a mission role.
- + Focused mission goals and plans.
- + Professional and ministry training commensurate with the intended missionary role.
- + Acceptance by a recognized missional body approved by the CCMC.

- + Evidence of commendation by friends and family in their willingness financially to support the missionary and their goals, and to commit to regular intercession.
- + Provision for education of school-age children.
- + Responsible and practical provision for managing personal debt eg student loan, house mortgage.
- + Provision for appropriate care of family members for whom the prospective missionary has some responsibility eg young adult children, aging parents.
- + A contract may be drawn up between the missionary, the sending church, the mission organization and where appropriate also the receiving field organization, agreeing areas of respective responsibility for the missionary's support, welfare and effective service.

Once prospective missionaries have fulfilled the above requirements and been accepted by the CCMC, NG Leadership and the NG community, the CCMC takes responsibility for actively promoting them and their task and needs among the church family, ensuring that before they leave NZ such members are familiar to and 'owned' by the whole NG community. A special service will be held to commission the new missionaries to their cross-cultural role, commending them to the grace of God and to the supportive care of the church family.

THE CROSS-CULTURAL MISSION SERVICE APPLICATION PROCESS [see separate sheet]

## FINANCIAL SUPPORT OF MISSION PERSONNEL

We have a responsibility to ensure that our missionaries are supported as closely as possible to the level needed to carry out their work without undue financial strain. We also have a responsibility to ensure that the church's mission funds are distributed as equitably as possible. Since in practice it is difficult to meet both these objectives, we endeavor to make the gap between these 2 aims as narrow as possible and to act as fairly as possible towards each missionary unit, taking into consideration their support from sources other than the NG mission budget.

*The range of financial responsibilities would cover:*

- Career missionaries
- People involved in short-term mission programmes
- Workplace [Tentmaker] Missionaries: people working overseas in their professional or business capacity with a primary focus on building the kingdom of God in the location of their secular work
- Mission trip teams
- Members, especially former missionaries, making ministry trips
- Missionaries in training
- Special projects
- Unbudgeted needs and emergency funds
- Personal gifts
- Mission resources & promotion

### CAREER MISSIONARIES

Since the church does not bear equal financial responsibility for all its supported missionaries, 2 categories are established for the purpose of defining the level of financial support appropriate to each missionary unit.

#### *Category #1*

People who have been actively involved in the life and ministries of NG, normally for a period of at least 2 years before moving into a missionary role or mission training period. These people:

- regard NG as their home church and work at maintaining regular, meaningful and personal links with the church.
- Relocate in the NG area for the majority of their home assignment time, identifying with and involving themselves in the church so as to share their own work vision and experiences, and to take part in the church's ongoing local ministries. The time available for local church involvement would be commensurate with the missionaries' obligations to represent their sending body to the NZ church.

#### *Category #2*

We recognize that in a location such as Rodney it is inevitable that young people from church families who have grown up through the church will move away for education and work experience. It is a not uncommon experience that such young people do in their student and

young adult spheres develop a personal interest in and commitment to short-term or career mission. The life circumstances of such young adults often mean that their primary church commitment is now elsewhere, but through their family and friendships they may retain strong active connections with the NG church family.

Such connected people who wish to identify themselves with and be supported in mission by NG, should follow through as much of the standard application process as is applicable and practicable. If at the conclusion of this process they are accepted as members of the NG cross-cultural mission team, they will be designated as 'Category #2' missionaries.

'Category #2' missionaries are people who have in the past had a close involvement in NG but have not been resident in the area for some time although they have maintained regular, meaningful links with the church from their current location. These people:

- are now linked with another fellowship, or more than one, as their primary home church either elsewhere in NZ or in another sending country.
- They do not relocate in the NG area on home assignment although they may spend some time here.

The level of support for Category #2 missionaries may be up to 50% of the Category #1 provision.

#### Transmission Of Support

The church's financial support of fulltime missionaries will be transmitted to the NZ headquarters of their sending body for onward transmission to the missionary concerned in accordance with that body's publicized and agreed financial policy and practice. Since this money is given by the church for the missionary's targeted support figure and not for their discretionary personal spending, it is not in normal circumstances transmitted direct to the individual missionary.

#### Phaseout Of Financial Support

Normal provision will be for up to 2 months support following the missionary's permanent return to NZ, or the completion of their current employment for those located in NZ. The phaseout provision will apply to those who have served for a minimum of 2 years in a fulltime position. Should the missionary move into alternative employment or on to a government benefit during the phaseout period, support would normally conclude at that point.

#### Resettlement Expenses

The amount agreed for the monthly support of a missionary unit includes a proportion set aside for resettlement needs when the missionary returns permanently from their field assignment. The missionary's personal situation will be taken into account in determining resettlement grants.

Criteria for disbursing funds include:

- The equivalent of at least 2 years fulltime service.
- A grant amount in proportion to the length of service.
- The grant to be made during the phaseout period following resignation from field service.
- Funds to be dispersed in a manner agreed between the missionary and the CCMC, normally as a lump sum.

#### ALLOCATION OF FINANCIAL SUPPORT TO CAREER MISSIONARIES

A. Allocation of financial support to WBC mission team members is determined by the Cross-Cultural Mission Committee and NG Leadership. The following factors will be taken into account:

- estimated field living and associated expenses
- contribution to the mission sending organization
- the mission team member's personal support network
- the on-field earning capacity of self-supporting or tentmaker members
- personal NZ-located expenses and responsibilities eg student loan repayment; house mortgage and other payments; responsibility for family members eg aged parents, children in tertiary education in NZ.

Support will normally start at the beginning of the week in which the members arrive in their country of service.

The status of each supported mission team member will be reviewed annually when the mission budget for the following year is set.

B. The Cross-Cultural Mission Committee will propose an appropriate percentage of the actual costs of a mission team member to be paid. In the allocating of mission budget funds in a fair and equitable way, both the money available and the varying needs of individual mission team members will be taken into account. The final amount of support given will be approved by NG leadership.

#### SHORT-TERMERS & WORKPLACE MISSIONARIES

[also known as TENTMAKERS, BIVOCATIONAL MISSIONARIES or BUSINESS-AS-MISSION PERSONNEL]

While workplace missionaries customarily receive local remuneration for their work, it is recognized that this does not always reflect the actual cost of being a Christian worker in, generally, a developing nation.

An opportunity may be made for short-termers and for workplace missionaries to be profiled in services on a given Sunday and an envelope included in the church bulletin for voluntary individual donations.

Provision may also be made in the mission budget for funds to give one-off love gifts to short-termers and workplace missionaries at the CCMC's discretion.

#### MISSION TRIPS (other than those organized by the church)

Periodically members of NG may have opportunity to make a ministry trip to a cross-cultural location for the purpose of bringing a specific ministry or development contribution in that situation. This is particularly true of the members of the church who have previously served as career missionaries. Opportunity will be given in services for such people to explain what they will be doing and for prayer to be focused on them in their task. Where there is a financial need connected with this service, the church family may be encouraged to make specified gifts and/or an appropriate grant may be made by the CCMC.

#### MISSIONARY TRAINING

- a. For those in fulltime training and already accepted by a mission organization, a proportion of their fees per fulltime student will be paid. This amount will decrease for those who are part-time students in proportion to the amount of a fulltime course they are taking.
- b. As a gesture of support and encouragement for those in training but not yet formally accepted by a mission organization, an annual gift in proportion to their course load may be made towards practical study needs.

#### UNBUDGETED NEEDS

Unforeseen needs may be provided for by presenting such needs to the congregation for their individual response. A dedicated fund may be created within the mission budget to cover unbudgeted especially emergency needs, at the discretion of the CCMC and NG Leadership.

#### PERSONAL GIFTS

Recognising that mission budget finance is given to the support needs of our missionaries for regular living and ministry expenses, a modest personal gift may be made annually to each missionary family, normally in time for Christmas. This will be decided together by the Leadership and the CCMC

#### MISSION RESOURCE MATERIALS

A sum within the mission budget is committed to developing mission resource materials for use in the church community.

#### SPECIAL PROJECTS

From time to time special projects will present themselves which the church as a whole wants to commit to. Determining what those are, when and how and to what extent they are to be promoted, will be decided together by the Leadership and the CCMC, and implemented by the CCMC.

## MISSIONARY WELFARE

Responsibility for the welfare of missionaries and their families will normally be exercised in partnership with a mission organization and/or a field receiving body. However, we recognize the importance of NG/CCMC's ensuring that all our missionaries' welfare needs are covered both during their time on the field and when they return home either periodically or permanently.

These needs will include:

1. pastoral care
2. spiritual refreshment
3. friendship support
4. field visits
5. regular communication to keep missionaries in touch with developments in the church and in the home country
6. debriefing and reorientation on return to NZ for home assignment
7. help and support with resettlement and readjustment when missionaries return on permanent relocation to NZ
8. medical and psychological care
9. home assignment accommodation and practical needs
10. holiday provision
11. children's educational needs including those of student age children returning to NZ for further education
12. skills upgrading or work re-equipping
13. special needs either ministry or personal eg vehicle; computer; mobile phone

## SELECTION AND TRAINING OF NG-ORGANISED AND -SPONSORED MISSION TEAMS

Official NG-organised and -sponsored mission teams are to be planned and conducted in accordance with the principles and practices outlined in the mission policy Guidelines.

Leadership of mission trips is decided by consultation between the initiating group/committee, the cross-cultural mission committee and NG leadership.

### Aims of Mission Trips:

- to serve with and minister to the local Christian community in areas of work which are agreed upon by the team leaders in consultation with the local church
- to provide practical manual assistance for selected projects
- to provide an opportunity to learn experientially about the kingdom of God and Christian ministry in a cross cultural location
- to develop relationships with and minister and witness to people of other cultures
- to grow in Christian discipleship and maturity
- to develop an ongoing link between NG and the local church in the host context

### Criteria for Selection to Membership of a Mission Team:

- Team members are normally expected to have been actively involved in church activities/ministries in addition to attending services for a year prior to the mission trip.
- Team members are normally expected to have demonstrated a stable Christian faith, a level of Christian maturity, and a developing Christian experience.
- Team members are expected to show a genuine interest in and commitment to crosscultural mission.
- Team members are expected to be prepared to share their personal testimony about their Christian experience in the community they are serving.
- Team members must be willing to work throughout the duration of the visit at ministry opportunities, practical tasks, team fellowship, unity and intercession.
- Team members must be willing at all times to adapt their behaviour to the cultural customs of the ethnic group they are working amongst.
- Team members must agree to cooperate fully with the decisions of the team and especially the leaders.
- When the purpose of the 'mission' trip is solely to work on a practical manual project, and no formal Christian ministry is envisaged, team membership may be widened to include those who are not yet Christians, in particular those who have shown that they are genuinely seeking a first-time relationship with Christ.

### Selection and Training of Mission Team Members:

- When a mission trip is planned, expressions of interest will be invited from the NG community, and where appropriate other churches also.
- A detailed application form should be completed indicating the applicant's motivation for mission, the skills offered, personal testimony of their Christian journey, health status, referees, and parental consent if the applicant is under 18.
- Final selection of team members lies with the team leadership group who will inform and invite comment from the Cross-Cultural Mission Committee and the Core Leadership Group and Elders.
- Team members will be required to attend the full series of a comprehensive training course organized by the team leaders.
- Team members will be required to sign a 'personal covenant' accepting the outlined attitudes and behaviour expected of members of the mission team in the field situation.
- Finances: In most cases team members are expected to self-fund. Team members will normally also be expected to participate in officially organized fund-raising activities.
- Team members are required to have comprehensive medical and evacuation insurance.

### Role of the Crosscultural Mission Committee:

- To participate in the preliminary consultation process concerning the location, aims, roles and leaders of church mission teams.
- To facilitate as necessary the profiling of mission teams and to prioritise intercessory prayer by the home church communities on their behalf.
- To participate in team training and fund-raising as required.
- To create opportunity for the team to report back to the church community concerning the ministry, challenges, outcomes and learning experiences of the mission trip.

## Principles to Guide Decisions on Requests for Grants from the *Other Crosscultural Workers Fund*

The person requesting financial assistance for a cross cultural mission purpose must fall within the requirements outlined in the NG mission policy document *Guidelines for Cross cultural Mission Service, 'Selection of Career, Short-term and Work Place Missionaries'*. The person needs to be someone whom the church recognizes as being engaged in an acceptable and significant Christian ministry with a recognized organization.

The CCMC will consider such issues as the following:

- The purpose/activity/event the person is requesting financial aid for.
- Whether the activity for which funds are requested is accepted as genuinely cross cultural as well as missional.
- Whether the activity is at the invitation of the local/host church and for a significant ministry purpose.
- Whether the activity is in line with NG's cross cultural mission guidelines, aims and programmes.

The committee will also ascertain whether the person making the request is in paid employment with a recognized organization, and whether the activity is directly related to that employment. It should also be determined, if the organization considers the activity to be important to the ministry, whether it should appropriately be funded by the organization itself.

If the request for funding is agreed to by the Crosscultural Mission Committee it must then be determined what sum it is appropriate to invest in the activity in the light of other requests for grants from the *Other Crosscultural Workers fund*.

'I THINK I MIGHT BE INTERESTED IN MISSION. WHAT DO I DO ABOUT IT?'

#### THE CROSS-CULTURAL MISSION SERVICE APPLICATION PROCESS

1. Share what you think and feel about service in mission with a church leader, eg a pastor, youth leader, chair of Cross-Cultural Mission Committee.
2. The initial contact person, probably together with a representative of the CCMC, will help you to clarify the what, where, how and when of your interest in mission.
3. The CCMC will arrange for you to visit with them informally to share your mission hopes and plans even if these are not yet developed in detail.
4. The CCMC will supply you with a copy of NG's mission guidelines for intending missionaries, and a personal information form to fill in. A psychological profile may also be considered desirable.
5. The CCMC will discuss with you such relevant issues as:
  - mission work opportunities
  - spiritual training and experience
  - professional qualifications
  - personal suitability for mission service
  - personal and family circumstances
  - practical financial considerationsA representative from NG Leadership and/or the CCMC will follow up any questions, suggestions or areas of concern from either you or them, and give feedback to the group/committee.
6. The CCMC and/or NG Leadership will make direct contact with the organization you hope/plan to serve with.
7. As your guidance and situation clarify and become definite, the CCMC will make a recommendation to NG Leadership and a decision on the church's role in your missionary service will be made by them together. Representatives of both groups will then get together with you as a prospective mission candidate to talk over that decision.
8. The CCMC will maintain an ongoing relationship with you for your continuing personal care and preparation for going overseas, your promotion to the church family and your accountability to them as your supporting home church.
9. The CCMC will work to develop a direct relationship with your mission sending agency &/or field receiving body with a view to sharing responsibility for your future support, guidance and care.

The CCMC together with your circle of personal supporters will keep in regular contact with you to know and appropriately share information about your ministry and personal situation with the church family.