

Career Missionary Policy

Kossuth Street Baptist Church

Table of Contents

1. General notes.....	1
2. Foundations	1
3. Candidate Processes	3
4. Financial Policies	9
5. Current Missionaries.....	11
6. Agency Matters.....	14
7. Challenges and Difficulties.....	15
8. Partnerships with Organizations (vs. Individuals/Families)	16

1. General notes

- In the document below, “in writing” and “written communication” can include email communication, except as noted.
- We are indebted to the following churches, whose mission policy documents served as examples and idea sources: Bethlehem Baptist Church (Minneapolis, MN), Immanuel Baptist Church (Bloomington, IN), and Calvary Baptist Church (Lancaster, PA). We have borrowed and adapted (or used almost identically, in some instances) both concepts and wording from these documents.

2. Foundations

2.1. Biblical basis for missions

We believe that as a part of God's universal church, KSBC is commanded to join in the effort to proclaim the Gospel among every people (*ethne*), gathering disciples into indigenous, reproducing churches, so that God will be glorified and people will be blessed (Mt 28:18-20; Hab 2:14; Rev 7:9-12; Gen 12:1-3).

2.2. The place of the local church in missions

One point deserves to be stated here as a foundational principle, since it guides our approach to all of missions: Christ gave the Great Commission to the church (universal), and this commission is rightly accepted and carried out by duly constituted, faithful local churches (Mt 28:18-20; Mt 16:18-

20). Indeed, the church is at the heart of God's redemptive work in the world (Eph 1:20-23; 3:9-11). The local church, then, has the privilege and responsibility of identifying missionary candidates, confirming God's leading of individuals into missions, evaluating a missionary's efforts, supporting missionaries, etc. (Acts 13:1-3; 2 Ti 1:6). As is indicated below, this does not mean that we dislike or resist the involvement of mission agencies. Quite the opposite: we value such partnership. But we affirm and retain, for the church, the authority and the responsibility for missions.

2.3.Purpose of this document

The aim of this document is to aid the mission team and the church in implementing the church's mission strategy—that is, to establish policies that help KSBC effectively channel our efforts, resources, and partnerships toward achieving our mission strategy. We intend for this document to reflect biblical principles and practices in every respect, including wise discernment where Scripture is silent or addresses matters only indirectly.

2.4.Scope of this document

Generally speaking, this document is intended, in present form and future revisions, to address every significant aspect of carrying out and expanding a vibrant global outreach. It is not meant, however, to be exhaustive in every detail or to prohibit the mission team and church leadership from making wise adjustments, exceptions, and provisional decisions as God leads. That said, exceptions should be exceptional (i.e., unusual) and should serve as a reminder of the need for regular revision of the policy. Specific elements within the scope of this document are indicated by the section headings.

2.5. How to revise this document

This document may be revised by the Mission Team according to established protocols that govern the Mission Team's operations. Any changes made by the Mission Team must be approved by the elders, who may, at their discretion, solicit input from the congregation.

3. Candidate Processes

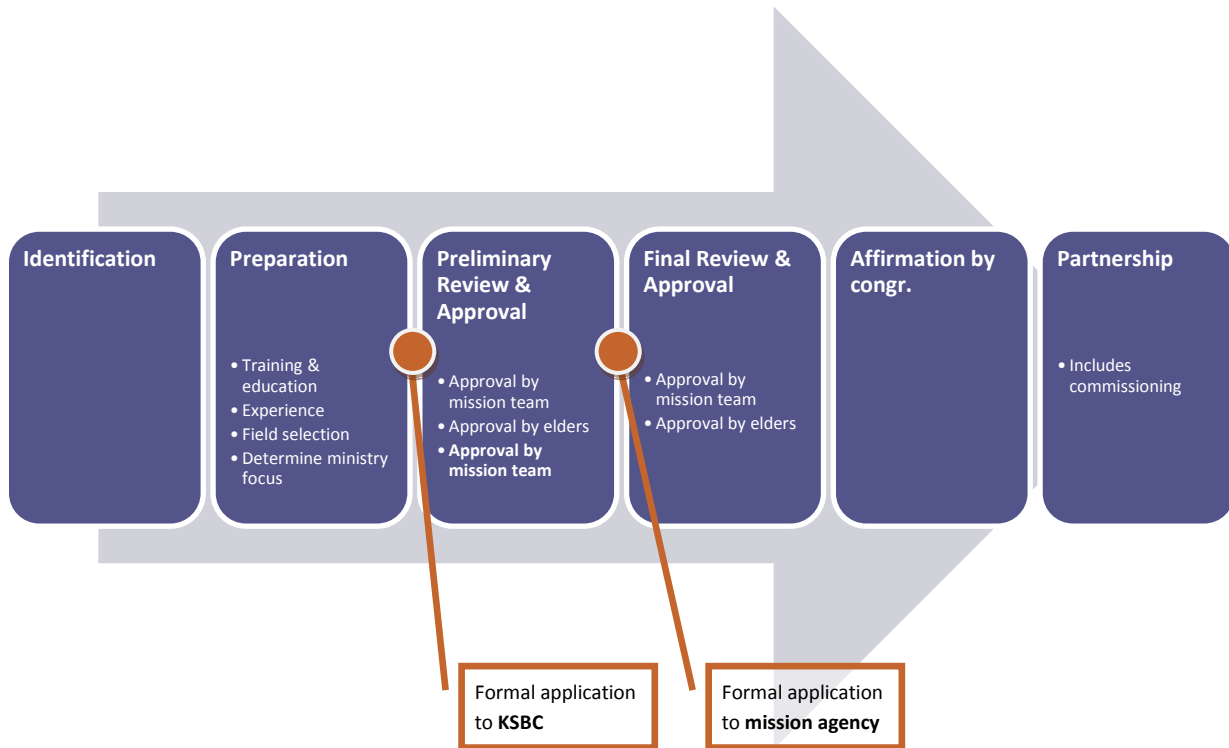


Figure 1: Candidate Process Overview

3.1. Partnership as the goal

Our desire is to enter into as complete a partnership as possible with each missionary on the basis of shared theological convictions and vision for missions. That is, missionary candidates shall be evaluated not just for financial partnership but for a complete partnership of prayer, encouragement, communication, shared labor, fellowship, pursuit of biblical truth, and finances (Phil 4:15-16; 3 Jn 1:5-8).

3.2. Identification

One of the vital functions of the mission team is to aid the church in identifying potential career missionary candidates from within KSBC. Those with a desire to serve as career missionaries, or an interest in exploring that possibility, are encouraged to make their interest known to the mission team. Members of the mission team, or the mission team collectively, may also seek out individuals or families in whom they see potential for long-term cross-cultural service, to encourage them to explore that possibility. Markers of a missionary candidate include:

- spiritual rebirth through repentance and faith in Christ (1 Thess 1:2-5, 9-10);
- a joyful walk with Christ founded on a sound understanding of the gospel (Ro 12:1-3);
- faithful service in the body of Christ (1 Pe 4:10);
- consistent and/or growing evangelism (1 Pe 3:15);

- e) wise conduct toward outsiders in a variety of contexts (e.g., work, neighborhood, family) (Col 4:5-6);
- f) wise, gospel-ordered use of money (Mt 6:19-21);
- g) healthy, godly relationships (Eph 6:1-9);
- h) striving to maintain good spiritual, physical, and psychological health as appropriate to the intended field and role (1 Ti 4:16; 5:23); and
- i) passion for God: his glory, his kingdom, and his heart for the lost (Dt 6:4-5; Mt 6:33; Phil 2:19-22).

It is possible that any or all of the above, excepting spiritual rebirth, may be lacking, deficient, or needing development in a potential missionary candidate. Part of the work of the mission team and the church is to disciple candidates from immaturity to maturity.

3.3.Preparation

When a candidate has been identified, the mission team will work to:

- a) help the candidate understand the biblical concepts of *mission* and *missionary service*;
- b) assess the candidate's strengths and weaknesses as they relate to Christian character and knowledge, ministry experience, and cross-cultural experience and skills;
- c) develop a discipleship process to guide the candidate toward clarity of calling and readiness for service, including, potentially, theological education, ministry experience and training, etc.;
- d) help the candidate explore options for service, including field, role, mission agency, etc.; and
- e) at the appropriate time in the process, permit the candidate to apply to mission agencies, if applicable. **See 3.5 Preliminary Approval.**

The mission team will oversee the above process but in doing so may also make use of others inside and outside KSBC to accomplish each goal. Because the elders have overall responsibility for shepherding the congregation, they may involve themselves in the missionary candidate preparation process at their discretion. The preparation process can vary in length but will typically be one to three years.

3.4.Qualifications for partnership

In order for KSBC to enter into a partnership with a candidate, the following qualifications must be present:

3.4.1. For all candidates¹:

- a) spiritual rebirth through repentance and faith in Christ;
- b) a joyful walk with Christ founded on a sound understanding of the gospel;
- c) faithful service in the body of Christ;
- d) consistent and/or growing evangelism;
- e) wise conduct toward outsiders in a variety of contexts (e.g., work, neighborhood, family);

¹ See also scripture references in the list of qualifications for potential internal candidates, **3.2 Identification.**

- f) wise, gospel-ordered use of money (including elimination of unwise or unhelpful debt) (1 Co 7:21);
- g) healthy, godly relationships;
- h) passion for God;
- i) a sound theology of mission (Acts 18:24-26);
- j) striving to maintain good spiritual, physical, and psychological health as appropriate to the intended field and role;
- k) if using a mission agency: accepted by or pursuing an agency whose definition of mission, statement of faith, and ministry philosophy are in essential agreement with those of KSBC;
- l) pursuing work that aligns with KSBC's mission strategy (see the KSBC Mission Team Guidance and Strategy document);
- m) for married or engaged couples, both must meet all requirements.

3.4.2. In addition to the above, External Candidates:

- a) shall be in essential agreement with the KSBC statement of faith;
- b) shall have been members in good standing at their home church for one full year (Acts 16:2);
- c) shall have been recommended in writing by the leadership of their home church (Acts 18:27).

3.4.3. In addition to the requirements for all candidates, members of KSBC:

- a) shall have been members in good standing of KSBC for at least one full year (Acts 16:2);
- b) shall have cooperated fully and enthusiastically with the preparation process (Acts 18:24-27).

3.5. Preliminary Approval

Internal candidates only

3.5.1. How to be considered for preliminary approval

Requests for consideration as a KSBC missionary shall be formally initiated by submitting a completed KSBC Missionary Partner Application to the chair of the mission team (or mission team member designated by the chair).² The mission team will review and reply to inquiries within 30 days.

Internal Candidates: Should communicate closely with the mission team regarding the timing of a formal application, as this typically represents the fulfillment of the preparation process (see **3.3 Preparation**). Internal candidates should not submit a formal application to a mission agency until after receiving preliminary approval by the mission team and the elders (see **Error! eference source not found. Error! Reference source not found.**).

² It is recognized that such requests may originate, in many cases, out of interaction with elders, lay leaders, etc. initially. This is encouraged!

3.5.2. Review and approval by the mission team

Once a candidate has submitted the KSBC Missionary Partner Application, the mission team will either meet with the candidate or recommend further preparation in writing, including the elders in such communication. If a meeting is held, the mission team will either recommend in writing to the elders that a candidate be preliminarily approved for service, including the candidate in such communication; or will indicate in writing to the candidate why he/she cannot be recommended, including the elders in such communication.

3.5.3. Review and approval by the elders

Upon the recommendation of the mission team, the elders will review the candidate's application and any additional materials from the mission team. At their discretion, the elders may require a meeting with the candidate, additional materials, etc. At the conclusion of their review, the elders will write to the candidate and the mission team, either granting preliminary approval or explaining why preliminary approval cannot be granted, describing any recommended or required further preparation, etc.

Application to a mission agency: Once approved by the mission team and the elders, internal candidates may submit a formal application to a mission agency, under the guidance of the mission team. If offered appointment by an agency, internal candidates should **not** immediately accept the offer, but must first secure "final approval" from the mission team and elders. **See 3.6 Final Approval.**

3.5.4. Non-recommendation

Non-recommendation for preliminary approval by either the mission team or the elders will typically be for one of three reasons:

- a) inadequate preparation, understanding of mission, etc.;
- b) the candidate has significant issues of obedience to Christ that are not being suitably addressed in a discipleship process; or
- c) the candidate is obedient to Christ but the mission team does not confirm the suitability of vocational cross-cultural service for the candidate.

None of the above decisions not to recommend a candidate shall be made lightly, without significant prayer and discussion. Candidates not recommended shall be granted a subsequent meeting with the mission team, if so desired, to discuss the reasons for non-recommendation. If not satisfied, the candidate may ask the elders for a meeting, at which meeting a member of the mission team should also be present.

3.6. Final Approval

Internal AND external candidates

3.6.1. How to be considered for final approval

Internal Candidates: May be considered for final approval at the discretion of the mission team and the elders--typically when they have:

- a) received an offer of appointment from a mission agency; and
- b) identified the proposed field/location, ministry team, and role on the ministry team.

Candidates may request consideration for final approval by contacting the mission team chair (or designee) in writing. The mission team will review and reply to such requests within 30 days.

External Candidates: Need to have been appointed by a sending church and mission agency, or by a sending church that fulfills the functions of a mission agency, prior to applying for consideration by the KSBC mission team.

They may request consideration for final approval by submitting a completed KSBC Missionary Partner Application to the chair of the mission team (or designee). The mission team will review and reply to inquiries within 30 days.

3.6.2. Review and approval by the mission team

Internal Candidates: For qualified candidates (see **3.6.1 How to be considered for final approval**), the mission team will either meet with the candidate or recommend further preparation in writing, including the elders in such communication. If a meeting is held, the mission team will either make a written recommendation to the elders that the candidate (and the proposed agency, field, ministry team, and ministry role) be approved, including the candidate in such communication; or will indicate in writing to the candidate why he/she (or the proposed agency, field, ministry team, or ministry role) cannot be recommended, including the elders in such communication.

A recommendation for approval will typically include a recommended level of support. **See 4 Financial Policies.**

External Candidates: The mission team will make a written response either inviting candidate to meet with the mission team in person or declining the request for partnership. Following a meeting between the mission team and the candidate, the mission team will either make a written recommendation to the elders that the partnership be approved, including the candidate in such communication; or will indicate in writing to the candidate why he/she is not to be recommended, including the elders in such communication at the discretion of the mission team.

A recommendation for approval will typically include a recommended level of support. **See 4 Financial Policies.**

3.6.3. Review and approval by the elders

Upon the recommendation of the mission team, the elders will review the candidate's application and any additional materials from the mission team. At their discretion, the elders may require a meeting with the candidate, additional materials, etc. At the conclusion of their review, the elders will write to the candidate and the mission team, either granting final approval or explaining why preliminary approval cannot be granted, any recommended or required further preparation, etc.

If the elders agree with a candidate recommendation by the mission team, they shall present the candidate at a regular business meeting of the church.

Agency Appointment for Internal Candidates: Internal candidates who have received final approval may accept an offer of appointment from the mission agency/ministry team that was considered by the mission team and elders.

3.6.4. Non-Recommendation

Non-recommendation for **Internal Candidates** is unusual at this stage, but may occur because of:

- a) discovery of previously unknown issues regarding personal or spiritual development;
- b) concerns regarding the agency, field, ministry team, or ministry role.

Non-recommendation for **External Candidates** will typically be for one of the following reasons:

- a) inadequate preparation, understanding of mission, etc.;
- b) the candidate has significant issues of obedience to Christ that are not being suitably addressed in a discipleship process;
- c) the desired agency, field, ministry team, or ministry role, or is not in alignment with KSBC's mission strategy or current priorities; or
- d) KSBC lacks the capacity (financial, committed prayer, etc.) to make a new partnership.

3.7. Affirmation (vote) by the congregation

Upon the approval of the elders, a missionary candidate will be presented to the congregation for a vote in accordance with church bylaws. A candidate affirmed by the congregation will be termed an "appointed missionary." An affirmative vote also:

- a) allows the **internally** appointed missionary to begin the partnership development process (financial and prayer support raising) under the guidance of the mission team, the elders, and the agency, if applicable;
- b) makes the appointed missionary potentially eligible to receive financial support, as explained in **4 Financial Policies**.

3.8. Commissioning

Internal Candidates approved by the elders, affirmed by the congregation, and ready (financially and otherwise) to depart for the mission field soon, extended training, etc. will be commissioned at a regular or special service of the church. This makes visible our partnership with and love for the candidate (Phil 4:14-16), encourages the congregation to support the work actively (3 Jn 1:5-8), and provides a venue to entrust the work and the worker to the guidance and empowering of the Holy Spirit, through prayer (Acts 13:3; 14:23; 15:10).

3.9. Business-as-missions (and related) candidates

We recognize the increasing prevalence and importance of business-as-missions and other non-traditional mission models. Our desire is to develop a policy (or supplement to this policy) in the future to address alternative-model cross-cultural gospel work, including formal designation/recognition of such workers, preparation and training for such efforts, and oversight and support for such workers. For the present, this policy does not address this category of candidate.

3.10. KSBC as mission agency

In such cases where a candidate wishes KSBC to act as the mission agency (here, “KSBC Agency”), the same policies shall apply as outlined above, in addition to such policies as govern KSBC Agency.

4. Financial Policies

4.1. Priorities in financial support

Financial support shall be determined in keeping with the priorities of KSBC mission efforts as outlined in the mission strategy document.

4.2. Financial support levels

While taking into account the availability of funds and other relevant factors, the goal of financial support for new missionaries will be a percentage of the missionary’s annual need based upon a sum total of the following criteria:

- a) Base support – 5% (initial goal for each new missionary)
- b) KSBC member – 10%
- c) Church planting – 5%
- d) Foreign location – 5%
- e) Unreached people group – 5%

Should sufficient funds not be available at the time of a new partnership, KSBC will commit funds in keeping with the following priorities:

- 1) KSBC member
- 2) Church planting
- 3) Unreached people group
- 4) Foreign location

4.3. Establishing financial support

Once a candidate is eligible (see **3.6 Final Approval**), the mission team shall make a recommendation to the elders regarding support level for a candidate (i.e., what portion of the candidate’s total support will be provided by KSBC), under the guidance of the mission strategy, with input from the Finance Team, and in keeping with **4.2 Financial support levels**. The elders shall endorse or revise that support level and present the recommended support amount to the

congregation for a vote. Disbursement of approved funds shall be governed by provisions of the sections below.

4.4.Preliminary/pre-field support

Preliminary or pre-field support may be made available to an appointee under the following general guidelines (with flexibility):

- a) Typically reserved for KSBC member appointees;
- b) Not to be given prior to affirmation by the congregation;
- c) Should begin at or after appointment by a mission agency, if applicable;
- d) Should begin not more than six months prior to expected departure to field or pre-field training;
- e) Should be limited to one year in duration;
- f) Should not jeopardize the funds of current (on-field) missionaries.

4.5.Initial outgoing expenses

For missionaries sent by KSBC, we will endeavor to help with one-time outgoing expenses as the Lord allows, typically through a love offering from the congregation.

4.6.Initiation of regular support

Regular support will be sent to the mission agency beginning at least one month prior to the appointee's departure to the field.

4.7.Routine re-evaluation of support

Support levels shall be reviewed annually during the preparation of the missions budget with the goal of maintaining or increasing current support. See also **5.3 Re-Evaluation of Partnership**.

4.8.Retirement

Missionaries supported by KSBC are responsible, together with their agency (if applicable), to plan and provide for a retirement account out of funds collected during missionary service. For missionaries who began their ministry when individual saving for retirement was not yet the norm, exceptions to this policy may be provided for by a written agreement between KSBC and the missionary.

4.9.Projects, emergency, and other special help

As special projects, emergencies, etc. arise in relation to missionaries and their work, KSBC will prayerfully seek God's leading as to our involvement.

4.10. Insufficient funds

A missionary's agency typically sets the budget for that missionary, as well as policies pertaining to when received funding falls below that level. For missionaries sent by us, KSBC will endeavor to help the missionary and agency restore funding levels—not necessarily by providing the funding itself but also, or instead, by praying, providing contacts with other possible supporting churches, etc.

In the event funds available for support of KSBC's missionaries are insufficient to meet regular support amounts, (a) the funds available for disbursement will be prorated among all KSBC missionaries, (b) the mission team will communicate clearly with our missionaries about the severity and the expected length of the shortfall, (c) every effort will be made to restore disbursement to the established levels and, if possible, make up the amounts previously missed.

5. Current Missionaries

5.1. Expectations for KSBC to fulfill

5.1.1. Oversight and support

We affirm the responsibility and the privilege of the local church to oversee missionary efforts (Acts 13:1-3; Mt 16:15-19) and to care for the well-being, especially the spiritual well-being, of missionaries. Although aspects of this are frequently delegated to, or facilitated by, the mission agency, we endeavor to take an active role in caring for, overseeing³, and counseling our missionary partners in their life and ministry. Practically speaking, this will be done through an annual review, care efforts of a "Barnabas team" (see **5.1.5 below**), and informal communication between the church and the missionary. At the time of this writing, both the annual assessment and Barnabas teams have yet to be formally developed and implemented.

5.1.2. Communication and encouragement

We endeavor to keep in regular contact with our missionary partners: to respond to updates from the missionary; follow up on previously communicated needs, prayer requests, and praises; and to make them aware of KSBC happenings as appropriate. We intend our communication to bear out the truth that we are *family* in Christ and *partners* in Christ (1 Ti 5:1-2; 2 Co 6:18; Phil 1:5). We furthermore endeavor to communicate carefully to partners located in sensitive or dangerous fields (e.g., 1 Pe 5:13).

5.1.3. Participation in ministry (i.e., short term teams)

In the spirit of a full partnership between KSBC and our missionaries, we will endeavor to send short term teams to our missionary partner locations as appropriate. We recognize that not all fields accommodate short term trips/teams, and that each field has unique considerations in regard to short term trips. The primary goals of short term trips are (1) to care for, encourage, and strengthen our missionary partners, and (2) to strengthen the church-missionary partnership by:

- (a) exposing KSBC members to that ministry and to the wide scope of God's work around the world;
- (b) cultivating personal and enduring concern among KSBC members for the missionary, the field, and the ministry;
- (c) allowing for personal interaction, fellowship, and care (Phil 2:19-20);

³ For those sent by KSBC.

- (d) helping to mobilize potential long-term missionaries (e.g., “vision trips”); and
- (e) laboring together in ministry—or projects that *support* ministry (e.g., construction, maintenance, support services).

5.1.4. Prayer (Col 1:9; 4:3; 1 Thess 3:10; 2 Thess 3:1)

The mission team will endeavor to cultivate regular, serious prayer by the members of KSBC for our missionary partners: their ministry, their field and its people, and their personal well-being. This includes intensive prayer—dedicated times like a “morning of prayer” and missions emphasis weekend—and extensive prayer—involving prayer for missionaries in the regular life of the church, such as in corporate worship, Sunday school classes, small groups, etc.

5.1.5. Barnabas team (to be developed) (Phil 4:10-20)

A Barnabas team is a group of people with an extra commitment, beyond that of other KSBC members, to support and champion the work of a particular missionary (or missionary couple/family). Each missionary will have his/her/their own Barnabas team. The Barnabas team is responsible to:

- a) keep in close communication with the missionary, staying aware of needs, prayer requests, praises, etc.;
- b) lead the KSBC body in expressing love to the missionary – e.g., sending care packages, remembering them on birthdays and at holidays;
- c) assist with state-side practical help as needed;
- d) facilitate practical help for the missionary during transition times – e.g., leaving to or returning from the field, beginning home assignment; and
- e) serve as champions for the missionary among the larger congregation – i.e., share updates as appropriate, mobilize prayer support, represent the missionary’s needs, etc. as appropriate during times of decision-making in KSBC.

The mission team will ensure that a Barnabas team is formed, and remains active, for each missionary unit.

5.1.6. Agency relations

Having carefully evaluated the suitability of partnership with the agency for any missionary candidate, we will thereafter endeavor to maintain a productive, collaborative working relationship with the agency. See **6 Agency Matters**.

5.2. Expectations for the missionary to fulfill

5.2.1. Accountability

KSBC missionary partners are accountable to KSBC for their stewardship of the gospel (primarily), and of funds (secondarily) (Lk 19:15-23; 1 Co 9:17). They must communicate proactively with KSBC about their efforts, participate in an annual review process, and respond to inquiry and feedback from KSBC. We affirm that while fruitfulness (conversions, church and individual spiritual growth, etc.) is earnestly to be sought, it is not the responsibility of the

missionary to “produce” it. (That is the work of the Holy Spirit. (Acts 2:47)) Instead, faithfulness—in working, praying, and seizing opportunities—is the biblical measure of a missionary (2 Ti 4:1-2, 5).

For partnerships in which KSBC is the sending church, we expect to have a more significant guiding role for the missionary, including consultation on significant decisions having to do with field, ministry, etc. For partnerships in which KSBC is not the sending church, accountability will focus on ensuring fidelity to a true, biblical gospel, on living with integrity, and on upholding the shared values on which the partnership was originally formed. We welcome opportunities to speak into any decision facing a missionary, and we also respect the insight missionaries have from being “on the front lines.”

5.2.2. Communication

Missionary partners shall keep KSBC informed as to their work/ministry, prayer needs, their personal and family well-being, and significant decisions they face. Ministry updates should be communicated on at least a bi-monthly basis. Our goal is a full partnership like that enjoyed by the apostle Paul and the Thessalonians: “We were ready to share with you not only the gospel of God but also our own selves, because you had become very dear to us” (1 Thess 2:8). We value early communication in matters of difficulty, challenges, conflict, etc. ***See also 7 Challenges and Difficulties.***

5.2.3. Participation in ministry

Inasmuch as is suitable to the field, missionaries shall partner with KSBC in mobilizing the body of Christ to greater obedience to the Great Commission, through short term mission trips.

5.2.4. Home assignment

Missionary partners on home assignment shall:

- a) be financially supported at their normal rate, unless otherwise mutually agreed upon by KSBC, the missionary, and the agency;
- b) appear before the congregation to report on God’s work in their field, unless such a visit is not possible by reason of unusually brief home assignment, etc.;
- c) meet with the Mission Team to discuss the progress of the gospel in their field, financial matters, personal well-being, etc.;
- d) for those sent by KSBC: be an active member in the life of KSBC while allowing for other home assignment duties, such as visiting other supporting churches and individuals.

5.3.Re-Evaluation of Partnership

Continued partnership—including prayer, financial, and other support—will be re-evaluated in light of significant changes in, or concerns regarding:

- a) Field
- b) Role
- c) Ministry approach

- d) Agency
- e) Doctrinal conviction
- f) Church membership
- g) Christian walk

Under these circumstances, the goals of re-evaluation are to ensure continued gospel emphasis, integrity, and strategic focus in our global outreach, as well as the spiritual health of missionaries.

6. Agency Matters

6.1. Agency qualifications

In most mission efforts, a three-way partnership exists between the missionary, the sending or supporting church, and the mission agency. We commit to pursue a full and effective partnership with agencies. In keeping with that commitment, KSBC will only enter into partnerships with agencies:

- a) whose definition of mission, statement of faith, and ministry philosophy are in essential agreement with those of KSBC;
- b) who welcome KSBC to be an active and involved participant in the missionary effort;
- c) who commit to, and have a track record of, caring well for missionaries' spiritual, physical, and other needs;
- d) who demonstrate financial integrity and submit to financial accountability, especially by membership in the [Evangelical Council for Financial Accountability](#); and
- e) who commit to give all funds received *for* a particular missionary *to* that missionary, except normal administrative expenses deducted from the missionary's funds;
- f) who have a clear policy toward the national/indigenous church (if present) of the mission field in order to aid or complement biblically faithful national churches; and
- g) who demonstrate cooperation with like-minded ministries

6.2. Partnership in action

6.2.1. Accountability of the agency

The agency is accountable to KSBC for use of resources (money, etc.) and people sent from KSBC. This means that the agency must be prepared to explain how these people and resources are being effectively and appropriately employed to fulfill the Great Commission. However, KSBC does not intend for "accountability" to become an excuse for needlessly interfering in the agency's operations.

6.2.2. Accountability of KSBC

KSBC is accountable to the agency to identify and prepare candidates to the best of our abilities, and to seek how we may excel still more (Ro 15:16; 1 Thess 4:1).

6.2.3. Functions of the agency

In general, KSBC *delegates* the following to the mission agency:

- a) day-to-day and routine decision making and oversight;
- b) receipt and management of missionary finances (including retirement), insurance, and related;
- c) the relationship between the missionary (or team) and the overall effort by the agency in that geographical, cultural, or strategic group;
- d) language, cultural, and related training; and
- e) handling travel, visa, and other practical arrangements.

6.2.4. Functions shared by the agency and KSBC

KSBC expects to *cooperate with* the agency in the following, with deference, as appropriate, to agency personnel in light of their experience and expertise:

- a) accountability of the missionary for orthodoxy (sound belief, doctrine) and orthopraxy (right practice) as a follower of Christ;
- b) accountability of the missionary to work hard as a minister of the gospel (2 Ti 4:1-2, 5);
- c) ongoing ministry training for the missionary;
- d) long-term and non-routine decision-making and oversight for the missionary; and
- e) addressing significant difficulties, conflicts, etc. (1 Co 6:2) **See 7 Challenges and Difficulties.**

7. Challenges and Difficulties

God makes it clear in his word that even where godly people, holy intentions, and a God-given mission are involved, challenges, difficulties, and problems will occur (e.g., Acts 15:36-40). These do not automatically indicate sin or failure. We purpose in all challenges to face problems honestly, deal directly, listen charitably, seek the heart of the matter, work hard to restore and reconcile, regard people as precious, and in every way commend Christ and his gospel by our conduct (Phil 2:1-4; 1 Co 13:4-7; Eph 4:1-6, 25-32; 1 Pe 2:12; Phil 2:19-21; 2 Ti 2:24-25).

Challenges and difficulties can include (but are certainly not limited to) discouragement and burnout, mental health and medical challenges, marital or family strain, conflict with others in the missionary's field team or agency, danger or hostility from nationals, and moral failures.

Missionary partners are encouraged to seek help early in any difficulty (Lk 12:58; Mt 18:15-17; Pr 18:19; 25:8), turning to the sending church and the agency as appropriate, and, under the direction of the sending church and agency, keeping supporting churches informed. Our aim will always be, in partnership with the agency and the missionary, as much as it is possible, to achieve full reconciliation or restoration (2 Co 2:5-11). Where that is not possible, we will seek an amicable end to the current arrangement (e.g., current role, team, field, agency) and a resolution following which gospel ministry can continue under a new arrangement (Ro 12:18). Where that is not possible, we will work to end any ongoing damage to relationships and to gospel witness, and we will strive to achieve as equitable a conclusion to the partnership in question as possible. Some circumstances, such as significant moral

failure, may necessitate an end to the missionary partnership even if, conceivably, it could be restored and continued.

For missionaries sent by KSBC, we agree to shepherd that missionary to the fullest extent possible, for at least one year following an unexpected end to a missionary partnership. This may involve a repentance and restoration process, counseling on discerning God's leading for the next phase of life, or simply encouraging the brother or sister to grow in grace as they come to terms with an unexpected end or change to a dream.

Should a KSBC Mission Team member or church leader be an active part of a conflict, and if either the mission agency, the missionary, or KSBC elders deem KSBC incapable of overseeing the conflict resolution process, we will seek third-party help that is agreeable to all involved.

8. Partnerships with Organizations (vs. Individuals/Families)

This section aims to explain the ways in which partnerships with organizations are the same as partnerships with individuals/families, and the ways in which such partnerships are different.

8.1. What is the same

- a) Partnerships are intended to be missional, meaning that partnerships must help to proclaim the good news of the kingdom of God, and must help to advance the kingdom.
- b) The goal remains a robust and multidimensional partnership. **See 3.1 Partnership as the goal.**
- c) Partnerships with organizations must align well with our overall strategy. **See 3.4.1 Qualifications for partnership for all candidates; and 4.1 Priorities in financial support.**
- d) Partnership will be established by a clear process of evaluation and prayer on the part of KSBC leadership, mission team, and congregation, as well as the candidate organization. **Compare to 3.5 Preliminary Approval and 4 Financial Policies.**
- e) Partnership involves expectations for both the organization and KSBC to fulfill on an ongoing basis, and includes provisions for routine and non-routine re-evaluation of the partnership. **Compare to 5 Current Missionaries.**
- f) If KSBC partners with an organization that is itself part of a larger/parent organization, the same principle of effective cooperation applies to KSBC's relationship with the parent organization. **See 6 Agency Matters.**
- g) Challenges and difficulties will be addressed and resolved with a focus on maintaining the unity of the Spirit, the integrity of Christian testimony, and the advance of God's kingdom. **See 7 Challenges and Difficulties.**

8.2. What is different

- a) **The primary thrust of KSBC's mission efforts is in the area of partnerships with individuals/families.**
- b) **The exact process by which partnerships with organizations are established will necessarily differ in some details from the process for individual partnerships.** For example, it does not make sense to speak of "preparation for organizations" (**see 3.3 Preparation**). However, to the

greatest extent possible, we will employ an equivalent process where it is reasonable to do so. At the time of this writing, it does not seem necessary to establish a separate evaluation/qualification process for new organizational partnerships.

- c) **Expectations in partnerships with organizations will differ somewhat from those with individuals.** The essentials of communication, participation, etc. remain the same, although applied differently. At the time of this writing, it does not seem necessary to establish a separate list of expectations for organizational partnerships.