

**Discipleship, in Community,
*for the World***

A Missions Policy for Calvary Chapel

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I. Introduction

The **purpose** of this policy is to give Calvary Chapel clear direction in its support of missions. This policy will help Calvary Chapel make its missions decisions on a wise and consistent basis and will help insure that missions dollars are managed faithfully. The policy will guide Calvary Chapel as it nurtures an interest in missions among the members of the congregation.

The Missions Team has been directed by the elders of Calvary Chapel to exercise full responsibility in the development and administration of the missions policy. However, all decisions of the Missions Team are subject to the final **authority** of the elders.

This policy is intended to provide firm direction while allowing freedom for discernment of the Holy Spirit's leading in missions. It should be **interpreted** and applied with humility and flexibility. God our Creator is often doing new things, and we desire to follow Him into new areas of ministry and service. Thus, this policy will likely undergo revision.

This policy shall be reviewed annually. Policy **revision** is a 2-step process. The Missions Team must approve all policies by an 80% vote with a majority of members present. The elders are responsible for final review and approval. Exceptions to the stated policy must be approved in the same manner as policy revisions.

II. Our Missions Philosophy

We define *missions* as:

*Any endeavor to fulfill the Great Commission of Christ by proclaiming the Gospel of Christ, making disciples, planting churches, aiding in their growth and striving to meet the **whole** need of mankind, both spiritual and physical.*

This definition is intentionally broad and inclusive. We believe that every Christian is called by God to proclaim His good news to others. We recognize that in their zeal for foreign missions and evangelism, churches have often neglected local missions efforts and failed to address the physical needs of men and women without Christ. We do not believe Scripture supports this selective emphasis. We want evangelism and outreach (local and global) to become such an integral part of the daily life of Calvary Chapel that "missions" is no longer considered a separate or distinct activity that is only intermittently (even if regularly) addressed.

The following scriptural principles are the foundation of our philosophy of missions.

God desires to bless each person with eternal life so that we may fellowship with Him. God's promises to Abraham (Genesis 12:1-3)* are to all people. He loves all people and does not want any to be lost (Matthew 18:11-14 and 1 Timothy 2:4). He sent His Son to that end (John 3:16). Revelation speaks of heaven being filled with people from every tribe, language, people and nation. (Revelation 5:9,10)

We must be obedient to God's direct commands to go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, (Matthew 28:18-20) and to "go into all the world and preach the good news to all creation." (Mark 16:15)

Christ's ministry on earth and *The Acts of the Apostles* provide a model for missions. Just as Christ preached the good news of His kingdom (Matthew 4:18-25) and also sent His disciples to preach to others, He sends us to reach the lost (John 20:21). God moved in the early church to set apart people for the specific work of missions

* Quoted text is from the New International Version

(Acts 13:1-3) and these people were faithful in ministry (Acts 14:21-28). This is still God's method, working through people as ambassadors of Christ to reach others (2 Corinthians 4:18-21).

God empowers those whom He sends. He is the Lord of the harvest and desires willing workers (Luke 10:2,3). He provides power to be His witnesses to the ends of the earth (Acts 1:8). In order for all who call on the name of the Lord to be saved, people must be sent to tell them the good news (Romans 10:13-15).

The degree to which we are committed to meeting the totality of human need (spiritual, physical and emotional) reflects the intensity of our commitment to Jesus Christ as our personal Savior. We are admonished to care for the hungry, the needy, the sick and imprisoned (Luke 4:18-19). Our righteousness consists not in our "religious activities," but in our care for people in need (Luke 10:29-37). It is not enough to believe in the word of God, but we must do what it says (James 2:2-8).

See Appendix I which defines Calvary Chapel's goals as a community committed to missions.

III. The Missions Team

The Missions Team shall be composed of voting members of Calvary Chapel and a deacon. The criteria for appointment to the team and responsibilities are outlined below. The team serves to implement and coordinate the stated missions policy of Calvary Chapel under the guidance and authority of the elders.

A. Deacon

The deacon will be selected by the elders from a recommendation by the Team. He or she must be a voting member of Calvary Chapel, demonstrate leadership skills, and have a strong interest in missions. Prior service on the Missions Team is highly recommended.

The deacon's term of office shall be two years and may be renewed twice after review by the elders. Six consecutive years of service shall be the limit of the deacon's term of service.

The deacon will:

- * preside at meetings.
- * serve as a liaison to the elders.
- * form and direct subcommittees as needed.
- * serve as an *ex officio* member of all subcommittees.
- * deliver the annual report.
- * ensure that minutes of team meetings are maintained and distributed to members and elders.

B. Team Members

The team members will be selected by an interview process with the deacon and a staff minister. Applicants will fill out a one-page questionnaire asking about their desire to be on the team. The team members must be active voting members of Calvary Chapel with a strong interest in missions.

The team members will:

- * be familiar with missions policy.
- * attend Missions Team meetings.
- * serve on one or more subcommittees.
- * maintain regular church involvement and personal spiritual growth.
- * pray regularly for supported missionaries.
- * serve as a source of missions information to the congregation.
- * be engaged in a study of missions (we will read at least one book on missions each year).

C. Team Responsibilities

The Team's overall responsibilities include the following:

1. Educate & Inspire

The Team will promote missions education and awareness among the members of Calvary Chapel.

2. Stimulate Intercessory Prayer

The Missions Team will communicate missionary prayer needs to members of Calvary Chapel and direct Calvary Chapel members in praying for our missionaries. In addition, the team will organize special times of prayer for missions apart from specific urgent needs.

3. Develop & Manage Missions Budget Fundraising

See **Source of Receipts** (page 15).

4. Administer the Funds Allocated to Missions

See **Distribution Strategy** (page 16),
Amount of Support (page 17), and
Funds Shortage Policy (page 18).

5. Support Missions at Calvary Chapel in the following ways:

a) Help Recruit Volunteers for Missions Service

The Missions Team shall encourage short-term missions involvement among youth and adults. The Team shall make missions literature available and offer counseling and guidance to those seeking to confirm their gifts and calling for missions service.

b) Care for Missionaries

See **Missionary Care** (see below).

c) Sponsor a Yearly Missions Conference

IV. Building Missionary/Church Relationships

A. Missionary Care

The Missions Team shall minister to missionaries by encouraging personal relationships between missionaries and Calvary Chapel members that mutually benefit the senders and those sent.

The Missions Team shall maintain accurate records of missionary itineration in order to schedule return visits. The Team will assist with transportation, housing and other needs for missionary members of Calvary Chapel on itineration, as needed. As resources allow, the Team will meet similar needs of non-Calvary Chapel members on itineration.

B. Missionary Partnerships

We expect our supported missionaries to participate in a mutually encouraging relationship with Calvary Chapel. Communication with missionaries is essential in order to better educate the senders to the missionary's material and spiritual needs. At a minimum, we expect missionaries to:

- * send personal, meaningful, and substantive communication to Calvary Chapel on at least a quarterly basis.
- * respond in a timely manner to Missions Team inquiries during their time of appointment.
- * participate with Calvary Chapel members in special projects on the field, if deemed beneficial by the missionary.
- * visit Calvary Chapel when home on itineration (visits during the Missions Conference are especially appreciated).

V. Guidelines for Missionary Selection

A. Long-term Missionaries

The selection process begins when the missionary candidate asks Calvary Chapel to consider support and returns a completed application to the church office. The Team will assess how the candidate fits into Calvary Chapel's missions distribution strategy in light of our criteria for approval set forth below.

1. Criteria for Approval of Long-term Missionaries

- * All candidates shall formally express agreement with *Article VI. Tenets of Faith* of the *Constitution of Calvary Chapel* (see Appendix 2).
- * The candidate's mission must qualify under Calvary Chapel's areas of priority involvement as defined in **Distribution Strategy** (page 16).
- * The candidate must have the formal endorsement of an approved sending agency or church. Approval of an agency occurs after review by the Missions Team and ratification of the Team's recommendation by the elders.
- * The candidate must demonstrate previous ministry experience either in the local church or missions.
- * The candidate should fulfill the requirements of an overseer as outlined in I Timothy 3 and Titus 1.
- * The life and behavior of a candidate should give evidence of a heartfelt call to missions which is articulated by the candidate and affirmed by others.
- * The candidate must be willing to enter into an ongoing accountable relationship (further defined in **Section IV.B. Missionary Accountability** on page 9) with the body of Calvary Chapel.

2. Approval Process

Upon receipt of the completed application, two or more members of the Missions Team will interview the Candidate. After review of the application and interview, the Missions Team will prayerfully consider whether to designate the candidate as approved, i.e. *eligible* for support by Calvary Chapel. Candidates will be notified promptly of the Team's decision.

The Missions Team shall maintain a list of all candidates. This list will be reviewed annually during the budgeting process. Candidates' applications will be considered with decisions being made on the basis of available funds and Calvary Chapel's distribution strategy (See **Distribution Strategy** on page 15). Names are removed from the list when the candidate no longer desires support or when they no longer meet Calvary Chapel's criteria for approval.

3. Funding Priority for International Missionaries

Our objective is to maintain a missionary:parishioner** ratio between 1:10 and 1:15. We desire to support missionaries in a substantial and significant way, not only financially but also with prayer and meaningful involvement in their lives and ministries. Thus, Calvary Chapel does not make decisions regarding how many missionaries to support solely on a financial basis.

If funds remain unallocated after providing at least the minimum level of support to all our missionaries and the ratio is already between 1:10 and 1:15, these surplus funds will then be used to increase support to current missionaries rather than making new commitments.

An approved candidate will be supported if there are enough funds to provide a significant level of support, the goal being 5% of the missionary's approved monthly budget. (5% makes us a significant supporter of all our missionaries, but also keeps them from undue pressure should we run short of funds.) When there are more approved candidates than available funds, the Team will prayerfully determine which candidates shall actually be funded according to the distribution strategy.

** The number of parishioners will equal the average Sunday morning attendance of adults.

4. Funding Priority for Home Missionaries

“Home Missions” includes ministries in the northwest as well as secular campus ministries across the country. We believe home missions deserves a different funding strategy than international missions. Thus, CC will not include home missions in the missionary to parishioner ratio described above nor support home missionaries at the goal of 5% of their budget. Without these limitations, CC can support more home and campus ministries. Where there are more approved candidates than available funds, the missions team may give priority to candidates affiliated with CC.

Home Missions Support

The Missions Team has worked to bring clarity and specificity to our home missions priorities and how it fits into the larger missions program of our church. We have come up with the following guidelines:

- Our overall goal is to balance our budget so that approximately 2/3 of our funds go to international missions and 1/3 to home missions.
- Our first priority is to support any home missionaries who moved into paid ministry as a result of their involvement at CC.
- Our next priority is to support members of our body who are involved in ministries in Seattle. If a home missionary we support moves from Seattle to another location, we will attempt to support them for one additional year to help them in their new location.
- We will attempt to support home missionary *individuals* at \$100/month and *couples* (both spouses involved in the same ministry) at \$200/month.
- Because of our unique relationship with and major funding of University Christian Fellowship at UW, we will only consider additional applicants from this ministry if they are national appointees.

5. Termination of Financial Support

Termination of support *will* occur when conclusive evidence of personal/moral disqualification comes to the attention of the Missions Team (see I Timothy 3 and Titus 1). Support *will* also cease upon retirement of the missionary from active service.

Termination of financial support *may* (at the discretion of the Missions Team and the elders) occur:

- * upon a fundamental change in the nature or location of ministry.
- * upon an extended furlough (greater than 1 year).
- * upon failure to carry out stated mission objectives.
- * upon failure to communicate regularly with the body of Calvary Chapel (see **Missionary Accountability** on page 9).

The Missions Team will consider the following in deciding whether to recommend discretionary termination:

- * Is the proposed change in ministry compatible with Calvary Chapel's stated missions philosophy and areas of priority involvement?
- * What are the reasons for the extended furlough? Is there illness or loss of financial support from other churches? Will intercession by Calvary Chapel in prayer or with increased support hasten the missionary's return to the field?
- * What is the sending agency's evaluation of the missionary's performance? Is the missionary's ineffectiveness the result of inadequate support? What can Calvary Chapel do to help remedy the situation?

B. Short-term Missionaries (Less than 2 years)

We believe short-term missions involvement benefits the church in many ways. It is an activity that can help verify a perceived call to long-term missions work or intensify the commitment one already has to support missions in general. Thus, the Team will encourage Calvary Chapel members of all ages to participate in short-term mission projects.

1. Criteria for Approval of Short-term Missionaries

- * Adherence to *Article VI. Tenets of Faith* as set forth in the *Constitution of Calvary Chapel* (see Appendix 2)
- * A sincere interest and commitment to world missions.
- * Family support/consent as applicable (minors)
- * Faithful attendance and commitment to Calvary Chapel
- * Demonstrated responsibility in serving
- * Visible character and capabilities appropriate to the nature of the assignment.

2. Approval Process

Candidates for short-term missionary appointment shall submit a completed application to the Missions Team three months prior to departure (for non-CC organized trips) or as specified by the Team Leader (for CC organized trips). For non-CC organized trips, upon receipt of a completed application, at least one member of the Team will meet with the candidate for an interview. After prayerful review of the application and interview, the Missions Team will decide whether to support the candidate for short-term missions work. (See **Amount of Support**, page 17.)

3. Annual Short-Term Trips

We will attempt to send a team from Calvary Chapel each year to minister with one of our partner organizations that is within driving distance. Our goal is to keep these trips affordable and accessible to families with children. Participants will be screened by the Trip Leader (to be determined by the Mission Team and CC Staff).

VI. Faithful Financial Stewardship

A. Source of Missions Funding

The Missions Budget of the Calvary Chapel is maintained through the financial gifts of (designated specifically to “missions”) and by the church’s tithe of 10% on general fund receipts.

1. Missions Pledges

The bulk of missions income is received from missions pledge commitments. As a congregation, we recognize that our financial commitment to missions is an integral part of our outreach strategy. In this way, we are able to vicariously participate in a material way in the ministries of the missionaries we support. Thus, financial support of missions is not an option, but an obligation (2 Corinthians 9:6-15) we joyfully assume as we strive to reach the world for Jesus.

Missions pledges will be solicited from the congregation on an annual basis in conjunction with the missions conference.

2. General Fund Tithe

At least 10% of all gross receipts to this fund will be directed toward missions. There may be times when the elders, in response to the leading of the Holy Spirit, deem it appropriate to contribute a larger portion of general fund receipts to missions.

3. Special Projects & Offerings

Various groups in the church (Children’s Church, Youth Group, Core Groups, etc) are encouraged to plan and participate in special fund-raising projects benefiting missions. These efforts should have a specific rather than general focus. Contributions or participation in these endeavors should not be considered a substitute for a personal, consistent commitment to missions in the form of pledges. Members of the Missions Team are also available to help plan the function as well as suggest areas that might benefit from a special event.

4. Designated Giving

Donors may present personal gifts to the missionary or submit their contributions directly to the relevant sending agency, but Calvary Chapel will not receive designated gifts to the Missions Budget.

B. Distribution Strategy

In order to remain faithful to our stated missions philosophy as well as our heritage as a "university" church and in recognition of our geographical location, we believe that Calvary Chapel sponsored missions should give priority to the following:

- * Secular university outreach.
- * Ministries to the larger Pacific rim.
- * Holistic ministries directed to meeting the social and physical needs of humanity (feeding the hungry, educating the illiterate, caring for the sick and infirm) in conjunction with the overt presentation of the Gospel.
- * Ministries to unreached people groups.
- * Members of Calvary Chapel who are formally appointed long-term missionaries of an approved missions agency.
- * Members of Calvary Chapel embarking upon approved short-term (≤ 2 yrs) projects.

These priority areas should receive the major percentage of Calvary Chapel's missions funding. In addition, the Team will also consider areas of priority involvement that are underrepresented by the list of Calvary Chapel-supported missionaries at that time. It is the prerogative of the Missions Team to change the factors it considers in making funding decisions; however, these factors shall be clearly delineated by the Team and made a matter of record.

C. Amount of Support

1. Long-term Missionaries

It is Calvary Chapel's goal to try to provide *at least 5%* of the approved monthly budget for our appointed overseas missionaries. This will encourage a closer relationship between Calvary Chapel and its missionaries.

Once Calvary Chapel has committed itself to a support amount, that level of support will not decrease during the missionary's term on the field. The level of support will be reviewed when the missionary visits the church between terms. The missionary should keep the Missions Team informed of budget revisions as well as special needs that arise (either between or during terms) so that we may respond appropriately to changes in the missionary's ministry. If extra funds are available, every effort will be made to increase the amount of support to multi-term missionaries who were not originally funded at the 5% level.

Decisions to support new missionaries and other funding decisions are made by the Missions Team on an annual basis.

2. Short-term Missionaries

Approved short-term missionaries from our body may apply for a scholarship which will be considered by the Missions Team. Available funds will be distributed in proportion to need.

D. Funds Shortage Policy

We wholeheartedly believe that the Lord will provide the means to fulfill our missions pledges as He did for the Macedonian church (see **Missions Pledges** on page 15). The uncertainties of life in our society, however, dictate that we develop some means to assure the smooth, uninterrupted flow of promised funds to our missionaries. We believe that Calvary Chapel should incur the inconveniences imposed by a shortage in funds and only as a last resort will missionaries on the field receive less than what we promised them.

1. Account Reserve

The Missions Committee will keep a reserve in our account sufficient to meet at least one month's missions obligations. This amount is intended to absorb temporary shortfalls in giving.

2. Increasing Receipts

Should there develop a serious and ongoing inability to meet our missions obligations, the congregation will be informed of the situation and urged to seek the Lord with regard to increasing their missions pledges. The elders will prayerfully consider increasing the tithe from the general fund to missions.

E. Financial Reports

The Missions Team will prepare a report detailing the financial transactions of Calvary Chapel as they pertain to missions for the Annual report distributed each year at the June Body Check Up meeting. The report will specify total income, disbursements, and show how the transactions are consistent with the stated missions policy as set forth in this manual.

Appendix 1

Excerpts from *Our Fundamental Aims and Agenda*,
February 10, 1989....

Section VIII. We Must Be A Community Committed to Missions

As a community committed to missions we must...

- A. Grasp and maintain a world Christian perspective.
- B. Identify clearly the evangelistic mandate for our metropolitan area.
- C. Mobilize ourselves to effective sharing of the gospel in the workplace and neighborhood and along natural relational lines.
- D. Respond to issues of social concern and support those who minister in these areas.
- E. Reach beyond ourselves and support the spread of the gospel in foreign lands.
- F. Send those among us who are called to missions.
- G. Maintain a strong commitment to secular university ministry.
- H. Train those called into vocational ministry.
- I. Reproduce disciples by the planting of new congregations.

WORLD CHRISTIAN

World Christians are day-to-day disciples for whom Christ's global cause has become the integrating, overriding priority for all that He is for them. Like disciples should, they actively investigate all that their Master's Great Commission means. Then they act on what they have learned. They do so keeping in mind the total world picture and they are confident that those actions have the potential for local to global consequence.

SOCIAL CONCERN

God is concerned for men's salvation and He is also concerned about their physical conditions. Social concern refers to ministry flowing from the body of Christ to the disadvantaged, the discarded, the destitute, and the forgotten in our world. It also addresses issues of ungodliness in society and seeks God's help in bringing justice.

Appendix 2

Excerpted from the **Constitution of Calvary Chapel...**

Article VI. Tenets of Faith

This fellowship accepts the Holy Scriptures as the revealed will of God, the all-sufficient rule of faith and practice, and for the purpose of maintaining general unity, adopts the Statement of Fundamental Truths of the General Council of the Assemblies of God. We summarize our beliefs in the following statement of faith:

- Section 1. There is one living and true God, perfect in love and righteous in all His ways; He is eternally existent in three persons - Father, Son and Holy Spirit.
- Section 2. God the Father has spoken to us through His Son, Jesus Christ. In Jesus, God became a man to reveal the Father to us and to save us from our sins. Forever He is fully God and fully man.
- Section 3. Jesus Christ was born of a virgin, became our vicarious and atoning sacrifice through His death, was raised from the dead bodily, ascended to His Father, and will personally return in power and glory to the earth.
- Section 4. All people are sinful and need a Savior. Jesus Christ is the only Mediator between God and man and salvation is only through Him. By God's grace alone and through faith alone we are reconciled to God.
- Section 5. The Father and the Son have given the Holy Spirit to call us to repentance, to regenerate us, transform us into the image of Christ, and equip us for service. It is the privilege and responsibility of all believers to be filled with the Spirit, as according to Acts 2:4, to manifest the fruit of the Spirit, and to exercise the gifts of the Spirit as He enables them.

- Section 6. We long for the return of Christ, at which time He will set everything right that is still wrong. Until then, we are to work faithfully to bring the world to Him through evangelism and discipling. We are also called to minister to all needy people through acts of generosity, kindness, compassion, and prayer.
- Section 7. When Christ returns, the dead will be raised and all will be judged. The wicked shall be forever separated from God, but the righteous, in glorious new bodies, shall live and reign with Him forever.
- Section 8. The church is comprised of all those who have believed God unto salvation, and every member is an integral part of the whole. The church is to be marked by holiness and true unity, both of which are gracious gifts of God in Christ. Its reason for being is:
- * to be an agency of God for evangelizing the world.
 - * to be a corporate body in which man can worship God.
 - * to be a channel of God's purpose to build a body of God's saints being perfected in the image of His Son.
- Section 9. Ultimately, we believe whatever the Bible teaches on any subject. It is our absolute and infallible authority in all matters of faith and conduct because it is inspired by God.