

STUFF 1

*Stuff You Need to Know About
Doing Missions in Your Church*

A Handbook of Lists

2nd edition, 2008



David Mays



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Welcome to Stuff I

Stuff you need to know about Doing Mission in Your Church is the first volume of an encyclopedia of all the things you wanted to know about doing missions but didn't know where to find. It is a compilation of one-page lists, outlines, forms, and resources covering everything from Becoming a World Christian to Missions Web Sites.

It is meant to be a reference book for local church leaders and those helping churches in missions.

I hope you will:

- Copy **Stuff I** on your hard drive and put it on your desktop.
- Modify, print out and copy pages as needed for your congregation or organization.

Please don't:

- Make copies of **Stuff** for others.
- Give away or sell the CD or printed copies to others.

If you would like to provide copies of this CD to churches in your denomination or to others as gifts, please contact me for permission and a fee schedule.

A tip for use: In the Contents, the number next to the topic is the page number. To go directly to a page, hit CTRL G, type in the page number, and hit Enter.

To order the CD of all four volumes, send a check for \$26 to David Mays, 7589 Burns Drive, Brownsburg, IN 46112. Ask for the **Stuff CD** and include your mailing address.

May God help you to use this and other good missions resources to make world evangelism central in your organization.

David Mays

Here is what some have said about **STUFF I**:

"Just the index is worth the price of the diskette. It tells you what you need to know that you didn't know enough to know you didn't know, and best of all it gives you the answers! A winner!" John Gration, missions professor

"For churches seeking to be effective in missions within the current context, the best new resource is *Stuff you need to know about Doing Missions in Your Church*. It offers concise, contemporary and practical wisdom on 86 key church-mission issues." Carol Wilson

"While I was scanning the disk of your 'Stuff' Handbook on my computer, I received two phone calls for information. For each request I was able to answer it by sending a page from the Handbook." Mike Pollard, Arab World Ministries

"It's absolutely fantastic. I think it's one of the greatest compendiums [sic] of information we could give to people." Mark Struck



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Common Acronyms for Missions Organizations

ABWE – Association of Baptists for World Evangelism	GBIM – Grace Brethren International Missions
ACMC – Advancing Churches in Missions Commitment (a division of Pioneers)	GEM – Greater Europe Mission
ACSI – Association of Christian Schools International	GMF – Global Missions Fellowship
AERDO – Association of Evangelical Relief and Development Organizations	GMI – Global Mapping International
AIA – Athletes in Action	GMU – renamed Avant Ministries
AIM – Africa Inland Mission	HCJB – HCJB World Radio is now HCJB Global
AIMS – Accelerating International Mission Strategies	IFMA – Interdenominational Foreign Mission Association - renamed CrossGlobal Link in 2007
ANAM – Association of North American Missions	IJM – International Justice Mission
ARP – Associate Reformed Presbyterian Church	IMB – International Mission Board of the Southern Baptist Convention
AWM – Arab World Ministries	ISI – International Students Inc.
BGC – Baptist General Conference	JAARS – Jungle Aviation And Radio Service (Wycliffe)
BGC – Billy Graham Center	KBM – Kingdom Building Ministries
BGEA – Billy Graham Evangelistic Association	LAM – Latin America Mission
BIMI – Baptist International Missions, Inc.	LBT – Lutheran Bible Translators
BLI – Bible Literature International	LCMS – Lutheran Church Missouri Synod
CAI – Christian Associates International	MAF – Mission Aviation Fellowship
CAM – Central America Mission	MAI – Media Associates International
CBMC – Christian Business Men’s Committee	MECO – Middle East Christian Outreach
CBI – Conservative Baptist International - renamed WorldVenture	MTI – Mission Training International
CBN – Christian Broadcasting Network	NRB – National Religious Broadcasters
CCC – Campus Crusade for Christ, International	NTM – New Tribes Mission
CCMI – Chinese Christian Mission, Inc.	OCI – Overseas Council International
CEF – Child Evangelism Fellowship	OM – Operation Mobilization
CIU – Columbia International University	OMF – formerly Overseas Missionary Fellowship (and before that China Inland Mission)
CLC – Christian Literature Crusade - renamed CLC Ministries International	OMSC – Overseas Ministry Study Center
CMA or C&MA – Christian and Missionary Alliance	PCA – Presbyterian Church in America
CMF – Christian Missionary Fellowship, now CMF Int’l.	SAMS – South American Missionary Society
CRC – Christian Reformed Church	SIM – Society for International Mission
CRM – Church Resource Ministries	STEM – Short-Term Evangelical Missions International
CRWM – Christian Reformed World Missions	TCM – Taking Christ to the Millions
DAI – Development Associates International	TEAM – The Evangelical Alliance Mission
DAWN – Disciple a Whole Nation	TEDS – Trinity Evangelical Divinity School, the Divinity School of Trinity International University
EBM – Evangelical Baptist Missions	TWR – Trans World Radio
ECFA – Evangelical Council for Financial Accountability	UFM – Unevangelized Fields Mission, now CrossWorld
EE – Evangelism Explosion International	UPC – United Presbyterian Church
EFMA – Evangelical Fellowship of Mission Agencies - renamed The Mission Exchange in 2007	USCWM – U.S. Center for World Mission
ELCA – Evangelical Lutheran Church of America	UWM – United World Mission
EMIS – Evangelism and Missions Information Service	VOM – Voice of the Martyrs
EMQ – Evangelical Missions Quarterly	WEC – World Evangelization Crusade
EPC – Evangelical Presbyterian Church	WEF – World Evangelical Fellowship
FEBC – Far East Broadcasting Company	WGM – World Gospel Mission
	YFC – Youth for Christ

Best Resource on Missions Organizations: *Mission Handbook*, 20th ed., 2007-2009, Evangelism and Missions Information Service, www.emisdirect.com.



Missions Concepts and Terms

Missions is not a word which appears in the Bible. It has been defined in many ways.

"Evangelism is the church *growing* where it is. Missions is the church *going* where it isn't."

The work of missions is the same as the work of the church. It is missions if it is done where the church body can't do it. Local ministries are the work the church does. Missions is ministry the church sends people to do because the body can't.

Missions is not what we do *for* ourselves. Neither is it what we *do* ourselves. It is what we *send* others to do because *we can't*.

Missions is reaching across barriers of distance, culture, and/or language with the Gospel.

Missions is any endeavor aimed toward the goal of reaching beyond the needs of the local congregation for the purpose of fulfilling the Great Commission – by proclaiming the gospel of Jesus Christ, making disciples and relating to the whole need of mankind, both spiritual and physical. (ACMC)

The end result of all true mission work is evangelism and discipleship, bringing people to Christ and discipling them in local churches.

One goal of missions is a church for every people and the gospel for every person.

Evangelism crosses cultural barriers of various degrees as shown below:

- E-0 is evangelism across 0 cultural barriers – e.g. winning church attenders to Christ
- E-1 is evangelism across 1 cultural barrier – e.g. winning unchurched neighbors to Christ.
- E-2 is evangelism across 2 cultural barriers – e.g. winning those who speak another language to Christ.
- E-3 is evangelism across 3 cultural barriers – e.g. winning those from another culture who have never heard of Christ.

For practical purposes, missions is usually distinguished from other church ministries by being cross-cultural, i.e. E-2 or E-3.

A missionary is a prepared disciple whom God sends into the world with his resources to make disciples for his Kingdom.

With the flood of people moving across the earth, the border between evangelism and missions is diminishing. One's neighbors are often from another culture and may speak another language. Unchurched American neighbors may be almost totally unfamiliar with the gospel. Missions is more sociological than geographical.

"The missionary concept includes four ideas: the One who sends, the one who is sent, those to whom he is sent, and the message he is commanded to proclaim. Herbert Kane quoted in Robert Reeves, *What the Bible Says About Missions*, p. 49

Some question the priority of missions. They contend that people are lost wherever they are and that lost people in our neighborhood are just as lost as people in other countries. This is irrefutable. However people in our culture have a great number of opportunities to become Christians. Through the witness of Christian churches, Christian radio and television, Christian magazines and books, and Christian friends, neighbors and coworkers, they have *much access* to the Gospel. Missions (cross-cultural outreach) remains a high priority because in many cultures there are very few opportunities to hear a relevant presentation of the Gospel, to become a Christian, and/or to be disciplined in a local church. They have *little access* to the Gospel. So the priority for missions rests not on the degree of *lostness*, but on the degree of **access** or **opportunity**.



Missions Definitions

Missions is any endeavor aimed toward the goal of reaching beyond the needs of the local congregation for the purpose of fulfilling the Great Commission – by proclaiming the gospel of Jesus Christ making disciples and relating to the whole need of mankind, both spiritual and physical.

Missions is the worldwide enterprise of making disciples of the nations that falls outside the normal outreach responsibilities of the local church.

Missions is any cross-cultural endeavor outside of your local congregation to obey the Great Commission by proclaiming the gospel of Christ, making disciples and gathering those disciples into local churches.

Missions is the sending out of specially equipped disciple-makers who cross barriers of distance, culture and language in order to establish and strengthen the church in places beyond the normal sphere of influence of our members.

Missions is the sending out and supporting of equipped disciple-makers who cross barriers of distance, culture and language in order to establish and strengthen the church in places beyond the normal sphere of influence of our members, both within and outside the USA.

Missions is to present the Lordship of Christ to the world through His power by means of any ministry extending beyond the congregation and the church facilities. This will cover a wide range of missionary activity, including evangelization, discipling, planting churches and aiding in their growth and development (both overseas and in the United States).

Missions is sending out specially equipped disciple-makers who cross barriers of distance, culture and language in order to establish and strengthen the church in places beyond the normal sphere of influence of our members.

Missions is discipling beyond the church's immediate sphere of influence for the purpose of establishing and strengthening local churches throughout the world.

Missions is that endeavor of the local church to carry the gospel across cultural and/or geographical boundaries in order to make disciples for Christ from every group of people.

Missions may be defined as the sending out of specially equipped disciple-makers who cross barriers of distance, culture, or language in order to establish and strengthen the church in places beyond the normal sphere of influence of our members. Missions, then, is specially cross-cultural outreach, whereas evangelism includes sharing the gospel in one's own culture. Missions is defined primarily by culture, rather than by geography."

Missions is crossing barriers to provide access to the gospel.

Missions is ministry which fulfills the Great Commission by proclaiming the Gospel of Jesus Christ cross-culturally through evangelism, discipleship, Bible translation, church planting and church leadership development, giving priority to the least reached. Meeting physical and educational needs is included when it serves the growth of the gospel.

Missions is the activity of God's people, the church, to proclaim and demonstrate the kingdom of God to the world.

Missions is the responsibility of the local church to take the gospel to culturally/linguistically – distinct groups where it is not present today; making disciples, planting indigenous churches, and meeting human needs, in dependence on the spirit of God.

World Missions is defined as any ministry aimed outside the Continental United States or a cross cultural ministry within the Continental United States, the purpose of which is to fulfill the great commission by proclaiming the Gospel of Jesus Christ through evangelism, discipling, church planting, church development, and training/equipping of Christian leadership. We recognize the importance of meeting physical needs while carrying on any of these ministries, in accordance with Christ's great commandment.

"Mission is the sending across cultural barriers by Christ through the church evangelists whose primary function is to make disciples of Jesus Christ by proclaiming the good news about Jesus."



Missions Scriptures

Genesis 12:3

I will bless those who bless you, and whoever curses you I will curse; and all peoples on earth will be blessed through you."

Exodus 19:5

Although the whole earth is mine...

Deuteronomy 28:9-10

9 The LORD will establish you as his holy people, as he promised you on oath, if you keep the commands of the LORD your God and walk in his ways. 10 Then all the peoples on earth will see that you are called by the name of the LORD, and they will fear you.

Joshua 4:23-24

23 For the LORD your God dried up the Jordan before you until you had crossed over. 24 He did this so that all the peoples of the earth might know that the hand of the LORD is powerful and so that you might always fear the LORD your God.

1 Samuel 17:46

This day the LORD will hand you over to me...and the whole world will know that there is a God in Israel.

2 Samuel 22:50

Therefore I will praise you, O LORD, among the nations; I will sing praises to your name.

II Kings 19:19

Now, O LORD our God, deliver us from his hand, so that all kingdoms on earth may know that you alone, O LORD, are God.

1 Chronicles 16:23-24

23 Sing to the LORD, all the earth; proclaim his salvation day after day. 24 Declare his glory among the nations, his marvelous deeds among all peoples.

2 Chronicles 6:33

...then hear from heaven, your dwelling place, and do whatever the foreigner asks of you, so that all the peoples of the earth may know your name and fear you...

Nehemiah 9:6

You alone are the LORD. You made the heavens, even the highest heavens, and all their starry host, the earth and all that is on it, the seas and all that is in them. You give life to everything, and the multitudes of heaven worship you.

Psalms 86:9

All the nations you have made will come and worship before you, O Lord; they will bring glory to your name.

Isaiah 49:6

I will also make you a light for the Gentiles, that you may bring my salvation to the ends of the earth.

Jeremiah 3:17

At that time they will call Jerusalem the throne of the LORD, and all nations will gather in Jerusalem to honor the name of the LORD.

Ezekiel 36:23

I will show the holiness of my great name, which has been profaned among the nations, the name you have profaned among them. Then the nations will know that I am the LORD, declares the Sovereign LORD, when I show myself holy through you before their eyes.

Daniel 7:13-14

13 In my vision at night I looked, and there before me was one like a son of man, coming with the clouds of heaven. He approached the Ancient of Days and was led into his presence. 14 He was given authority, glory and sovereign power; all peoples, nations and men of every language worshiped him...

Amos 9:11-12

11 "In that day I will restore David's fallen tent. I will repair its broken places, restore its ruins, and build it as it used to be, 12 so that they may possess the remnant of Edom and all the nations that bear my name," declares the LORD, who will do these things.

Nahum 1:5

The mountains quake before him and the hills melt away. The earth trembles at his presence, the world and all who live in it.

Habakkuk 2:14

For the earth will be filled with the knowledge of the glory of the LORD, as the waters cover the sea.

Zephaniah 3:8-9

8, 9 I have decided to assemble the nations, to gather the kingdoms and to pour out my wrath on them-- all my fierce anger. The whole world will be consumed by the fire of my jealous anger. Then will I purify the lips of the peoples, that all of them may call on the name of the LORD and serve him shoulder to shoulder.

Haggai 2:7

"I will shake all nations, and the desired of all nations will come, and I will fill this house with glory," says the LORD Almighty.

Zechariah 14:9

The LORD will be king over the whole earth. On that day there will be one LORD, and his name the only name.

**Stuff I – Stuff you need to know about
Doing Missions in Your Church**



Malachi 1:11

"My name will be great among the nations, from the rising to the setting of the sun. In every place incense and pure offerings will be brought to my name, because my name will be great among the nations," says the LORD Almighty.

Matthew 28:19

"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit...."

Mark 13:10

And the gospel must first be preached to all nations.

John 3:16-17

16 "For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life. 17 For God did not send his Son into the world to condemn the world, but to save the world through him.

Acts 1:8

"But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth."

Romans 15:12

And again, Isaiah says, "The Root of Jesse will spring up, one who will arise to rule over the nations; the Gentiles will hope in him."

1 Corinthians 10:26

"The earth is the Lord's, and everything in it."

2 Corinthians 5:19

...that God was reconciling the world to himself in Christ...

Galatians 3:8

The Scripture foresaw that God would justify the Gentiles by faith, and announced the gospel in advance to Abraham: "All nations will be blessed through you."

Ephesians 1:10

...to bring all things in heaven and on earth together under one head, even Christ.

Philippians 2:10

...that at the name of Jesus every knee should bow, in heaven and on earth and under the earth

Colossians 1:6

All over the world this gospel is bearing fruit and growing...

1 Thessalonians 1:8

The Lord's message rang out from you not only in Macedonia and Achaia... your faith in God has become known everywhere...

1 Timothy 3:16

Beyond all question, the mystery of godliness is great: He appeared in a body, was vindicated by the Spirit, was seen by angels, was preached among the nations, was believed on in the world, was taken up in glory.

2 Timothy 4:17

But the Lord stood at my side and gave me strength, so that through me the message might be fully proclaimed and all the Gentiles might hear it...

Titus 2:11

For the grace of God that brings salvation has appeared to all men.

Hebrews 10:10

... we have been made holy through the sacrifice of the body of Jesus Christ once for all.

James 1:18

He chose to give us birth through the word of truth, that we might be a kind of firstfruits of all he created.

1 Peter 3:18

For Christ died for sins once for all, the righteous for the unrighteous, to bring you to God...

1 John 4:14

And we have seen and testify that the Father has sent his Son to be the Savior of the world.

Jude 1:25

To the only God our Savior be glory, majesty, power and authority, through Jesus Christ our Lord, before all ages, now and forevermore! Amen.

Revelation 5:9-10

9 And they sang a new song: "You are worthy to take the scroll and to open its seals, because you were slain, and with your blood you purchased men for God from every tribe and language and people and nation. 10 You have made them to be a kingdom and priests to serve our God, and they will reign on the earth."



QUOTES ON THE CHURCH'S GLOBAL RESPONSIBILITY

“A study of the New Testament makes it perfectly clear that the true aim of a church is nothing less than to establish the kingdom of Christ in all the earth.

“Christ’s mission was to establish the kingdom of God in the hearts and lives and relationships of all people in all the world. His purpose was world-embracing. His plans included all peoples. His mission was a universal one. This is the mission which the apostles understood Christ to have committed to them.

“The mission of every church is the mission of Christ and the apostles - to give the gospel to the whole world. That means that every church is a missionary organization. All the world is its field.”

Stacy Warburton, *Making a Missionary Church*

“Essentially, the church has many responsibilities but only one mission, and that is the evangelization and discipling of all nations.”

Daniel Bacon, *Equipping for Missions*, 35

“The New Testament is plain and definite. Christ came to establish a world-wide Kingdom of righteousness and love. He made the accomplishment of this purpose the primary obligation of His Church.”

Egbert W. Smith, *The Desire of All Nations*, 39

“Our supreme ‘purpose’ is to glorify God. Our supreme ‘task’ is to evangelize the lost. In the truest sense, the latter most faithfully fulfills the former. To evangelize the lost glorifies God on the highest level.”

Dick Eastman, *The Hour that Changes the World*, 75

“(The Church) is designed to be a spiritual army of conquest, engaged in an offensive warfare on a world scale, pressing the claims of Christ and assisting Him in achieving His glorious purpose for the whole human race.”

Robert Hall Glover, *The Bible Basis of Missions*, 34

“The Bible in its totality ascribes only one intention to God: to save mankind. Every task of the church makes sense and has a purpose only as it leads to the mission.”

Georg F. Vicedom, *The Mission of God*, 4

“There is no participation in Christ without participation in His mission to the world. Hence the church is not called on to decide whether she will carry on the mission or not. She can only decide for herself whether she wants to be the church.”

Georg F. Vicedom, *The Mission of God*, 6

“There is no argument for missions. The entire action of God in history, the whole revelation of God in Christ--that is the argument.”

James S. Steward, quoted by J. Herbert Kane, *Wanted: World Christians*, 145

“God is a missionary God. The Bible is a missionary book. The gospel is a missionary message. The church is a missionary institution. And when the church ceases to be missionary minded, it has denied its faith and betrayed its trust.”

J. Herbert Kane, *The Making of a Missionary*, 2nd ed., 1

“Missions are the chief end of the Church. ...the chief end of the ministry ought to be to equip the Church for this. Each congregation is meant to be a training class.”

Andrew Murray, *Key to the Missionary Problem*, 139-40



Missions Priority Scale

Reaching the World for Christ: How important is it to your church?

Is it a

POSSIBILITY? Some funds are given to missions but we're not really doing anything as a church. We hope to get involved in missions in the future.

PROJECT? We do some things in missions. The ladies group wraps bandages and collects used postage stamps for missions. A couple of young people went on a short term and the high school youth took a missions trip.

PROGRAM? Missions is one of our regular programs. We have a missions committee with regular meetings and a missions policy. We have sent missionaries from our church and people pray for them and write to them.

PRIORITY? Missions is a high priority in our church. Our church leaders recognize the importance of reaching lost people. Missionaries are given prominent exposure. We give a significant portion of our income to missions and it is understood that missions would be the last budget item cut.

PURPOSE? Discipling the nations is part of the core purpose of our church. Our pastor and church leaders model a heart for the world through personal involvement and enthusiasm. We are working to educate and involve our congregation. We have a strategy for outreach and mobilization that touches all ministries and age groups.

PASSION? Our church exists to see God glorified in all the earth through the Church. Our personnel hiring, our ministry plans, our budget, our calendar, our communications, and our prayer life are focused on reaching lost people at home and abroad. The ethos of world evangelism permeates our congregation.

How important is it to God? God so loved the **WORLD** that he gave his **ONLY SON**...

This material is also available as a skit. See **Stuff II**, p. 13



Key Missions Areas in the Local Church

Leadership

- Pastor and Staff
- Missions Leadership Team
- Missions Pastor

Management

- Purpose, Vision, and Values
- Organization and Structure
- Planning and Goals
- Strategy, Policy, and Procedures
- Evaluating

Communication

- Worship and Preaching
- Missions Education for Adults and Children
- Awareness and Promotion
- Missions Conference and Events
- Generational and Cultural Issues

Congregational Involvement

- Prayer
- Caring for and Assisting Missionaries
- Local Outreach – Cross-Culture and Same Culture
- Missions Trips and Short Terms

Missionaries (long term and short term)

- Recruiting and Preparing Candidates
- Sending and Supporting

Stewardship and Funding Missions (individual and congregation)



Description of a Mobilized Church

We have one purpose.

Our church has a unified vision for discipling the nations. We intend to reach our own world and the greater world. We select and design our church ministries and activities to equip us for this purpose.

We pray.

We believe prayer allows us to understand God's direction for our church and that it is the method God uses to accomplish what he wants through us. Therefore, corporately and individually we pray for his direction for our church and for his purpose in the world.

We have a strategy.

We intend to maximize our results by focusing our efforts. We have a strategy for reaching out at home and abroad. We continue to study evangelization needs and to develop strategies, resources and skills. We give priority to unevangelized areas, to church planting and leadership development. We own the responsibility for results, not just the support of others' ministries.

We send our people.

We prepare and assist our people in reaching others in their own world. We recruit, disciple, provide service opportunities, evaluate, confirm, counsel, and send our own people for ministry beyond our own sphere of influence.

We live a wartime lifestyle.

We live simply and strategically in order to concentrate our resources on accomplishing God's purposes in the world. God's global desire is the integrating, overriding priority in our church and our personal lives.

We spread the vision.

We are working in our network of churches to influence and assist other churches in mobilizing their resources for a sustained commitment to world evangelization.



THE JOB OF THE MISSIONS COMMITTEE

GENERAL FUNCTIONS

- Make Policy Decisions/Recommendations
- Establish Organization
- Plot Strategy
- Evaluate Finances

SPECIFIC TASKS

- Missions Policy
- Missions Communication
- Raise Finances
- Administer Finances
- Prayer/Correspondence
- Annual Missions Event
- Missions Education
- Care for Missionaries
- Missionary Recruitment
- Liaison with Missions Agencies
- Short Term Trips
- Missionary Preparation

GOAL STATEMENTS

- Purpose: What is Our Job?
- Long Range: More than One Year
- Short Range: Less than One Year

Source: Workshop by Doug Christgau



Missions Leadership Team Responsibilities

- Assist church leaders in obeying the Great Commission
- Provide leadership for missions in the church
- Organize and operate a missions leadership team
- Develop missions strategy for the church
- Make policies and procedures for operation of the missions ministry
- Plan the church's missions ministry
- Educate the congregation in missions
- Develop prayer support
- See that missionaries are cared for and supported
- Carry out suitable promotion and awareness of missions
- Plan an annual missions week, month, or event
- Develop the missions budget
- Assist in developing missions stewardship
- Administer the missions budget
- Equip and enable individuals for personal involvement at home and abroad
- Conduct missions trips
- Recruit and help prepare missionary candidates from the congregation
- Serve as liaison with individuals sent and supported
- Develop relationships with our denomination missions leaders
- Serve as liaison with mission agencies



Missions Leadership Team Commitments

- We will honor and submit to our church leaders.
- We will be guided by the vision and values of the church.
- We will support the ministry objectives of the church.
- We will seek to be winsome, positive encouragers and educators.
- We will pray faithfully for the church, its leaders, its ministries and its outreach.
- We will commit to personal growth in missions.
- We will love each other, even when we disagree.
- We will try to keep things simple.
- We will be strategic.
- We will focus on spiritual needs and opportunities.
- We will focus on people to be reached and results for the Kingdom, rather than on dollars raised or numbers of people supported or sent.
- We will avoid becoming a “catch-all” for miscellaneous, non-missions ministries and projects.
- We will work in cooperation with our denomination where possible.
- We will cooperate with other churches, organizations, missionaries, and national churches where possible.
- We will work to educate and involve our congregation.



Keys for Missions Committee Operation

- Define your task**
 - Define missions for your church
 - Draw your boundaries
 - Determine your responsibilities
- Determine what qualities and skills you need**
 - Pray for what you need
 - Watch for individuals with the right qualities
 - Recruit them
- Keep learning and growing**
 - Find out how you learn best
 - Identify appropriate resources and tools
 - Hold yourselves accountable
- Build Community**
 - Get to know one another
 - Communicate frequently
 - Pray for one another
 - Have fun
- Model missions for the congregation**
 - Do missions yourselves
 - Learn and pray
 - Give generously
- Divide up the work for task teams**
 - Determine the teams you need
 - Find a good leader who has a passion for the area
 - Help the leader lay out a plan
- Develop and use good policies and procedures**
 - Find out what policies you already have
 - Get input from church leaders and others
 - Approve and use the policy by sections
- Plan ahead and follow your plans**
 - Establish a weekend planning time
 - Allow each task group to develop their own plans
 - Hold each one accountable to their timetable
- Make your church leaders heroes**
 - Pray for them all the time
 - Compliment and encourage them for everything they do right
 - Give them the up-front parts while you do the details
- Do it all with excellence**
 - Be prepared to carry out your best ideas
 - Do it as well as the best thing in the church

Source: *How to Operate an Effective Missions Leadership Team in Your Church*, David Mays



Qualities and Skills Desired on the Missions Team

- a healthy, growing spiritual life
- commitment to God, the church, and prayer
- leadership and organizational skills
- concern for lost people
- active in the church
- a cooperative spirit, good working relationships
- strategic thinker
- missions savvy
- flexibility, open to change
- a learner
- faithful to follow through, dependable
- good communication skills
- creativity
- time to carry out the responsibilities
- pray-ers
- planning ability
- implementers
- recruiter
- people who represent the congregation, not “strangers”
- cross-cultural expertise
- a trainer
- graphics and design
- readers

Question: What skills or qualities does your team need right now?



How to Build Community on the Missions Leadership Team

- Study together.
- Pray together as a team.
- Pray for one another regularly.
- Be vulnerable; share what God is teaching you.
- Get together informally for fun and fellowship .
- Take a ministry trip together.
- Attend an ACMC conference together.
- Visit a mission organization headquarters.
- Take a tour of a needy area in your city.
- Serve together on a non-missions church event.
- Conduct your meetings in a home.
- Enjoy refreshments or a meal before, after, or during a meeting.
- Add levity to the discussion, minutes and agenda.
- Share recipes, household repair projects, and ball games.
- Do something spontaneous and special for a team member.

Question: Wouldn't it be fantastic if your team was considered the most desirable service role in the church and there was a waiting list of people eager to be part of it?

Resource: *Turning Committees into Communities*, Roberta Hestenes



How to Model Missions as a Missions Leadership Team

Develop a loving Christian community within the team.

- Spend time together in fun and fellowship.
- Learn together through videos, books, trips, and guests.
- Care for each other.
- Learn to disagree agreeably.

Commit to missions as your priority church responsibility.

- Support the entire church program but avoid over-involvement.
- Do one thing well.

Support your pastor.

- Pray for your pastor.
- Pray for the pastor's family, dreams, and leadership.
- Pray for the pastor's relationship to God, the church, and the world.

Put Christ ahead of the task.

- Commit first to know and worship Him.
- Worship is primary. Worship is the fuel and goal of missions.

Spend significant effort in prayer.

- For one another, the church and the pastor
- For the church's missionaries
- For countries and peoples
- For God to expand your church's vision

Take an interest in people in other parts of the world.

- Watch the international news and pray for the people featured.
- Read missions newsletters and magazines.
- Maintain contact with a missionary.

Become involved in the lives of non-Christians.

Alter your lifestyle in view of God's global priority.

- Reduce extraneous involvements.
- Spend less time and resources on yourself.
- Spend more effort and resources on others.

Give generously and wisely to Kingdom causes.

"We must be the change we want to see in the world." Gandhi



How to Help Your Pastor in Missions

- Provide him with prayer resources.
- Pray for her regularly.
- Send him to the mission field.
- Arrange for missionaries to visit her.
- Pay his way to a conference or class such as ACMC, Urbana, Perspectives.
- Enlist the pastor's participation in the missions conference and committee.
- Find out his or her heartbeat in missions and take it into account in your plans.
- Provide helpful missions reading material, such as
 - clipped articles and illustrations
 - Eternity in Their Hearts
 - Six Dangerous Questions
 - Get Your Church Involved in Missions
 - Let the Nations Be Glad
- Handle the details of missions.
- Make sure your pastor is "the hero."
- Be willing to work toward implementation of your own suggestions.
- Work with the pastor and board to define missions.
- Suggest new options for increasing missions giving.
- Encourage her to talk with other missions-minded pastors.
- Support and affirm his ideas for missions.

Tips...

- Don't become a pest to be avoided.
- Demonstrate genuine interest and involvement in other church ministries.
- Be patient and go slowly.
- Don't criticize.
- Seek and receive permission and endorsement of all missions activities.
- Ask the pastor to personally promote missions publicly.
- Do everything for missions in a quality manner.
- Don't lose heart and try to work around the pastor.
- Affirm everything the pastor does for missions.

It's more important to get on your pastor's team than to get him on your team.

Source: "Equipping Your Pastor for Missions Leadership," workshop by Woody Phillips



MISSIONS QUOTES FOR PASTORS

“No matter how keen the missionary interest of the church may be this year, unless the pastor continues to educate the members, their interest is sure to wane. An untiring advocacy of the cause is the price of ever deepening and permanent conviction.” 59-60

“All experience shows that the strong public presentation of the subject by the one to whom the members look for guidance in all things spiritual is the best means of making a deep impression upon them.” 63

“When the subject fairly lays hold on him, his convictions and devotion will become contagious.” 67

“All preaching should bear on the world’s conquest.” 69

“As missions are the chief end of the Church, and therefore of its ministry, one of the chief aims of the pastor should be to fit himself for this great work.” 89

“The pastor should each year pursue a thorough study of some missionary theme.” 92

“The pastor must be filled with the spirit of missions. Then every discourse and prayer and personal conversation will give forth missionary impulse and life. He knows that to achieve any purpose among the people, that purpose must be made a part of his own being. If the pastors are on fire with the missionary passion the churches will be kindled.” 95

“This work of helping to discover, enlist, and train suitable candidates for missionary service is not only one of the most weighty responsibilities of the pastor but is also his greatest single opportunity for multiplying his own life.” 151

“When a missionary gospel is preached in the pulpit, then the people will give and their sons and daughters will go.” 164

“One of the best things which could happen to insure a larger offering of lives to meet the unprecedented opportunity confronting the Church in the non-Christian world would be for a multitude of pastors to offer themselves for foreign service.” 174

“By making his own church a praying church the home pastor may augment the spiritual power and fruitfulness of the foreign missionary movement. 191

“In his prayers at the regular public services, the pastor has an exceptional opportunity to guide and widen and deepen the intercessory prayer life of his people. There should be few if any public prayers which are not filled with the missionary spirit.” 206

“Let the pastor actually lead the members, calling out their hearts as he brings forward definite opportunities and burning needs. Let prayer for laborers – the object on which Christ placed the stress – have a prominent place.” 207

“The indirect education and effect of the right kind of intercessory prayer are often greater than those of direct preaching.” 207

“The pastor must set the example as a man of prayer, if his church is to be mighty in intercession, and therefore, mighty in missions.” 208

“No one can measure the missionary power and possibilities of even one pastor of holy life.” 212

“This takes us to the heart of the problem of the world’s evangelization. Yes, deeper than the need of education concerning Christ’s program for the world; deeper than the need of money for the maintenance of this world-wide war; deeper than the need of workers; even more fundamental than seeking to spiritualize the church, is the need that the pastor himself preserve an ever-expanding spiritual life.” 212

Source: *The Pastor and Modern Missions*, John R. Mott



The Pastor's Roles in Missions

Student. Study the theme of missions in Scripture and missions books.

God's glory in all the earth may be considered the unifying theme of Scripture. Study the Scripture through the big picture lens of God's heart for all peoples.

Model. Set the pace for personal involvement.

Establish and maintain missions education and involvement in your

- reading and study
- personal worship and prayer
- awareness of world events
- ongoing education experiences such as missions conferences and seminars
- maintaining contact and praying for one or more missionaries
- occasional visits to a missions project or ministry

Leader. Establish how world evangelism fits in the purpose of your church.

All worship, all discipleship, and all outreach – in effect, all ministries - may be undertaken for the larger purpose that Christ be known and worshipped in all the earth.

Write or rewrite the church purpose statement to give world evangelization a prominent or central focus.

Motivator. Be a spokesperson for missions.

Pray for a missionary, people, country, or world event in every service.

Preach missions where you find it in the Scripture.

Use missionary and cross-cultural illustrations.

Introduce, promote and support missions events, projects and activities.

Bring in outside speakers to reinforce the missionary message.

Mobilizer. Observe gifts and encourage Kingdom service.

Disciple church leaders in God's worldwide purpose. Mentor a few.

Help leaders see where missions fits in their ministries and programs.

Encourage those with God's calling to missions service.

Researcher and Strategist. Take advantage of available resources.

Keep your congregation up-to-date regarding world trends and what God is doing.

Help your missions team discern the most valuable and strategic missions ministries.

Notes: In a smaller church, the senior pastor will integrate these roles into every aspect of his pastoral ministry. In a larger church, he will delegate some of these tasks, but he will still accept ultimate responsibility for his church's response to the Great Commission.

Source: Bob Roberts, with additions by David Mays



Thoughts on Getting a Missions Pastor

You may need a missions pastor if three or more of the following are true of your church:

- ❑ You want to become proactive in establishing a missions strategy for your church.
- ❑ Your church is serious about maximizing the impact of your missions efforts.
- ❑ Your church is spending more than \$150,000 per year in missions.
- ❑ You want to recruit and begin preparing missionaries from your church.
- ❑ You expect to take more than four missions trips per year.
- ❑ You want to deliberately involve the majority of your congregation in supporting cross-cultural ministries.
- ❑ Your church desires to work cross-culturally in your own community.
- ❑ You want to involve your people hands-on in mission work outside your community.

Should you finance this position from the general budget or from the missions budget?

- + Staffing from the missions budget may allow addition of staff which would not otherwise be possible.
- Staffing from the missions budget reduces the missions income that actually goes to missions work.

Should you make it a part-time position?

- + A staff member may bring complementary roles to bear on each other with a synergistic effect.
- Missions seems to be the easiest role crowded out by other responsibilities and demands.

If you staff a combination position, you might consider

- ❑ Missions and evangelism
- ❑ Missions and spiritual formation
- ❑ Missions and youth
- ❑ Missions and worship
- ❑ Missions and administration
- ❑ Missions and assimilation

What skills and qualities does your missions pastor need?

The values and philosophy of your church and the history and scope of your missions ministry may help determine the type of person you need:

- ❑ Administrator or relational person
- ❑ Organizer/planner or discipler/developer of people
- ❑ Promoter or counselor
- ❑ Missions-experienced or culture- and marketplace-experienced
- ❑ Seminary trained or street savvy (but biblically sound)
- ❑ Creative or organized

Some qualities you might seek:

- ❑ A reader, learner, listener, networker
- ❑ Creativity and openness to new ideas
- ❑ Communication skills – up front, in small groups, and one-on-one
- ❑ Understands modern culture and is able to communicate and motivate younger generations – an "influencer"
- ❑ Organization – can recruit volunteers, delegate, run a good meeting, set and pursue goals

Some things to avoid:

- ❑ Someone out of touch with U. S. culture
- ❑ Someone too fixed on only one ministry task or focus
- ❑ Someone too weak to withstand special interest pressures
- ❑ Allowing your lay people to retire and leave it all to the missions pastor

Where to look for a missions pastor (there are relatively few experienced ones):

- ❑ A current staff member who wants to change roles
- ❑ A current lay person in your church who wants to change careers and join staff
- ❑ A capable, experienced early retiree
- ❑ A missionary or mission agency employee
- ❑ Someone currently in seminary or graduate school



The Missions Pastor's Job – Some Responsibilities

- Build a global missions perspective in staff and church leaders.
- Support and build the philosophy of missions of the church.
- Lead in the development and implementation of missions strategy for the church.
- Guide the long range planning of the church missions program.
- Balance traditional missions with fresh projects, partnerships, and other new approaches.
- Develop prayer support for missionaries, peoples, and nations.
- Ensure active communication between missionaries and the church.
- Coordinate and integrate missions education throughout all church ministries and age groups.
- Challenge, motivate and recruit others for involvement in missions.
- Lead in the planning, organizing and implementation of missions activities and events.
- Encourage new ideas and ministries that will stimulate the missions vision of the church.
- Develop short and long range goals for missions.
- Provide oversight and pastoral care for church supported missionaries and partners.
- Provide for assimilation of home assignment missionaries into the life of the congregation.
- Facilitate and oversee mission trips and short-term mission efforts.
- Identify, develop, and counsel potential missionaries in the church.
- Teach and preach on missions.
- Stay abreast of and evaluate trends affecting missions and the local church.
- Serve as a member of the pastoral team.
- Maintain communication with denomination and/or agency missions leaders.
- Serve on the missions leadership team and work closely with the chairperson.
- Communicate missions issues and perspectives to pastoral staff and lay leaders.
- Develop an annual missions budget.
- Continually raise the value of missions within the church to increase financial commitment.
- Recruit and train members of the missions team.
- Oversee the execution of the goals and plans of the missions team.
- Connect with missions pastors and missions executives from other churches and organizations.
- Evaluate the missions ministry and missions outreach of the church.
- Be available to help other churches in missions.
- Serve as staff liaison between the missions department and other staff, committees, and boards.
- Travel to missions fields, endeavoring to visit two to four countries per year.
- Recruit, train, and mobilize lay leaders for involvement in missions.
- Educate your self continually in missions.
- Recruit and train lay people for caring involvement with international neighbors, professionals, students and immigrants.
- Balance local outreach and international ministries.

Note: Please don't expect one person to do *all* these things!

Source: Compiled from actual missions pastor job descriptions



Top Ten Toughest Issues for Missions Pastors

- Helping the pastor (to see your church in light of God's global purpose, keep it in perspective, and operate in that mode)
- Increasing funds (or restraining the decrease)
- Raising the understanding and commitment level of the congregation
- Updating the image of missions from the 19th to the 21st century
- Getting people involved
- Building a pro-active, forward thinking leadership team
- Implementing strategy (vs. simply supporting the individual strategies of members, relatives and compelling visitors)
- Helping candidates (and missionaries) overcome weaknesses
- Assessing and communicating effectiveness
- Keeping up

Source: Email survey of missions pastors



How to Help Your Congregation Pray for Missions

Make prayer the missions priority for your missions team and your congregation.

- Set a personal example by praying for one or more missionaries daily.
- Set a team example by praying first in every missions team meeting.
- Program prayer in every missions activity.
- Include prayer for missions and missionaries in every corporate prayer meeting.

Recognize that people are motivated to pray for people they love.

- Develop personal prayer for missionaries based on relationships.
- Set a goal for the number of people who will commit to pray for a missionary.
- Use the missions conference to inspire individuals to pray for a missionary.
- Ask individuals to commit to pray faithfully for one year for a specific missionary.
- Ask them to write the name of the missionary on the conference commitment card.
- Provide the names of those who sign up to the missionaries they will pray for.
- Ask the missionaries to send their prayer letters to those individuals.
- Remind the individuals of the commitment they made.
- Renew prayer sign-ups annually.

Facilitate ongoing relationship development

- Encourage the missionaries and prayer partners to develop relationships.
- When your missionaries visit your church, facilitate their meeting with their prayer partners.
- Communicate success stories.

Pray corporately for the world, countries and people groups.

- Use attractive resources such as *You Can Change the World*.
- Participate in the Day of Prayer for the Persecuted Church and other special prayer events.
- Personalize where possible by identifying countries and peoples with missionaries you support.

Source: "How to Pray for the World and Love It," workshop by Doug Christgau



Pray for Unreached Peoples

- Pray for workers from other people groups in the same country.
- Pray for missionaries from other countries.
- Pray for any existing churches in the country to reach them.
- Pray for God to prepare hearts to receive His messengers and message.
- Pray that God will bind the strong man of the house.
- Pray that new believers will make a complete break with heathen practices.
- Pray that an evangelizing, reproducing church will be planted.
- Pray that Christ will soon possess the inheritance that is His.
- Pray that the people will soon be represented along with all the other nations in the Body of Christ.
- Keep praying for the nations according to the will of God.

Source: *Catch the Vision 2000*, Bill and Amy Stearns



Small Group Prayer for Missions

- Use materials available from your church or denomination such as missionary newsletters or daily prayer guides.
- Adopt a specific missionary to pray for at each group meeting.
- Choose one specific need or goal of a specific missionary and pray about it at each meeting until it is answered.
- Adopt a country or unreached people group to pray for regularly.
- Attend the church's annual Missions Emphasis as a group. At the next group meeting discuss and pray about what you learned.
- Invite a missionary to visit your group and talk about his/her life and ministry.
- As a group, read/study a book (or view a video) on prayer for missions.
- Major world events are often the site of serious spiritual conflict. Use the news as a springboard for prayer.
- Choose a local urban need and participate as a group.
- Pray using the Global Prayer Digest.

Build a missions prayer awareness in your small group by beginning with one or two of the above the first year.

Source: *Empowering the Missions Committee*, Carol Wilson



Prayer Quotes

"The evangelization of the world depends first upon a revival of prayer. Deeper than the need for workers; deeper far than the need for money; deep down at the bottom of our spiritual lives, is the need for the forgotten secret of prevailing, worldwide prayer."

Robert Speer, quoted by Dick Eastman, *Love on its Knees*, 175

"When we rely upon organization, we get what organization can do; when we rely upon education, we get what education can do; when we rely upon eloquence, we get what eloquence can do. And so on. But when we rely upon prayer, we get what God can do."

Dr. A. C. Dixon, quoted by Robert Hall Glover, *The Bible Basis of Missions*, 186

"In no other way can the believer become as fully involved with God's work, especially the work of world evangelism, as in intercessory prayer."

Dick Eastman, *The Hour that Changes the World*, 76

"To pray is the greatest thing we can do.... True praying has the largest results for good; and poor praying, the least."

E. M. Bounds, *Power Through Prayer*, 121

"We can reach our world, if we will. The greatest lack today is not people or funds. The greatest need is prayer."

Wesley Duewel, *Touch the World Through Prayer*, 13

"Without prayer, even though there may be increased interest in missions, more work for them, better success in organization and greater finances, the real growth of the spiritual life and of the love of Christ in the people may be very small."

Andrew Murray, *Key to the Missionary Problem*, 145

"It is possible for the most obscure person in a church, with a heart right toward God, to exercise as much power for the evangelization of the world, as it is for those who stand in the most prominent positions."

John R. Mott, *The Pastor and Modern Missions*, 203

"Men may spurn our appeals, reject our message, oppose our arguments, despise our persons, but they are helpless against our prayers." J. Sidlow Baxter

"Prayer is action. By it we step out in advance of all other results....Praying is an activity upon which all others depend. By prayer we establish a beachhead for the kingdom among peoples where it has never been before. Prayer strikes the winning blow. All other missionary efforts simply gather up the fruits of our praying."

David Bryant

"Every other consideration and plan and emphasis is secondary to that of wielding the forces of prayer."

John R. Mott, *The Decisive Hour of Christian Missions*, p. 217

"To pray in 'Jesus name' is to pray for something as it relates to His concerns, His cause, and His redemptive work as mediator in the Gap. Even your most personal concerns should be related to the full scope of God's great plan for all nations. This may change what you ask for, why you ask for it and what kinds of answers you expect, and what you will do when the answers come."

David Bryant, *In the Gap*, 208-9

"The nearer we come to God Himself and the deeper we enter into His will, the more power we have in prayer."

Andrew Murray

"Sometimes we hear people say, 'I can't preach, I can't sing; about all I can do is pray.' That is like a soldier saying, 'I don't have a machine gun or a bazooka or a cannon. All I have is an intercontinental ballistic missile.'"

Dr. Timothy Warner

"Through prayer we become co-workers with the Lord God Almighty."

Patrick Johnstone, *Operation World*, 1993 ed., p. 11

"Our prayers change our world, open closed doors, make resistant people receptive, put down and raise up leaders and extend the kingdom of our Lord Jesus."

Patrick Johnstone, *Operation World*, 1993 ed., p. 11

"Prayer puts us into direct dynamic touch with a world. A man may go aside today, and shut his door, and as truly spend a half-hour in India for God as though he were there in person.... Surely you and I must get more half-hours for this secret service." S. D. Gordon



Prayer Resources

- 30-Day Hindu Prayer Focus**
<http://www.30daysprayer.com/hindu/>
- 30-Day Muslim Prayer Focus**
<http://www.30daysprayer.com/muslim/>
- Proclaim Hope, the ministry of David Bryant**
<http://proclaimhope.gospelcom.net/>
- International Day of Prayer for the Persecuted Church**
www.persecutedchurch.org
- Global Prayer Digest**
<http://www.global-prayer-digest.org/>
- Harvest Prayer Ministries**
<http://harvestprayer.com/>
- Lausanne World Pulse**
<http://www.lausanneworldpulse.com/>
- Operation World**
Patrick Johnstone, ed.
- Pray! Magazine**
pray.mag@navpress.com
- Praying Church Sourcebook, 2nd ed.**, Alvin J. Vander Griend
- Waymakers**
<http://www.waymakers.org/>
- Window on the World**, Daphne Spraggett and Jill Johnstone
Children's prayer guide to unreached peoples
- Your Denomination or Mission Agency publications**



Steps to Start a Missions Ministry in Your Church

Pray

- Pray for your church and your pastor daily.
- Recruit others to pray with you.
- Pray and talk positively.

Get Personally Involved in Missions

- Find missions stuff to read.
- Develop a relationship with a missionary.
- Begin giving to missions.

Volunteer to Help Your Pastor

- Find out the pastor's interests in missions.
- See what the pastor would like done.
- Offer to organize a missions team or task force.

Investigate What's Already Going On

- Find out who is interested in missions.
- Learn what your church and denomination are already doing.
- Learn what missionaries and organizations people already know.

Assemble A Missions Team Or Task Force

- Agree to meet regularly.
- Review the status and consider possibilities for missions in the church.
- Develop a preliminary organizational structure.

Educate the Team in Missions

- Obtain and study some good resources.
- Attend an APMC Conference and take the Perspectives Course.
- Invite a missions pastor or chairman from a strong missions church to consult with the group.

Investigate Missions Opportunities

- Find out what missionaries currently supported by the church (or by individuals) are doing.
- Investigate what your denomination is currently pushing.
- Consider what minorities are in your community.

Communicate Missions to the Church

- Do a missions conference.
- Bring in missionaries to give reports.
- Include missions information in the weekly bulletin.

Engage in Mission Efforts

- Begin supporting missionaries.
- Send groups on short-term trips.
- Begin to reach out to people of other cultures nearby.



Missions Management Basics

Why do we do it? (purpose or mission)

This is the question of purpose. The missions team answers this question in two ways:

1. **“Why do we exist?”** That is, “Why does this missions team exist?”
In its essence, the missions team exists to help church leaders carry out the missions aspect of the church’s purpose.
2. **“Why do we do missions?”** That is, “Why does our church do missions?”
This question is answered biblically and the answer may develop or spell out what is suggested in the church constitution or purpose statement.

What is missions? (definition or boundaries)

The definition establishes the boundaries. Missions committees may find themselves dealing with and funding too many ministries of too broad a scope. Missions becomes miscellaneous. In order to clarify what qualifies for missions funding and to limit the workload, it is valuable to draw boundaries.

For your church, does missions include?

- Ministry outside the U.S. only or some ministries inside the U.S. as well?
- Cross-cultural ministry only or some same culture ministry as well?
- Evangelism & church planting only or relief, development, & support ministries, as well?
- Field ministry only or administration and support as well?
- Spiritual ministry only or social ministry as well?
- Social ministry with clear spiritual aims only or social ministry for its own sake as well?
- Missionary support only or projects and organizations as well?
- Missionaries from your church or denomination only or other missionaries as well?
- Vocational ministry only or short-term missions and mission trips as well?
- Ministry done only by those sent or work done by the congregation as well?
- American missionaries only or partnership with nationals as well?
- Work done outside the church only or work done by your church on your premises as well?

Where are we headed? (vision or strategy)

Vision and strategy are two quite different things but they both give direction and focus to the missions ministry. They help us decide what to give preference and priority. Vision is a clear, detailed mental picture of a future we hope to achieve. It is narrow, specific, and focused. Strategy is a general direction to pursue, a hierarchy of priorities.

How do we do it? (policies and procedures)

Policies and procedures help us organize ourselves and conduct our business in an orderly and systematic manner. The “missions policy” is an overall document that includes the above philosophical issues as well as the structure, operation, and job descriptions of the missions leadership team as well as guidelines for how missions is conducted and missions income is generated, budgeted and spent.

Best Resource: *Church Missions Policy Handbook*, ACMC



Does Your Church Need a Fresh Global Vision?

- Is there lacking a shared sense of progress or momentum of Christianity in the world?
- Has a significant segment of the congregation lost sight of the global component of your church's stated purpose?
- Does the congregation see the church as part of the global community of Christians? Or is the local community the sole context for the church's ministry?
- Are the most popular ministries inward-focused with no connection to local or global evangelism?
- Is personal evangelism something we talk about but don't do?
- Is the fun gone? Has the challenge disappeared? Is there pessimism about the future or cynicism about the present?
- Have finances for missions leveled off or begun to decline? Do those over age 55 provide virtually all of the missions giving?
- Is missions progress judged simply by comparing to "what we did last year?"
- Does missions promotion seem stale and old fashioned to young adults? Is the missions ministry becoming an anachronism, out of touch with the culture?
- Is there a loss of enthusiasm on the missions leadership team? Are people simply continuing to do their jobs because they can't get someone to replace them?
- Do leaders avoid taking risks with new ideas and methods, preferring to stick to the standard ways it's always been done?
- Do other departments grudgingly cooperate with missions leadership?
- Is it difficult to show the contribution our church is making for Christ in the world?
- Is there a sense of nostalgia for the "good old days"?

If you see several of these signs, then you may want to consider how to develop and communicate a more clear and persuasive global vision.

Source: *Building Global Vision*, David Mays



The Key Vision Question...

Key Vision Question for Churches

In light of God's desire to be glorified in all the earth,

In light of how God has resourced and connected your church,

In light of what God is doing in the world,

**What does God want to accomplish in the world
through your church?**

To pursue this question for your church, see *Building Global Vision* by David Mays and *Developing a Missions Strategy that Fits Your Church* by David Mays



Steps to Developing a Missions Strategy

- Pray consistently for God’s guidance.
- Deal with both the internal (mobilization) and external (deployment).

External - Deployment	Internal - Mobilization	
Prayer	Leadership	Promotion
Missions support	Vision	Stewardship development
Missionary sending	Prayer Organization	Finance administration
Missions trips	Strategy	Missionary care
Local missions outreach	Policy and procedures	Missionary recruitment
Other missions involvement	Education	Agency relations
Missions mobilization of other churches		Missionary preparation

- Appoint a small group to do the research.
- Involve church leaders as much as possible in the discussions and information gathering.
- Gather information on
 - The philosophy of ministry and priorities of your church
 - How God is leading your church in local outreach and ministry
 - The status of Christianity and kinds of need in key areas of the world
 - Where your missionaries are currently working and what they are doing
 - What they see as the most critical needs and areas of advance
 - Where your denomination or other key mission partner organizations are seeking to move
- Consolidate your research and identify priorities for both internal and external strategy. Get broad leadership review and validation during this process.
- Write up your findings in a strategy document.
- Make the results widely known in the congregation.
- Shift gradually toward your external priorities by adding and expanding and by changing direction through natural attrition of lower priority mission activities.
- Use the missions strategy to help you decide when to say ‘yes,’ and when to say ‘no,’ and what to do first.

Best Resource: [Developing a Missions Strategy that Fits Your Church](#) (CD) by David Mays



Key Factors in a Missions Strategy

How God is at work in our world today (for example):

- Religious Blocks - Islam, Hinduism Buddhism
- Geography - China, South Asia, 10/40
- Unreached factor - People group thinking
- “Closed” countries
- “Hinge” Opportunities
- Where the church is weak or non-existent
- Responsive fields
- 2/3 world missions movement
- International people movements
- Human suffering and oppression

What ministries are most strategic (for example):

- Ministry among unreached people groups
- Church planting and training church planters
- Ministering to human need
- Evangelizing and discipling through media
- Leadership development for the national church
- Partnering with national churches
- Hosting international guests at home

Who we are as a church (for example):

- Our purpose and values
- Historical developments
- Status of missions program - Have we adopted a people group?
- Congregational demographics and church location
- Unique gifts, vocations, talents, and resources
- Special connections

How God has been leading us (for example):

- Previous and current missions commitments and partners, such as our denomination
- Current concentration of missionaries
- Global concerns of church leaders
- Ministry strengths
- Well-received missions initiatives

What processes enhance strategic ministry (for example):

- Sending missionaries with higher support from the home church
- Developing effective short-term missions
- Encouraging second careers in missions
- Developing partnerships with home-based and foreign agencies and churches
- Constantly learning what is working in other churches

Source: Tom Horn with additions by David Mays



Steps for a Missions Planning Retreat

- Set aside a time, perhaps a one-day retreat.
- Employ a facilitator.
- Identify the functions or areas for planning.
- Brainstorm possible futures.
- Identify the person primarily responsible for each function.
- Divide into subgroups around each function.
- Each subgroup write a purpose statement for their function.
- Each subgroup write one or more goals.
 - Long term goals require more than one year.
 - Short term goals require less than one year.
- Submit the goals to the committee chairperson or designate who will edit the goals for goal criteria and style consistency.
- Each subgroup approve the final draft and distribute the goals to all members.
- Follow up on goal progress at each regular meeting.

Smart Goals:

S	Specific	Only one thing.
M	Measurable	You know when it's done.
A	Accountable	You know who is to do it.
R	Reachable	It is possible.
T	Time	You know when it is supposed to be done.

Source: "Organizing and Leading Your Missions Committee," workshop by Doug Christgau



Goals Worksheet

Name of Subgroup: _____

Members: _____

Purpose:

Goal # ____ :

Person Responsible: _____

Action Step #1:

Person Responsible: _____
Date to be Completed: _____
Estimated Cost: _____

Action Step #2:

Person Responsible: _____
Date to be Completed: _____
Estimated Cost: _____

Action Step #3:

Person Responsible: _____
Date to be Completed: _____
Estimated Cost: _____



Benefits of a Missions Policy

- It provides a clear sense of direction in missions.
- It outlines the scope of missions in your church.
- It builds confidence and cohesion in the church's missions ministry.
- It defines responsibilities for the church and missionaries.
- It provides a basis for strategy and direction.
- It gives a structure for long-range planning.
- It provides criteria for thoughtful evaluation of critical issues.
- It tells church leaders, the congregation, missionaries and prospective missionaries what to expect.
- It provides continuity as missions leadership changes.
- It keeps their responsibilities before the missions team.
- It simplifies the process for evaluating financial requests and helps administer missions funds in an open and fair manner.
- It avoids making support decisions based on charisma and personal whim.
- It helps prevent inconsistency, misunderstanding, and hurt feelings in making support decisions when they may be unpopular.
- It saves time in making the same kinds of decisions repeatedly.

Source: "Writing a Missions Policy that Works," workshop by Curt Dobbs



Steps for Developing a Missions Policy

- Carefully select a group to develop the policy.
- Recruit one good writer to do the writing.
- Take plenty of time.
- Start with the church's purpose, vision and values.
- Use the ACMC Missions Policy Handbook.
- Get policies from other churches.
- Select one you like for style.
- Work hard on the purpose and definition sections.
- The process is as important as the product.
- Don't make it too long and involved at first.
- Uncover existing policies and practices.
- Identify problem areas
- Seek needed input from church leaders, key stake-holders, missionaries, the denomination mission board, and other sources.
- Clarify your missions priorities.
- Select issues for contents.
- Draft - Review - Draft - Review
- Keep church leaders informed and get approval from church leaders by sections.
- Distribute drafts to all interested parties for input.
- Circulate the policy widely.

Tips

- Build a policy that will guide you in fulfilling your strategy.
- Emphasize developing missions leaders in the church.
- Include provision for learning and perhaps for helping other churches in missions.

Typical Components of a Missions Policy

- Foundation/Philosophy - biblical basis of missions and definition of missions
- Leadership Structure - team structure and organization
- Job Description - team responsibilities
- Financial policies
- Strategies - priorities or goals
- Short Term/Mission Trips
- Relationships/Partnerships – with your denomination, agencies, missionaries, national churches and organizations, and other churches

Note: The process is as important as the product.

Resource: *Church Missions Policy Handbook*, ACMC



Church Purpose Statements

Donald McGavran

Four major tasks of the church:

1. Evangelizing the world
2. Worshipping God
3. Translating, expounding, and teaching the Bible
4. Applying Biblical truth, so that God's will may be done on earth as it is in heaven

World Vision Missions Advanced Research Center

The church has three primary tasks:

- To worship God
- To build up His Body, and
- To evangelize and minister to the world

From Church Purpose Statements

Exalt the Living God
Equip God's People
Evangelize the Nations

First to love, glorify, honor and obey the Lord Jesus Christ and to help all members of the body to do so as well and, secondly: to proclaim the Gospel by reaching out to the community and the world through the church.

To know and worship God.
To enable one another to care and grow.
To train and involve people in ministry.
To speak and live out the gospel.
To recruit and send laborers into the world.

- 1) to provide worship, fellowship, and instruction for Christian believers, and
- 2) to proclaim the Gospel of grace at home and abroad.

To win, equip and display committed followers of Jesus Christ who will share his love and truth from _____ to the ends of the earth.

Building people to disciple the nations

- 1) To communicate the gospel message to every person to whom God gives us an open door, beginning in our 'Jerusalem' and extending worldwide through missions outreach; and,
- 2) To disciple and equip for effective Christian living and service all those who become a part of the local body, and to support similar efforts worldwide.

Committed to Jesus Christ - a worshipping body; a place where the focus of everything we do is on Him.

Committed to one another - a loving fellowship; a place where people are nurtured.

Committed to the world - a witness by word and deed of God's saving grace; a place where people become equipped to serve.

Our purpose is to glorify God through equipping of the saints for the work of the ministry so that every man, woman, and child in the _____ Valley has the opportunity to hear, to understand, and to accept or reject Jesus Christ as Savior, and that every attender of _____ Bible Church become actively involved in the completion of the Great Commission in foreign lands.

To build mature believers in Jesus Christ and equip them to minister to the church body and to reach out to the community and the world.
To proclaim and live the gospel of Jesus Christ in a way that will impact our community and the world to the glory of God.
To worship him and share Jesus Christ with his world.

THE CROSS. Our first priority in ministry is to call people to a commitment to Christ.

THE PEOPLE. Our second priority is to call people to a commitment to the Body of Christ.

THE WORLD. Our third priority is to call people to a commitment to the Work of Christ in the World.

Spreading a passion for the glory of God from our homes to all peoples of the earth



Sample Purpose Statements for the Missions Ministry

- To serve Christ we motivate, equip and involve the congregation in building God's Kingdom worldwide.
- To see God glorified through the establishment, strengthening and multiplication of indigenous churches, all over the world, especially among the unreached peoples
- To plant and fully establish local churches worldwide
- To encourage, strengthen and equip the people of North Point Community Church and national Christian leaders to become effectively and personally involved in leading people of other nations into a growing relationship with Jesus Christ
- To plan and supervise the development and deployment of human, financial and partnership resources for cross-cultural ministry opportunities locally, nationally and globally
- To facilitate the reaching of lost people, especially unreached people groups, by making the Gospel accessible to them, by planting and empowering churches around the world.
- In a determination to globally develop fully devoted followers of Christ, the Global Outreach Team commits to equip the people of our congregation to join God in rapidly fulfilling the Great Commission.
- The mission of the Missions Ministry, in obedience to the Great Commission of Jesus Christ, is to proclaim the Gospel in its fullness beyond the immediate sphere of activity of the local church, whether in our neighborhood, the United States, or abroad.
- Glorify God by mobilizing the resources entrusted to _____ Christian Fellowship for the fulfillment of Christ's commission to make disciples in all nations.
- We are not ashamed of the Gospel, which is salvation to those who believe. We seek to preach it, teach it, and demonstrate it through acts of love and mercy among all peoples in obedience to our Lord's command until He returns.
- Our purpose is to equip, encourage, educate, and elevate missions at ____ Community Church for the fulfilling of the Great Commission.
- To serve Jesus as we motivate, equip and involve all segments of the congregation in local, national and global outreach
- To facilitate the reaching of lost people, especially unreached people groups, by making the Gospel accessible to them, by planting and empowering churches around the world



Funding Missions in the Local Church

Funding Components

- Leadership
- Desire
- Congregational Response
- Method

Funding Options

- Budget dollars
- Budget percentage
- Faith promise
- Designated giving
- Special offerings, eg. 5th Sunday
- Combinations of above
- Sales and fundraisers
- Grants and foundations
- Corporate sponsorship & donations
- Partial salary + personal support for missions interns or staff of local outreach ministries
- Everybody pay for his or her own ministry

Organizations

- Christian Stewardship Association
<http://www.stewardship.org/>
- Crown Financial Ministries
<http://www.crown.org/>

Support Raising

- Bodybuilders, <http://www.thebodybuilders.net/>
- Friend Raising*, Betty Barnett, YWAM
- Funding Your Ministry*, Scott Morton, NavPress
- Getting Sent*, Pete Sommer, InterVarsity Press
- People Raising, <http://www.peopleraising.com/>
- Comprehensive listing of resources
<http://www.goconnect.org/content/view/1348/361/>



Evaluating Missions in the Local Church

Ten Questions Every Church Should Ask

- Leadership Involvement.** Do the pastor, staff, elders, and other church leaders take the lead through direction setting, personal involvement, and enthusiasm?
- Heart.** Is the congregation winning people to Christ at home and serving in their community consistent with their desire for missionaries to win people to Christ elsewhere and help those in need?
- Planning.** Does the church set goals, carry them out and evaluate progress for internal mobilization and external deployment of missionaries?
- Strategy.** Does the church have a direction or focus for its missions work?
- Congruence.** Does the church support mission work consistent with the values and philosophy of the church's own work?
- Missions Leadership Team.** Is the missions leadership team organized and effective?
- Integration.** Does missions permeate the age groups, interest levels, programs, and calendar of the church?
- Congregation Participation.** Does a large portion of the congregation participate regularly by giving, praying, serving, teaching, and/or ministering?
- Finances.** Is church funding for missions a large percentage of the church budget, provided for by a large percentage of the congregation well representing all adult age categories?
- Relevance.** Is the church in touch with modern realities with regard to its missions work, missions image, communication methods, partnering and networking?

Best Resource: *The Missions Assessment Profile (MAP)*, APMC



Partnering with a Mission Organization

Local churches are taking greater initiative in missions. Local church leaders are selecting target areas and peoples, suggesting ministry tasks and methods, and sending their own missionaries and teams to carry out field objectives. However, most need mission agencies (denomination or independent) that have field experience, local supervision, and other workers also involved in ministry. Is it better for the local church to a) leave it up to the mission agency? b) go it alone? and/or c) develop a partnership with an agency?

Partner when it helps accomplish the mission work more effectively.

- If they can do it better alone, let them.
- If you can do it better alone, do it.
- If it can be accomplished more effectively and completely in partnership, partner.
- Be open for partnership opportunities but do it when there is good reason.

Partner with those serious about partnering.

- Partnership is a popular buzzword, but not everyone is prepared for the cost and commitment.
- Who has experience and a track record in the area where you want to work?
- Who has an operating philosophy similar to yours?
- Who has a track record of partnering effectively with churches?

Clarify the purpose, terms and desired outcomes of the partnership.

- Partnerships are always messy. Make it as clear as possible.
- Prepare a written agreement. Include:
 - purpose and motivation
 - vision and strategy
 - ownership
 - training
 - indicators of success and completion

Trust your partner and communicate.

- Expect disappointments.
- Communicate openly and frequently.
- Take time building the relationship. Find out:
 - Who can answer questions about our missionaries' work?
 - Who cares for our missionaries' well being?
 - Whom should we consult about our missionaries' financial needs and status?
 - Who can answer questions about prospective missionaries' ministry readiness, field choice, service requirements, and education?
 - Who counsels young people about short-term ministry opportunities?
 - Who can help us with travel logistics or pre-field preparation when we send a team to help?

Source: Gene Kissinger and Ellen Livingood



Adopt-a-People Strategies

Strategies of Adoption

- Cooperation:** Support a missionary ministering to an unreached people.
- Commitment:** Pray for, research, and get proactively involved. Perhaps send a short-term team.
- Focus:** Make the people group a major missions activity of the church. Send teams. Recruit long-term missionaries. Provide financial support for multiple initiatives.
- Ownership:** Investigate and initiate efforts. Build contacts and partner with other churches and organizations. Sustain a commitment to all means required to reach the people group.

Activity	Strategy			
	Cooperation	Commitment	Focus	Ownership
Adopt a missionary	•			
Prayer	•	•	•	•
Finances	•	•	•	•
Encourage a missionary	•	•	•	•
Educate the church	•	•	•	•
Adopt a people group		•	•	•
Send short-term workers		•	•	•
Conduct research		•	•	•
Network with others			•	•
Focus attention on the group			•	•
Pursue various strategies			•	•
Recruit missionaries			•	•
Send tentmakers			•	•
Evangelize the group in the U.S.			•	•
Develop partnerships			•	•
Attend Perspectives Class			•	•
Own the adopted group				•

Questions to Ask

- Size: What approximate size group do you wish to adopt?
- Religion: Do you have a religious background preference?
- Location: Is God leading you to a particular country or part of the world?
- Demographics: Is the setting or lifestyle of the people a relevant issue?
- Language: Do you have a language preference?
- Accessibility: Is this important for sending teams?
- Denomination Link: Do you want to work with your denomination?
- Missionary Ties: Are there missionaries working where you can partner?
- Church Ties: Do you have church or business ties with unreached groups?
- Church Leaders: Do your church leaders have a burden for a particular people?
- Number of Believers: Are there sufficient believers to evangelize their own people?
- Church Adoptions: Do you want a group no one has adopted or would you prefer to work with others?
- Nearby Opportunities: Should you pick a group that has members living near you?
- National Church Outreach: Do you want to partner with a national church or organization?
- Resources: Do you want a group where education and communication resources are already available?
- Miscellaneous: Do you want to work with the poor? Refugees? Receptive peoples? A sister city?

Adapted from *Outlook*, Vol. 4, No. 1, Evangelical Free Church Mission, Bruce Camp, ed.



Adopt-a-People Resources

The following websites will lead you to a number of resources that will help you adopt an unreached people group. As you look at each site, check to see if there are links to other sites.

Go Connect Mobilization Web Site

<http://www.goconnect.org/content/view/753/241/>

Adopt-A-People Campaign

<http://www.adopt-a-people.org/>

Adopt-A-People Clearinghouse

<http://www.adoptapeople.org/>

Antioch Network

<http://www.antiochnetwork.org/>

Caleb Resources

<http://www.takeitglobal.org/>

Joshua Project

<http://www.joshuaproject.net/>

MisLinks

www.gmi.org/mislinks

U.S. Center for World Mission

www.uscwm.org

Your Agency or Denomination

Best Resource: www.GoConnect.org/ accessed June 2008



Issues in Communicating Missions to the Local Church

- Promotion – Advertising**
 - Getting people's attention
 - Developing enthusiasm

- Awareness – Letting people know what is going on**
 - How the world is changing
 - What God is doing
 - Where Christians are hurting
 - Where Christianity is progressing
 - What the great needs and barriers are
 - What our denomination, agencies and missionaries are doing
 - What new strategies and avenues of ministry are

- Education – The basics of missions**
 - Biblical instruction
 - Missions history and missionary heroes of the past
 - Global status and recent big changes
 - Geography, peoples and countries
 - Strategies
 - Culture

- Intensive and Extensive Communication – Providing for in-depth exposure and also keeping missions in view everywhere**

- Missions Events – Doing conferences, special emphases and activities**

- The Profile of Missions - Giving missions a high level of visibility in the church**

- The Image of Missions – Giving missions a contemporary, relevant, significant look**

- Presenting Missions in Contemporary Services**

- Communicating Missions through Worship**

- Integrating Missions – Making missions a natural part of every ministry, age group, and interest level**

- Communicating across Generations**

- Becoming Aware of attitudes, feelings, experience, and knowledge about missions**

- Contextualizing - Helping missionaries and missions speakers communicate effectively to our people**



Adult Missions Education Curriculum Resources

Curricula and Study Books

- A Mind for Missions*, Paul Borthwick
- God's Heart for the Nations*, Jeff Lewis, www.takeitglobal.org
- How to Be a World Class Christian*, Paul Borthwick
- Missions, God's Heart For The World*, Paul Borthwick
- Run with the Vision*, Bob Sjogren and Bill and Amy Stearns
- Six Dangerous Questions*, Paul Borthwick
- Through God's Eyes*, Patrick O. Cate, William Carey Library
- Unveiled at Last*, Bob Sjogren, Unveilinglory, <http://www.unveilinglory.com/>
- Until the Whole World Knows*, Alicia Britt Chole, www.onewholeworld.com
- Witnesses to All the World*, Jim and Carol Plueddemann

Video Curricula

- Bridges, Christians Connecting with Muslims*, Crescent Project, <http://www.bridgesstudy.com/>
- Global Purpose*, U.S. Center for World Mission, <http://www.uscwm.org/>
- Shaping Eternity*, Caleb Resources, www.takeitglobal.org
- Operation Worldview*, Mission One, <http://www.mission1.org/>
- Unveiled: God's Heart for His People Bible Study*, Unveilinglory, <http://www.unveilinglory.com/>
- Vision for the Nations*, U.S. Center for World Mission, <http://www.uscwm.org/>



Keys to Communicating with Contemporary Audiences

- Be positive.
- Keep it simple.
- Inspire; don't shame.
- Avoid missions jargon and clichés.
- Use soft sell, not hard sell.
- Emphasize “how to” rather than “ought to.”
- Meet people where they are, not where they “should be.”
- Tell it like it could be, not “like it is.”
- Tell human interest stories.
- Give personal examples.
- Be transparent.
- Use humor.
- Make your outline points the application points.
- Say it in an interesting way.
- Paint word pictures.
- Share current insights.
- Speak conversationally.
- Offer hope.
- Challenge to commitment.
- Expect results.



Presenting Missions in Contemporary Services

- Interpret worship.**
Worship focuses on how big and great God is. Introduce music with brief commentary on God's worthiness to be worshipped by all peoples and related missions concepts.
- Illustrate sermons.**
The secular world is increasingly global. Note the commercials for airlines, hotels, shipping services, computers and the like. Global and cross-cultural illustrations are appropriate in any sermon context. The speaker's experiences provide the content for his best illustrations. A pastor returned from teaching in a Moscow seminary just in time to give the Easter message. His recent experiences in meeting people from three continents who had come to Christ in miraculous encounters made the primary illustrations for his message.
- Pray for international needs.**
We live in a global world and we demonstrate our contemporary relevance by participating with God through prayer in the lives of people around the world, both Christians and non-Christians, who are experiencing pain, suffering, loss, or crisis.
- Interview missionaries.**
Talk with them at length in advance. Discover the key points to present. You give the background. Ask leading questions. Rehearse. You can accomplish much in seven minutes.
- Teach the gospel in its global context.**
Present missions to seekers and new believers. Paul Kaak pointed out that "what we learn first, we learn best." New believers with transformed lives intuitively know that people everywhere need Christ. The world Christian movement is a powerful apologetic.
- Do skits and mini-dramas.**
Write your own. Make them short with one main point.
- Show video clips.**
Use short clips with lots of action or pointed dialog to get attention. Draw from diverse sources. Clips from secular movies can illustrate spiritual messages.
- Use PowerPoint.**
Someone in your church can make the globe spin. Run it on automatic between services. Show missions quotes, statistics, and photos of your missionaries with recorded voices.
- Play sound clips.**
One church played the sounds of Cairo with a brief voice message about their missionary to introduce an upcoming missions conference. For six Sundays, they heard the sounds of a different city during announcement time. The impact is amplified when it is unexpected. Make it brief and professional.
- Stage interruptions.**
In one church a discussion erupted between two people near the front. The pastor broke in to ask if they knew what he was talking about. They began to describe global warming instead of Global Awareness Week. In another church, a woman suddenly stood up, grabbed her head with both hands, and screamed, "I have to go home right now. I forgot my dish for the missions potluck!" Whereupon, the pastor reminded her it was the following week.
- Contextualize values as well as methods.**
Be positive, upbeat, and hopeful. Appeal to the positive values of your audience.



Raising the Image of Missions

Make it visual.

People have no time to read. They see it on the run.
People are moved by their emotions.
Use bold graphics, bright colors.
Make it lively, interactive, SHORT, action-packed.

Make it top quality.

People are used to quality. Mediocrity turns them off.
Make it interesting, fascinating, compelling.

Tell it often.

People are bombarded with signals. Repetition is required.
Tell the message for seven weeks in seven different ways.
It is impossible to over communicate.

Be transparent.

No snow jobs. People are skeptical.

Invite input.

People want to be leaders. They want to help make decisions.

Personalize.

Relate to individuals. Look for connections to their interests.
Give them bite-sized opportunities where they can make a difference and feel successful.
Help individuals find their role, their niche.

Respect their time.

Get to the point; expect people to get bored quickly.
Stay within your time.

Appeal to significance.

Avoid motivating by guilt or shame.
Challenge. Point to experience, joy, fulfillment, results.
Be enthusiastic, positive, upbeat. (God is winning!)



Missions Conference Themes

A Church in Every Nation	Following Christ to the City	Lord of the Harvest	The Fields Are White Unto Harvest
A Clear and Compelling Call	For God So Loved the World	Love in Many Languages	The Glory of the Impossible
A Heart for the Harvest	For Such a Time as This	Make God's Mission Your Mission	The Gospel to All Peoples
A Light to the Nations	For the Sake of the Call	Making Disciples of All Nations	The Light of the World
A Needy World, A Saving Message	Founded on the Word, Focused on the World	Manna for the Millions	The Power of Partnering
A New Face for World Missions	From Every Tribe, Nation, and Tongue	Meet A World of People	The Servant God Uses
A Past to Remember...A Future to Pursue	From the Cross, Through the Church, To the World	Metropolitan Missions	The Time for Harvest Has Come
A Time for True Freedom	Gaining What Can't Be Lost	Missionaries: That's Us	The Unfinished Task
A Vision of the Harvest	Get a Job! In the Harvest	Missions in the Marketplace	The Unfinished Task: It Can Be Done
A Waiting World - A Willing Church?	Giving Our Lives in EACH Generation	Missions is Action	The Whole Gospel for the Whole World
Across the Street - Across the Sea	Global Impact - Our Mandate	Missions Means Me	The Word for the World
An Open Door	Global Partnership	Missions: A Concern or A Cause	The World is changing.... But the Need Remains
And Then the End Shall Come	Global Vision	Missions: A Family Affair	The World is on God's Heart...Is it on Yours?
And This Gospel Shall Be Preached.	Go Boldly	Missions: A Matter of the Heart	The World is Waiting
Approved to Proclaim (1 Thess 2:4)	Go For It!	Missions: Around the Community, Around the World	The World of Islam: It's Their Turn
Arise, Go, Preach (Jonah 3:2)	Go for the Globe	Missions: God's Heart for the World	The World of Islam: It's Their Turn
As the Father Has Sent Me, So Send I You	Go for the Globe	Missions: Impossible?	They Can't Wait Forever
At War for the World	Go>Mission	Missions: Lifework, Homework	Til Every Nation Worships
Back to the City	God is Able	Missions: The Challenge of the Impossible	Til the Whole World Knows
Be a World Changer	God's Great Challenge	Missions: The Fullness of God's Love	To See As God Sees
Beautiful Feet	God's News and World Report	Missions: Worthy of an Entire Life	To Seek and To Save (Lk 19:10)
Before the Window Closes	God's Pattern for Missions	Neighborhoods to Nations	To Whom Much is Given
Behold the Lamb of God - Follow Him!	(What are you cut out to be and do?)	No Excuses	Unreached People: They Too Must Hear
Beyond My World	God's People Uniting to Further His Kingdom	Occupy 'til I Come	Unto the Uttermost Part of the Earth
Bridge the Gap--Adopt a Missionary Family	God's Work in Today's World	Offering Christ to All Peoples	Untold Missions Still Untold
Building Our World Vision	He Who Winneth Souls is Wise	Once for All (1 Pet 3:18)	Upholding the Word; Impacting the World
By All Means	Hearths for the Harvest	Open Doors to the World	Vision without Boundaries
By His Love Compelled	Heaven is Counting on You	Other Sheep I Have...Them Also I Must Bring	We Can Make A World of Difference
Calling All Nations Before the Throne	Here Am I, Send Me	Our Best for Our Master	We Found It, Let's Share It!
Carpe Eternitas (Seize Eternity)	High and Lifted Up	Our Lord's Mandate	We Go to All Nations
Carpe Eternitas (Seize Eternity)	His Last Command, Our First Concern	Partners in the Gospel - Partners in the Harvest	We Stand Together
Carpe Eternitas (Seize Eternity)	His Plan - Our Purpose	Partners in the Gospel - Partners in the Harvest	We're in it to win it – the world for Christ
Carpe Eternitas (Seize Eternity)	Honey, Let's Change the World!	Partners in the Gospel - Partners in the Harvest	We've a Story to Tell
Carpe Eternitas (Seize Eternity)	How Shall They Hear (Rom 10:14)	Partners in the Gospel - Partners in the Harvest	What Can I Do?
Carpe Eternitas (Seize Eternity)	How...except they be sent?	Partners in the Gospel - Partners in the Harvest	What In the World Are You Doing for Heaven's Sake?
Carpe Eternitas (Seize Eternity)	I Am Ready	Partners in the Gospel - Partners in the Harvest	What in the World is God Doing?
Carpe Eternitas (Seize Eternity)	I Have Made you a Light for the Nations	Partners in the Gospel - Partners in the Harvest	What in the World is Going On?
Carpe Eternitas (Seize Eternity)	I Have Set Before You an Open Door	Partners in the Gospel - Partners in the Harvest	What in the World?
Carpe Eternitas (Seize Eternity)	I Will Build My Church	Partners in the Gospel - Partners in the Harvest	What Will It Take?
Carpe Eternitas (Seize Eternity)	I Witness News – Give us a week, and we'll give you the world	Partners in the Gospel - Partners in the Harvest	When God Weeps
Carpe Eternitas (Seize Eternity)	If Our Gospel Be Hid (2 Cor 4:3)	Partners in the Gospel - Partners in the Harvest	Whenever, Whoever, Wherever
Carpe Eternitas (Seize Eternity)	Into His Harvest Field	Partners in the Gospel - Partners in the Harvest	Where do I Fit In?
Carpe Eternitas (Seize Eternity)	It's a Small World	Partners in the Gospel - Partners in the Harvest	Where There Is No Vision...The People Perish
Carpe Eternitas (Seize Eternity)	It's a Small World After All	Partners in the Gospel - Partners in the Harvest	While There is Still Time
Carpe Eternitas (Seize Eternity)	It's About Time	Partners in the Gospel - Partners in the Harvest	White Unto Harvest
Carpe Eternitas (Seize Eternity)	Jesus - That the World May Know Him	Partners in the Gospel - Partners in the Harvest	Who is My Neighbor?
Carpe Eternitas (Seize Eternity)	Jesus Christ: Lord of the Earth, Hope of the World	Partners in the Gospel - Partners in the Harvest	Who Knows?
Carpe Eternitas (Seize Eternity)	Jesus Christ: Lord of the Universe-Hope of the World	Partners in the Gospel - Partners in the Harvest	Who Will Fill Our Shoes?
Carpe Eternitas (Seize Eternity)	Joy to the World	Partners in the Gospel - Partners in the Harvest	Who, Me?
Carpe Eternitas (Seize Eternity)	Kingdom Building – A Family Business	Partners in the Gospel - Partners in the Harvest	Whosoever!
Carpe Eternitas (Seize Eternity)	Let the Earth Hear His Voice	Partners in the Gospel - Partners in the Harvest	Why Missions?
Carpe Eternitas (Seize Eternity)	Let the Nations Be Glad	Partners in the Gospel - Partners in the Harvest	Within Our Reach
Carpe Eternitas (Seize Eternity)	Let's Go Fishing!	Partners in the Gospel - Partners in the Harvest	Witness to the Light
Carpe Eternitas (Seize Eternity)	Letting God Reign	Partners in the Gospel - Partners in the Harvest	Won-by-One
Carpe Eternitas (Seize Eternity)	Lift Up a Standard (Is 62:10)	Partners in the Gospel - Partners in the Harvest	World Changers
Carpe Eternitas (Seize Eternity)	Lift Up Your Eyes To The Harvest	Partners in the Gospel - Partners in the Harvest	World Crisis - My Involvement
Carpe Eternitas (Seize Eternity)	Look What God is Doing	Partners in the Gospel - Partners in the Harvest	World Thrust
Carpe Eternitas (Seize Eternity)		Partners in the Gospel - Partners in the Harvest	Ye Shall Be Witnesses (Acts 1:8)
Carpe Eternitas (Seize Eternity)		Partners in the Gospel - Partners in the Harvest	YOUnited in Mission

For more themes contact DavidLMays@sbcglobal.net.



Steps to a Good Missions Conference

The keys to a good missions conference are **purpose, prayer, planning, promotion, program, and follow up.**

- Select the date and make sure it doesn't conflict with anything that will compete for a large section of your congregation. Set the date well in advance, up to one year.
- Recruit a respected and effective leader to head up the Conference Team. Assemble a separate conference leadership team. Include lots of people in the planning and preparation.
- Plan well in advance, at least six months.
- Pray before you do anything else, while you are doing everything else, and after everything is done. Prayer is perhaps the single most important part of the Conference.
- Develop a purpose for the conference. What do you hope to accomplish?
- Find the best keynote speaker you can get. The missions speaker sets the tone.
- Develop a solid program with elements of creativity, drama, storytelling, and lots of participation. Do at least one new thing you haven't done before.
- Do a special education effort for church leaders.
- Run a children's conference at the same time.
- Make your promotion as good as the best event in your church.
- Showcase your missionaries to their best advantage.
- Call people to commitment. Challenge big. Give them several alternatives for response. Provide a way for them to record their response. Provide ways to begin implementing their commitments immediately.
- Follow up on the responses and help people to carry out their commitments.

Most commonly neglected areas: Prayer and Follow-up

Best Resource: *Missions Conference Planner*, ACMC (out of date and print but still has good info. Contact David Mays)



Where to Look for a Missions Speaker

- Your missionaries
- Your denomination
- A pastor or missions pastor from another church
- A missionary, pastor, national worker, or organization leader from another culture or country
- A mission agency you support
- A seminary or graduate school professor or missionary on furlough
- A speaker from a mobilization organization
- A speaker from Urbana or an ACMC Conference or Passion Conference or other missions conference
- A Perspectives Course speaker
- Ask an ACMC representative for a recommendation



Tips for Missionary Speakers

- Paint the big picture.**
Give people a context.
Show how your piece fits into completing the Great Commission.
- Present clear goals and strategy.**
Be transparent. No snow jobs. Straight talk. Truthfulness. Realism. Earn credibility.
Show the clear need, the step-by-step plan, how their part fits in, how their money will be used.
- Challenge big and expect much.**
Pursue big goals, big challenges, big opportunities. Appeal to change and progress.
Demonstrate significance, fulfillment, being part of something big.
- Allow for short commitments.**
Expect specific, renewable commitments (six months or one year?).
Short-term trips build vision. Recruit some to come and help if you can.
- Personalize.**
Relate to individuals. Look for connections with their needs and interests.
Show specifically how they will make a difference and contribute to the goal.
- Provide opportunities for participation and experience.**
Find specific ways they can help from their background, experience, and talents.
Treat everyone as a professional and decision-maker.
Provide opportunity for initiative and creativity.
- Build relationships.**
People support people. Get to know people. Look for small group opportunities.
Make a connection with something in their lives.
- Look up to date.**
Have one good, basic up-to-date suit or slacks and tie (NO POLYESTER!).
People DO judge a book by its cover.
- Respect their time.**
Get to the point; expect people to get bored quickly.
Stay within your allotment. If they get you on late - cut, cut, cut.
- Avoid motivation by guilt or shame.**
Appeal to challenge, significance, experience, joy, fulfillment, expected results, value.
Be enthusiastic, positive, upbeat.
- Do sharp newsletters and promotion.**
Use bold graphics, bright colors.
Make it lively, interactive, SHORT, action-packed, frequent, well-printed.
- Offer hope.**



Keys to Involving Your Congregation in Missions

- Start with the underlying spiritual and cultural dynamics.
- Get their attention through good promotion.
- Do things that are fresh, interesting and fun.
- Communicate in ways that are motivating to contemporary audiences.
- Examine and understand the attitudes and perspectives of the various segments of your congregation. Meet them where they are.
- Contextualize for your audience.
- Integrate missions into every ministry and age group.
- Introduce them to people who have been involved, helped, or affected.
- Help individuals find their special, personal niche for involvement.
- Provide opportunities for one-time and ongoing involvement.



Principles for Influencing Individuals for Missions

- Modeling:** What you are teaches more than what you say.
- Relationships:** People buy into you and then your vision.
- Prayer:** God can move people by prayer alone.
- Care:** People respond when you take an interest in them.
- Exposure:** People are moved by exposure to missionaries and seeing God at work.
- Experience:** Spectators become critics. Participants become boosters.
- Mission Trips:** Being told is boring. Finding out is exciting.
- New Believers:** They are quick to understand.
- Conferences:** Enthusiasm is contagious.
- Recruit:** Watch and pray for someone to help you.
- Challenge:** Challenge to a special assignment.
- Niches:** Help people find their special niche.
- Children:** People are influenced by their children – and vice versa, of course.
- Patience:** Kingdom work is slow.
- Surprise:** You influence people unknowingly.
- Multiplication:** God may use someone you influence to influence many others.
- You are not alone:** God also uses other people, events, and circumstances.
- The First Rule:** Do whatever you can as well as you can wherever you are with whatever you have.
- Authenticity:** We can only take people where we have been ourselves.
- Attitude:** They will only want to go with you if they like you. Attitude is everything!

Tip: Influence = Modeling + Relationship + Teaching

Source: “How to Influence People for Missions” by David Mays



Questions to Help You Find Your Niche in Missions

- What is your vocation?
- What are your main hobbies?
- What are your spiritual gifts?
- Do you have a collection? What?
- What do you read?
- Who do you keep in touch with?
- Who do you know in another part of the world? What do they do?
- Where have you traveled?
- Who do you know that is not American-born?
- What periods of time do you have available? Weekends? Summers? Evenings? Tuesdays? Sabbaticals?
- What kinds of people interest you?
- Who are your nearest neighbors?
- Who do you spend time with that is not a Christian - at work, clubs, neighborhood, community groups?
- Who do you know who has a Muslim, Hindu, or other non-Christian background?
- Who serves you at the donut shop, bank, gas station, library?
- Who looks up to you?
- Where are you going on vacation?
- Where do you go on business?
- What do you like to do for other people?
- Do you enjoy children? The elderly? People with special challenges?

Source: Obtain this in a brochure format at <http://www.davidmays.org/niche.pdf>



Potential Areas for Missions Involvement

- Assisting a campus worker, a missionary, or a neighbor who is reaching others
- Assisting your denomination or a mission organization
- Building relationships with non-Christians
- Building cross-cultural relationships with non-Christians
- Connecting individuals with one another or with resources
- Creating new outreach methods
- Communicating with others who are reaching out
- Finding missions resources for your church
- Giving to support outreach ministries
- Influencing other Christians for outreach
- Interpreting our culture and the world for outreach
- Learning about God's expanding Kingdom around the world
- Participating in a local community outreach or service project
- Praying for a non-Christian, a missionary, a people or country
- Researching needs and opportunities
- Serving your church in its outreach and missions ministries
- Supporting those who are sent to do outreach
- Teaching children or adults

Source: Obtain this in a brochure format at <http://www.davidmays.org/niche.pdf>



Questions to Help You Prepare for a Future Career in Missions

The best way to prepare for a future missions career is to get involved in missions now. God often uses our relationships and experiences as bridges to the future. The following questions may help you find a role in missions now as well as prepare you for discovering a future missions career.

- Your affections: Do you enjoy children? The elderly? The ill or handicapped? Any other special group of people? What ministry opportunities are represented here?
- Your business trips: Can you get in touch with national Christians or missionaries?
- Your church: What is your church doing in missions and what role fits you?
- Your company: Should you consider applying for an overseas assignment?
- Your cross-cultural contacts: Who serves you at the donut shop, bank, or gas station? Can you become comfortable in conversation with people from other cultures?
- Your global friends: Who do you know around the world? How might they be a channel to missions opportunities?
- Your hobbies: How could they be used in ministry or lead you into relationships with individuals from another culture?
- Your mentors: Who advises and challenges you? What do they say about your skills, strengths, preparation and weaknesses? How do you need to grow?
- Your missionaries: Whom do you know? What do they do? What do they need that you can provide? How can you help them? Can they give you input on future possibilities?
- Your natural interests: What nationalities of people or geographical places intrigue you? What can you do to develop your understanding of such people and places?
- Your neighbors: How can you cultivate an interest in non-Christians, develop relationships, and be salt and light in their lives?
- Your professional contacts: What relationships can lead to other contacts for ministry opportunities?
- Your reading: What should you be reading to learn about missions, cultures and the world?
- Your resources: What goods and services under your stewardship could you provide for missionaries and mission organizations?
- Your spiritual gifts: In what ways has God equipped you to minister to others?
- Your time: What periods of time do you have available? Evenings? Weekends? Summers? Sabbaticals? Can you participate in missions endeavors that fit your schedule?
- Your travels: Where you have been? Do any of these places have a role in your future?
- Your vacation: Can you go somewhere to observe or participate in missions work?
- Your vocation: Could it be profitably used in an underdeveloped country?
- Your work associates: Whom do you know who has grown up in a non-Christian religion? What can you learn from that person? Can you develop a ministering relationship?

Source: Obtain this in a brochure format at <http://www.davidmays.org/niche.pdf>

Best resource: The Finishers Project, www.finishers.org



Issues for a Short-Term Missions Policy

Definition: What constitutes a short-term mission?

Goals: What do you want to accomplish with short-term missions?

Application Procedures: How does someone get approved?

Criteria for Selection:

- How do you decide whether an individual is eligible?
- What sponsoring organizations are eligible?
- What types of ministry or activity are eligible? What are the priorities?

Expectations:

- What preparation is expected? How much notice is required?
- What is expected from the short-termer on-site?
- What reporting and follow-up is expected after the short-term?

Finances: How will short-term trips be financed?

- What kind of fund-raising will be allowed? Required?
- Will individuals be required, encouraged, or allowed to contribute to their own support?
- What qualifies for support from the church budget and how much is provided?
- Will church sponsored trips be financed differently from other trips?
- Will additional church funding be considered for church staff or trip leaders?

Types of Trips: What types of trips will be considered? Which have priority?

- An individual applying to go with an organization for a trip or a summer
- An individual going for a business or medical internship
- A missionary candidate taking a trip as part of training or investigating a field
- Groups taking a trip
- Individuals or groups going on a “vacation with a purpose.”
- Church staff taking a vision trip or a trip to encourage missionaries or to explore fields.

Resource: Trip Stuff CD by David Mays, www.davidmays.org

E-mail DavidLMays@sbcglobal.net for sample short-term missions policies



Short-Term Mission Application – Sample

Personal Information:

Name, Date of Birth, Male or Female, Address, Country of Citizenship, Phone Number, Email Address,
Marital Status, Passport (#, Place/Date of issue/Expiration Date),
Employer, Employer's Address, Employer's Phone Number, Employer's E-mail Address
If Student – School, Parent(s)' Names, Emergency Contact

Health and Insurance Information:

Your current health: Excellent, Good, Fair, Poor: If fair or poor, please explain. Blood Type
Explain any medical restrictions or handicaps that we need to make any special provisions for?
Do you have any allergies, illnesses, or other health problems that could affect your participation?
Physician's Name and Phone Number:
Do you have medical insurance that covers you outside of the USA? Company, Policy Number

Church Affiliation and Testimony:

What is your association with this church, including personal areas of responsibility and ministry?
Briefly describe your relationship with Jesus Christ
In what ways has God used you in peoples' lives?
Have you led anyone to trust Jesus Christ as Savior?
Describe your personal devotional life

Training, Experience and Skills:

Summarize your educational and/or vocational training.
Have you been on a mission trip before? Where? When? What organization?
Describe your previous ministry experience, including cross-cultural experience, if any
What strengths and/or skills do you have that will help you serve effectively on this particular mission team?

Trip Specifics:

Name and address of the mission agency under which you will be serving
Describe the location and site of the mission endeavor and the task in which you will be involved in
Describe the mission project
Dates you are scheduled to leave and scheduled to return

Funding:

How much is your total need for financial support for your mission endeavor?
How do you plan to raise funds necessary for the trip?
How much of this amount have you already raised (or earned)?
How much of your own financial sources are you providing?
By what date do the funds need to be received?

Additional Questions:

Specifically, why do you want to go on this trip?
What are you trusting God to do in you as a result of this missions project?
What long-term results (both personal and ministry) do you see coming from this trip?
Describe how your mission endeavor will contribute to making disciples of Jesus Christ.
How does your anticipated short-term ministry complement your career plans or personal goals?
What is your level of interest in choosing missions as a possible career?
Are you willing to participate in all team building and training events over the next few months?
Will you covenant to be a team player rather than an independent operator of this mission trip, submitting to the team leadership and the needs of the group over your own?

References:

Please list references we can contact for a recommendation
Parental Permission (if under 18)

Note: Please complete and return this application to the church office at least 10 weeks before your scheduled departure date.



Short-Term Resources

Conferences and Standards

- ☐ Fellowship of Short-Term Mission Leaders, www.fstml.org
- ☐ National Short-Term Mission Conference, www.nstmc.org
- ☐ Standards of Excellence in Short-Term Missions: www.stmstandards.org
- ☐ The Canadian Code of Best Practice for Short-Term Mission - www.paoc.org/missions/shorttermmissions.html#code
- ☐ The UK Global Connections Code of Best Practice in STM - www.globalconnections.co.uk/getinvolved/listofforums/shorttermmissionforum/shorttermmission.htm

Short-Term Mission Opportunities:

- ☐ Short-Term Missions Info & Opportunities Database - www.shorttermmissions.com
- ☐ Mission Finder - www.missionfinder.org
- ☐ The Finishers Project (second career adults, retirees, etc.) - finishers.gospelcom.net/core.html
- ☐ Missions-Trip.com - www.missions-trip.com
- ☐ Mission Network News Database - www.mnnonline.org/stmdb
- ☐ The Finishers Project Opportunities List - www.finishers.org/resource/shortterm.php
- ☐ Mislincs Short-Term Mission Directory - www.mislincs.org/practical/shterm.htm
- ☐ Alliance for Excellence in Short-Term Mission - www.aestm.org

Organizing and Leading Short-Term Missions

- *A Guide to Short Term Mission*, Leon Greene H., M.D.
- *How to Get Ready for Short-Term Missions*, Anne-Geri' Fann and Gregory Taylor
- *Mack and Leeann's Guide to Short-Term Missions*, J. Mack and Leeann Stiles
- *Maximum Impact Short-Term Mission*, Roger Peterson, et al.
- *Mission Trip Prep Kit Leaders Guide*, Kevin Johnson
- *Serving with Eyes Wide Open*, David Livermore,
- *Short-Term Missions Workbook*, Tim Dearborn
- *Survival of the Fittest*, Christine Aroney-Sine
- *The Essential Guide to the Short Term Mission Trip*, David C. Forward
- *Trip Stuff*. Stuff you need to know about Doing Mission Trips in Your Church (on CD), David Mays,
- *Vacations with a Purpose: Leaders Manual*, Chris Eaton and Kim Hurst

Training, Culture & Re-Entry

- *Before You Pack Your Bag, Prepare Your Heart*, Cindy Judge
- *Cross-Cultural Connections*, Duane Elmer
- *Foreign to Familiar*, McDougal Publishing Company, Sarah Lanier
- *Go Prepared!* (video training series), TCCCI
- *Ministering Cross-Culturally*, Sherwood G. Lingenfelter and Marvin K. Mayers
- *Mission Excell, Discipleship Training for Short-Term Mission Teams*, www.missiontriptraining.com
- *Next Mile Short-term Missions for the Long Haul* set of resources with re-entry focus: www.thenextmile.org.
- *Re-Entry Guide for Short-Term Mission Leaders*, Lisa Espineli Chinn
- *Re-Entry: Making the Transition from Missions to Life at Home*, Peter Jordan
- *Short-Term Mission Language Program*. www.missionlanguage.com.
- Short-Term Mission team training materials, www.missiontriptraining.com
- *Survival Kit for Overseas Living*, Intercultural Press, Robert L. Kohls
- *Through the Eyes of Christ, A Short-Term Missions Journal*, Donna S. Thomas
- *Walk as He Walked / Abide in the Vine / Fishers of Men*, Howard & Bonnie Lisech

Source: Adapted from a list by Jenny Collins, Taylor University, 2008



Criteria for Selecting Career Missionaries for Support

1. **Does this fit within our definition of missions?**
2. **Is it in line with our policy and priorities?**
3. **Will our congregation understand and 'own' this work?**
4. **Are these the right kind of missionaries?**
 - How is their relationship to God?
 - Why do they want to be missionaries?
 - Can they grow on their own from the Scripture?
 - Can they lead others to Christ?
 - Are they people oriented, team workers?
 - Do they have cross-cultural skills and aptitudes?
 - Are they anointed (or just charming)?
 - Would you hire them on your church staff?
5. **Are these missionaries prepared?**
 - Do they have appropriate experience?
 - Do they have appropriate education and training?
 - Do they have a good ministry track record?
 - Are they highly recommended by those who know them well?
 - Can they explain clearly what they hope to accomplish and how?
 - Where are their main sources of support?
6. **What about the mission sending agency?**
 - Doctrine and Purpose: Do they mesh with ours?
 - Priorities: Are theirs similar to ours?
 - Relationship to the National Church: How do they work together?
 - Reputation: Do they have a sound operating and financial basis?
 - Track Record: What is the evidence of their accomplishments?
 - Relationship with Missionaries: Are they highly esteemed within?
 - Relationship to Sending Churches: Are they interested in us?
7. **Are we moving toward a good balance?**
 - Is this a movement of God or a passing fad?
 - Are we moving toward our goals and priorities?
 - Are we being fair to the missionaries we've long supported?
 - Are we selecting tasks with a clear connection to world evangelism?
 - Are we maximizing our opportunities and resources for results?



Top Dozen Reasons To Support A Missionary – Not!

- 12 He is a church member.
- 11 His parents or family attend the church.
- 10 He has some influential friends in the church.
- 9 He's doing a good work, even though it isn't missions.
- 8 He feels "called."
- 7 He has started a work on his own and now he needs help.
- 6 He's pushy - won't take "no" for an answer.
- 5 It's hard to say no because some influential people like him.
- 4 If you give him a little support it will avoid conflict.
- 3 No one else will support him if you don't.
- 2 He doesn't have a job.
- 1 You feel sorry for him.

Top Ten Real Reasons to Support a Missionary

- 1 He has an excellent record of ministry within the church.
- 2 He has obvious Christian influence in people's lives.
- 3 He has a strong spiritual walk and is able to grow on his own from the Scriptures.
- 4 He has a faithful and reliable work record.
- 5 He works well with people, including people from different backgrounds.
- 6 He has demonstrated competence in ministry.
- 7 He has been trained for the work he plans to do.
- 8 He is doing a strategic ministry.
- 9 He meets the church's policy and strategy criteria for missionary support.
- 10 He is highly regarded by church leaders and members.
- 11 He has a servant attitude.



Interviewing Missionary Candidates

Tips:

- Read the application ahead of time.
- Find out ahead of time if any stakeholders have any “red flag” issues.
- Allow at least an hour.
- Introduce everyone.
- Make the candidate feel at ease, but ask the hard questions.
- Begin with more general questions.
- Ask open-ended questions.
- Try to “catch their spirit” as well as obtain information.
- The purpose is to try to discern God’s will for this decision.
- After the interview, give the missionary opportunity to ask questions.
- After dismissing the candidate, regroup to hear from each person.
- Follow up on remaining questions.

Questions:

Introductory

- How did God lead you into this venture?
- What excites you about this ministry?
- What will you be doing?

Ministry

- Why did you pick this particular ministry?
- Have you met people you will work with overseas?
- Why do you want to do this now rather than waiting a year or more?
- How have you been able to prepare for this ministry?
- How will you know if you are doing a good job? Who will you report to?

Family

- Are your parents (or your children) really behind you on this? Why or why not?
- If you weren’t married, do you think God would lead you to missions?
- (Try to sense whether the spouse is really in favor of doing this ministry.)
- What will you each of you be doing (if a married couple)?
- Where will you reside during home assignment?

Local Church

- How did you happen to come to our congregation?
- How have you been involved with people and ministry here?
- What ministry brings you the most satisfaction?
- If you could be doing anything ten years from now, what would you do?
- Are you available to spend some time in our church and our ministries?

Finances

- Are the application support figures up-to-date on what you need to raise?
- How much do you currently have pledged for your ministry?
- What date do you plan to leave for the mission field?

Source: Bruce Camp



Preparing Missionaries in the Church

Effective missionary training is a team effort, a partnership between the missionary candidate, the sending church, the training institution and the mission agency. Each has a vital role to play in producing a well-equipped missionary. Following are seven competencies best cultivated in the context of the local church.

Spiritual Foundations

- Developed convictions and biblical knowledge
- Habits of a healthy growing spiritual life
- Patterns of Bible study

Character Development

- Receiving accountability and mentoring from mature believers
- Developing character and personality traits important for missionary service

Discipleship Training

- Participation in church life
- One-on-one and small group discipleship training
- Learning nurturing skills from mature believers

Heart for People

- Exposure to Godly models
- Evangelism skills

Interpersonal Relationships

- Getting along with others
- Submitting to authority
- Functioning on a team
- Ministering in service opportunities

Spiritual Gifts Discernment

- Developing a servant's heart
- Learning one's spiritual gifts
- Experiencing the use of the gifts for ministry

Sense of Calling

- Experiencing the evaluation of peers and leaders of life and ministry
- Receiving confirmation of church leaders for the individual's sense of call

Source: *ACMC Networker*, Contribution by Tom Horn
Best resource: *Send Me!*, Steve Hoke and William Taylor
Contact: The NextStep, www.THENEXTSTEP.org



Missionary Training Resources

Books

- American Cultural Baggage*, Stan Nussbaum, Orbis Books
- The Art of Crossing Cultures*, Craig Storti, Intercultural Press
- Cross-Cultural Conflict*, Duane Elmer, InterVarsity Press
- Cross-Cultural Connections*, Duane Elmer, InterVarsity Press
- Cross-Cultural Servanthood*, Duane Elmer, InterVarsity Press
- Developing Intercultural Awareness*, L. Robert Kohls and John M. Knight, Intercultural Press
- Equipping for Missions*, Daniel Bacon, OMF
- Establishing Ministry Training*, Robert W. Ferris, Ed., William Carey Library
- On Being a Missionary*, Thomas Hale, William Carey Library
- Survival Kit for Overseas Living*, L. Robert Kohls, Intercultural Press
- Survival of the Fittest*, Christine Aroney-Sine, MARC
- Send Me!*, Steve Hoke and William Taylor, William Carey Library
- Tentmaking*, Patrick Lai, Authentic Media
- Transforming Culture*, Sherwood Lingenfelter, Baker

Organizations

- Missionary Training International, Colorado Springs 719-594-0687 www.mti.org
- NEXT STEP: North American Partnership in Mission Training, www.THENEXTSTEP.org
- Center for Intercultural Training, Union Mills, NC 800-887-1785 www.citi.org
- ACTS 29 Training Course, San Diego, CA 619-292-7020 www.eri.org

Video

- Go Prepared*, TCCI, Orlando, FL, 1999



Gifts that Fit into a Padded Envelope

- | | | |
|--|--|---|
| <input type="checkbox"/> Balloons | <input type="checkbox"/> Fishing line | <input type="checkbox"/> Razor blades |
| <input type="checkbox"/> Band-Aids | <input type="checkbox"/> Flannelgraph pictures | <input type="checkbox"/> Recipes |
| <input type="checkbox"/> Beads | <input type="checkbox"/> Flat Christmas ornament | <input type="checkbox"/> Refrigerator magnets |
| <input type="checkbox"/> Bicycle tire patch kit | <input type="checkbox"/> Forehead thermometer | <input type="checkbox"/> Ribbon |
| <input type="checkbox"/> Bookmarks | <input type="checkbox"/> Gift wrap | <input type="checkbox"/> Rubber bands |
| <input type="checkbox"/> Calendars | <input type="checkbox"/> Glitter | <input type="checkbox"/> Rubber gloves |
| <input type="checkbox"/> Carbon paper | <input type="checkbox"/> Guitar strings | <input type="checkbox"/> Ruler |
| <input type="checkbox"/> Cartoons and jokes | <input type="checkbox"/> Hair pins | <input type="checkbox"/> Seeds |
| <input type="checkbox"/> Chewing gum | <input type="checkbox"/> Inflatable ball | <input type="checkbox"/> Sequins |
| <input type="checkbox"/> Clip art | <input type="checkbox"/> Iron-on patches | <input type="checkbox"/> Sewing patterns |
| <input type="checkbox"/> Coloring book pages | <input type="checkbox"/> Jewelry | <input type="checkbox"/> Sheet music |
| <input type="checkbox"/> Combs | <input type="checkbox"/> Key chain | <input type="checkbox"/> Shoelaces |
| <input type="checkbox"/> Compass | <input type="checkbox"/> Kool-aid packets | <input type="checkbox"/> SNICKERS! |
| <input type="checkbox"/> Computer disks | <input type="checkbox"/> Luggage tags | <input type="checkbox"/> Socks |
| <input type="checkbox"/> Construction paper | <input type="checkbox"/> Magazine articles | <input type="checkbox"/> Solar calculator |
| <input type="checkbox"/> Cosmetic bag | <input type="checkbox"/> Mixes | <input type="checkbox"/> Stencils |
| <input type="checkbox"/> Cotton swabs / balls | <input type="checkbox"/> Newspaper clippings | <input type="checkbox"/> Stickers |
| <input type="checkbox"/> Craft patterns and instructions | <input type="checkbox"/> Note cards | <input type="checkbox"/> String |
| <input type="checkbox"/> Crochet hook | <input type="checkbox"/> Note paper | <input type="checkbox"/> Sugar packets |
| <input type="checkbox"/> Dental floss | <input type="checkbox"/> Panty hose | <input type="checkbox"/> Tea bags |
| <input type="checkbox"/> Doll clothes for a small doll | <input type="checkbox"/> Paperclips | <input type="checkbox"/> Thread |
| <input type="checkbox"/> Dry yeast packet | <input type="checkbox"/> Party decorations | <input type="checkbox"/> Toothpicks |
| <input type="checkbox"/> Embroidery floss | <input type="checkbox"/> Photos | <input type="checkbox"/> Velcro |
| <input type="checkbox"/> Emery boards | <input type="checkbox"/> Pins and needles | <input type="checkbox"/> Watch bands |
| <input type="checkbox"/> Envelopes of soup or sauce | <input type="checkbox"/> Pipe cleaners | <input type="checkbox"/> Watch or other batteries |
| <input type="checkbox"/> Envelopes of salad dressing | <input type="checkbox"/> Plastic bags | <input type="checkbox"/> Waxed paper |
| <input type="checkbox"/> Fabric pieces | <input type="checkbox"/> Plastic wrap | <input type="checkbox"/> Wire |
| <input type="checkbox"/> Felt squares | <input type="checkbox"/> Puzzles | <input type="checkbox"/> Yarn |
| <input type="checkbox"/> Fishing hooks | <input type="checkbox"/> Quilting templates | |



Items to Include in Missionary Letters

- Beverage packages
- Packaged salad dressing
- Taco mix
- Bookmarks
- Soap leaflets
- Herbal teas (wrapped in foil)
- Church bulletins
- Sports clips
- Family pictures
- Balloons
- Fabric scraps
- Greeting cards
- Holiday napkins
- Menus
- Church newspapers
- Autumn leaf or wildflower pressed in waxed paper
- Package of flower/vegetable seeds
- Cartoons, jokes, anecdotes
- News clips from newspapers, magazines
- Recipes
- Stickers
- Poems
- Words of songs
- Word puzzles
- Riddles
- Fragrance samples
- Recent fashion pictures
- Recommended book titles



Missionary Care Resources

Books:

- Doing Member Care Well*, Kelly O'Donnell, William Carey Library, 2002
- Missionary Care: Counting the Cost for World Evangelization*, Kelly O'Donnell, ed., William Carey Library, 1992
- Overcoming Missionary Stress*, Marjorie F. Foyle, Evangelism and Missions Information Service (EMIS), 1987
- ReEntry, Making the Transition from Missions to Life at Home*, Peter Jordan, YWAM, 1992
- The Reentry Team, Caring for Your Returning Missionaries*, Neal Pirolo, Emmaus Road International, 2000
- Serving as Senders, Six Ways to Care for Your Missionaries*, Neal Pirolo, Emmaus Road International, 1991
- Too Valuable to Lose, Exploring the Causes and Cures of Missionary Attrition*, William D. Taylor, William Carey Library, 1997
- What Missionaries Need to Know About Burnout and Depression*, Esther Schubert, Olive Branch Publications

Centers for Assistance, Counseling, Seminars and Training:

- Alongside Ministries, Richland, MI, <http://www.alongsidecares.net/>
- Mission Training International, Colorado Springs, CO 800-896-3710, mintern@aol.com
- Link Care, Fresno, CA 209-439-5920, <http://www.linkcare.org/>
- Barnabas International, Rockford, IL 61126 815-395-1335, <http://barnabas.org/>

Organizations

- Tuscarora Resource Center, Mount Bethel, PA,
http://www.pastorsnet.com/caregiver_ministries/members/alongside_inc.html
- Barnabas International, Rockford, IL www.barnabas.org
- Interaction International <http://www.tckinteract.net/>
- Link Care Center, Fresno, CA www.linkcare.org
- Mission Training International, Colorado Springs, CO www.mti.org
- Third Culture Family Services, Pasadena, CA empurn@aol.com

Web Sites

- www.adoptamissionary.info.
- www.membercare.org
- www.asbury.edu/academ/psych/mis_care.html
- www.tckworld.com



Missionary Evaluation

Who has the responsibility?

- If your denomination hires and salaries missionaries, they have the responsibility.
- If your church sends the missionary without benefit of a sending agency, you have the responsibility.
- If your church supports a missionary through a sending agency, there may be shared responsibility.
- One of your roles may be to monitor the sending agency's evaluation.
- The first step is to build a strong, trusting relationship with the mission agency.

The Church - Missionary Relationship

- Build a strong, trust relationship with the missionary so the missionary can risk telling you when there is pain or disappointment.
- Take a positive approach and a developmental attitude.
- Be reasonable in requesting information. Ask only for what you intend to use. Make it as simple as possible. Read and respond to what you receive.
- Don't expect an immediate response from a busy missionary working in a 'slow-down' culture.

Acting on the Information

- Examine your motives. Are there harmful hidden agendas?
- Consider whether your missionary tends to be self-deprecating or to see through rose-colored glasses.
- Be careful with the information. Guard the missionary's privacy. Don't act capriciously.
- Be prepared to help if the information indicates the missionary needs help.
- Recognize the limitations imposed by time, work difficulty, resources, cultural differences, and spiritual roadblocks.
- Temper unrealistic expectations by considering how well your own church is doing at winning and discipling people.

What should we evaluate?

- Personal situation. Spiritual health and growth. Emotional and social life. Character and moral situation.. Accountability relationships and structures for both personal growth and ministry.
- Family situation.
- Relationships with missionaries, nationals, the national church, mission agency personnel, home churches and supporters.
- Ministry effectiveness. Growth in ministry expertise and capability. Progress toward ministry goals.
- Financial situation, adequate salary and ministry funds, retirement.
- Strategic nature of the work. How does it contribute to the growth, effectiveness, independence, and outreach of the national church? Is the missionary in a servant or equipping role or settled in for a lifetime?



Missionary Annual Report Form - Sample

Church Name, Church Address, Contact Person, E-mail address

Please return to _____ by: _____

Contact Information:

Date: _____ Name: _____ Address: _____
Mission organization: _____ Your title or role: _____ Current email address: _____
Emergency contact: (name, address, telephone, & relationship) _____

Personal Life and Relationships: (Sample questions. Select two.)

How would you describe your spiritual life in the past year?
How is your general well being?
Describe your character development in the past year:
How would you describe your relationships, for example with spouse, family, friends and/or co-workers?

Ministry: (Sample questions. Select two.)

Give a brief description of your current ministry:
List some specific accomplishments this past year:
What specific goals do you have for your ministry this next year?
What are you most encouraged about in your ministry?
What are you most frustrated about in your ministry?
Are you anticipating significant ministry changes this coming year? (geographically, ministry, agency etc?)
Are there specific ways we could improve our relationship with you or pray for you?

Financial Support:

12 month support recommended by your board \$ _____
Approximate total support received in the last 12 months \$ _____
Does your mission provide for: Medical insurance ___ Dental insurance: ___ Retirement ___
Are these adequate for your needs? Yes No Explain:

Home Assignment Information:

When is your next home assignment?
Next date you will be near First Church
Primary home address _____ Primary home telephone number _____

Notes:

1. Your right or responsibility to evaluate a missionary is related to the proportion of financial and other support you provide. If you have less than 25% of the missionary's support, the responsibility for missionary evaluation probably lies with others.
2. The missionary has many "bosses," with possible conflicting expectations. Missionaries can be inundated with time-consuming forms. Please ask for only what you need and will use. The completed form should fit on both sides of one page.
3. If the missionary has already filled out a form for another church, be willing to accept it in place of your own.



Support Raising Tips

Top Ten Tips for Support Raising

1. Grow up in a Christian home and have lots of Christian relatives.
2. Go to a Christian college and make lots of friends.
3. Marry a spouse with a similar background.
4. Get a good job and prove yourself competent and responsible.
5. Become a good money manager and be fiscally conservative.
6. Minister lavishly in people's lives.
7. Move two or three times to different cities, attend good churches, and get involved in ministry.
8. Make new friends everywhere you go and maintain past relationships.
9. Leave your secular job after ten years of productive service and go into a worthwhile ministry where you have a good fit.
10. Ask.

Remember the old adage about the easiest way to be wealthy: carefully select your ancestors!

Note: People tend to support you on the basis of their observation of your *competence*, *call*, and *character* – and their relationship with you.



Missionary Retirement Finances

When missionaries retire, their circumstances differ widely. For those who have employable skills or retirement plans, the local church's financial responsibility may be minimal. However many missionaries have inadequate retirement programs, limited marketable skills, and perhaps poor health. What is the local church's responsibility for these long-term faithful workers? Here are some issues to consider:

What provisions have the missionary and the mission agency made?

What are their home financial needs?

Are they from your church?

- Do you consider your church their home church?
- Do they consider your church their home church?
- Have your elders been their spiritual elders?
- Have you been active in their ministry?
- Have they contributed significantly to the life and vision of your church?
- Will they be living in your community?

Did your church send them out?

- Did they go with your church's enthusiastic backing?
- Did they go with your church's permission?
- Did they go with your church's passive acquiescence?

Do they have a long/strong work record?

- How long have they served?
- How have they been evaluated by the mission organization?
- How well have they been evaluated, encouraged, and assisted by your church?

What percentage of their support have you maintained while they were on the field?

What will they be doing in retirement?

- Cross-cultural ministry here?
- Other ministry sponsored by the mission agency?
- Other ministry in the local church or sponsored by your church?
- Other ministry you support or encourage?
- Unable to minister because of health?
- Unknown?

What Some Churches Do:

- Maintain the same proportion of support. If the church provided 30% of the missionary's support on the field, provide 30% of their retirement needs.
- Provide an ongoing investment toward retirement while the missionaries are on the field.
- Provide \$100 per month across the board for all supported missionaries upon retirement.
- Personalize retirement support based on each individual case.
- Retirement is considered the responsibility of the missionary and the agency.
- Assist missionaries who are from your church if there is a real need.

Notes

1. Honor your missionaries. Many have served faithfully for many years in difficult circumstances with little recognition or reward.
2. Provide and clearly communicate policies before the missionary goes to the field.



Top 10 Things “To Do” After an ACMC (or other) Missions Conference

1. Model what you’ve just learned – before you try to change others.
2. Maintain a positive, enthusiastic attitude, no matter what obstacles you face, in improving your missions program.
3. Keep yourself on the cutting edge:
 - subscribe to missions periodicals.
 - become an individual member of ACMC.
4. Share your experience by bringing others to ACMC conferences.
5. Make the most of small opportunities to promote missions in your church, earning the opportunity to do more later.
6. Influence parts before trying to change the whole. Help your missions committee or small group or Sunday School class become more missions-minded.
7. Go through the *Missions Assessment Profile (MAP)* to identify the strengths and weaknesses of your missions ministry.
8. Prioritize – Prioritize – Prioritize: select one or two key areas for improvement and work on them.
9. Be a team player, an active participant in the overall church program. Show support for your pastor and church leaders.
10. Prayerfully seek God’s guidance for each decision and the implementation of each change.

Source: Dr. Tim North, Port Huron, MI



How to be a Missions Model

- Learn about and support what your church is doing in missions.
- Watch the international news and pray for the people featured.
- Pray regularly for a country, people group, or missionary.
- Develop a caring relationship with someone who is not a Christian.
- Get acquainted with an international in your community and build a friendship.
- Maintain a relationship with a missionary.
- Read about people and activities in other parts of the world.
- Assist the church missions leadership team.
- Give regularly for missions.
- Pray for God to expand your vision for the world.
- Volunteer with a local outreach ministry or mission organization.
- Go on a mission trip to another part of the world.
- Make your lifestyle consistent with God's global cause.

Resources: *Global Prayer Digest, Operation World, Lausanne World Pulse*



Steps to Prepare Yourself to Help Churches in Missions

For prospective missions mobilizers

Three key important qualities:

- 1) Be a practitioner of missions in your church.
- 2) Be an avid learner.
- 3) Be a relationship builder.

Some steps to take:

- Become active in missions in your own congregation. Serve on the missions leadership team and implement missions education in some ministry in your church. This is bedrock foundational.
- Take the course, *Perspectives on the World Christian Movement*. Serve on the Perspectives team, meet lots of people and learn all you can.
- Attend ACMC Conferences, the Urbana Student Missions Conference, and other training events such as Antioch Network, Leadership Network, George Barna seminars and agency conferences. Go early, stay late, and volunteer to help. Meet lots of people and ask lots of questions. Learn all you can.
- Network widely. Visit mission organizations, meet missionaries and people involved in missions. Ask lots of questions and learn all you can. Each time you meet someone, ask them who else you should meet.
- Contact missions chairpersons from other churches, both similar and different. Get together and share about your missions ministries. Share with others the interesting things you learn.
- Introduce yourself to the ACMC regional director in your area. Visit him or her if you can. Offer to contact local churches to update their missions contact information and alert them to upcoming missions events.
- Experience a short-term trip and encourage others to do the same.
- Give generously to missions and missionaries. Get involved in the life and ministry of a missionary and find ways to contribute.
- Pray through Operation World.
- Read widely in missions. Subscribe to *Mission Frontiers*, *Global Prayer Digets*, and *Brigada*. Get connected to some missions e-zines.
- Develop at least one area of specialization to contribute to the missions community and become as expert as possible in that particular area.



Steps to Begin Helping Churches in Missions

For prospective missions mobilizers

Helping churches in missions is a proactive activity on your part. Few churches are looking for people to help them in missions, especially people they don't know from an organization they don't know. However, most missions chairpersons are open to meeting someone on the missions committee of another church who desires to learn from them. The keys then, are developing relationships and mutual learning.

Recommended Steps:

- Get a list of churches from your pastor and others or make a list of the churches you know.
- Call each church and find out from the receptionist who the key missions person is.
- Call that person and introduce yourself as someone on the missions committee from your church. Invite them to meet you for breakfast or lunch to get acquainted and to learn what they are doing in missions.
- Your primary purposes are to develop a relationship and increase your missions expertise by learning something useful from what they are doing in missions.
- Your secondary purposes are to offer something useful that you are doing in missions and introduce them to APMC.
- Learn some things they are doing in missions. This will be the biggest chunk of most conversations.
- Ask about an area in missions they are working on or would like to improve.
- Share briefly one thing that you are doing well in missions.
- Tell them something about APMC and how it has helped your church. Give them an upcoming conference brochure.
- Exchange contact information. Get their church name and address and phone number.
- Arrange for some kind of follow-up contact.
- Ask them who else you should talk to (a church in their network and/or the name of an individual).
- Send your APMC regional director the information about your meeting and their contact information.

Suggestions:

- When you meet, introduce yourself again and tell them you are working to help your church be more effective in missions and are interested in what other churches are doing.
- Ask what they are doing in missions that is working, fresh, creative or innovative.
- Ask what they are doing to educate and motivate their people in missions.
- Your interest is probably not in all the individual missionaries they are supporting overseas. You are more interested in what they are doing internally (mobilization – prayer, education, communication, events, technology, strategies, promotion, mission trips, new ideas, etc.). Ask questions in that direction.
- Genuinely attempt to learn something, even if it seems they aren't doing much in missions.
- They may feel they don't have anything worthwhile to offer. Most churches are doing something you can learn from and most committee members have some idea that will be fresh for you, even if they aren't doing it very well.
- Acknowledge that good idea or activity and ask for more details. Take a genuine interest and learn all you can.
- Some people are great talkers. Take the opportunity to learn all you can. Many people also talk much better than they execute, so don't be intimidated by all they seem to be doing. At some point, however, you will want to introduce APMC, a network where churches like theirs have opportunity to share what they are learning with other churches.
- Some people are short answer people. It takes a good questioner to learn from them.
- Ask questions, listen to the answers, ask follow up questions. Do your best to learn something to add to your repertoire of missions knowledge.
- Carry with you a few resources but leave them in the car.



Requirements for Missions Mobilizers

Missions Mobilizers must:

- be in touch with God**
- have a high regard for the local church**
We must appreciate God's love for the church and recognize the role God has given the local church as a primary one in world evangelism.
- appreciate church diversity**
This includes differences in doctrine, denomination, tradition, style, philosophy of ministry, and priorities.
- be avid learners**
We can learn formally and informally, from seminars and local church and missions leaders. We must be readers. Read widely on the church, missions, management and leadership.
- be authentic**
We must be actively involved in our own local church.
We must be doing some of the things we try to get others to do.
- be established**
We must have the credibility which comes from staying in one place long enough to accomplish something.
People don't have confidence in someone who appears to be a drifter.
- support the church's aspirations**
We must be willing to appreciate a church's priorities.
Our job is not to sell them our missions priorities.
Our job is to help the church find God's missions priorities for them.
- be positive**
Guilt is not a productive motivator. Don't fall into the "ain't it awful" routine. See God at work.
Remember Rev 7:9. We're on the winning team.
- listen well**
It is more important to ask good questions than to give good answers.
Draw out their background, heritage, resources, skills, aptitudes, experience, interests, etc. Help them discover. Don't tell them.
- be professional**
Be on time and prepared. Look sharp.
Be confident, enthusiastic, warm, genuine.
Follow through - DWYSYWD. (Do what you say you will do.)



Orientation Resources for Missions Leadership Teams

(Brief, easy-to-use tools for preliminary orientation to key missions concepts)

Biblical Basis

- “Thread of Promise,” 15-minute video, InterVarsity, 800-828-2100
- Unveiled*, Bob Sjogren, 1st segment, 25-min., <http://www.unveilinglory.com/>

History

- “Four Men, Three Eras,” 25 min., Lesson 5, Video 2, *Vision for the Nations*, U. S. Center for World Mission

Cultures

- “God So Loved the World,” 15-minute video, InterVarsity
- “Cross-Cultural Training,” session #4 by Duane Elmer, *Go Prepared*, video for short term preparation by Teams Commissioned for Christ International, Inc.

Evaluation

- “Missions Assessment Profile,” (MAP), ACMC

Strategy

- Building Global Vision*, David Mays
- Developing a Missions Strategy that Fits Your Church* (on CD), David Mays

Status of World Evangelization

- Exploring World Mission*, Bryant Myers, World Vision Resources
- Introduction to *Operation World*, Patrick Johnstone

The Remaining Task

- Final Frontiers*, video, Frontier Media Productions, William Carey Library, 800-777-6371
- “The Final Frontier,” 17 minutes, Part 5 Video of *Generation*, Mars Hill Productions, 800-580-7479
- “The 10/40 Window, Getting to the Core of the Core,” pamphlet by AD2000 and Beyond Movement

God at Work

- “Word Like a River,” video, Wycliffe Bible Translators
- “E-TAAOW,” video, unreached people group grasps the Gospel, New Tribes Mission

Prayer

- “Prayer, The Work of Missions,” video by John Piper, 55 minutes, ACMC

Source: *How to Operate an Effective Missions Leadership Team in Your Church*, David Mays



Basic Resources for the Missions Leadership Team

Manuals

- Cultivating a Missions-Active Church*, APMC
- Global Impact Manual*, Mark Sigmon, www.globalimpactservices.org/manual
- Mission Tracks for Churches*, Richard Flemming, FEB International, <http://www.febinternational.ca/>
- Missions Policy Handbook*, APMC
- How to Operate an Effective Missions Leadership Team in Your Church*, David Mays
- Stuff You Need to Know about Doing Missions in Your Church* (on CD), David Mays

Reference Books

- A Mind for Missions*, Paul Borthwick
- Missions in the 21st Century*, Tom Telford
- Missions in the Third Millennium*, 2nd edition, Stan Guthrie
- Operation World*, Patrick Johnstone
- Serving as Senders*, Neal Pirolo
- Today's All Star Missions Churches*, Tom Telford

Magazines and Newsletters

- Evangelical Missions Quarterly*, Evangelism and Missions Information Service, www.emqonline.com/
- Lausanne World Pulse*, Evangelism and Missions Information Service, <http://www.lausanneworldpulse.com/>
- Mission Frontiers*, U.S. Center for World Mission, <http://www.uscwm.org/>

Organizations

- APMC (Advancing Churches in Missions Commitment), www.acmc.org
- Caleb Resources, Littleton, CO, www.takeitglobal.org
- The Mission Exchange, Atlanta, GA, www.TheMissionExchange.org
- U.S. Center for World Mission, <http://www.uscwm.org/>



Resources for Missions Leadership Task Groups

Candidate Nurture and Training

Equipping for Ministry, Dan Bacon, OMF
On Being a Missionary, Thomas Hale
People Raising, Bill Dillon, Moody press
Send Me!, Steve Hoke and William Taylor
Tentmaking, Patrick Lai
Too Valuable to Lose, William Taylor, ed.

Committee Operation

Cultivating a Missions-Active Church, APMC
How to Operate an Effective Missions Leadership Team in Your Church, David Mays, APMC
Missions in the 21st Century, Tom Telford

Education

A Mind for Missions, Paul Borthwick
How to be a World Class Christian, Paul Borthwick
Operation Worldview, <http://www.mission1.org/opwv.html>

Evaluation

"*Missions Assessment Profile (MAP)*, APMC

Finances

Church Missions Policy Handbook, APMC
Your Church Can Excel in Global Giving, Donald Jensen

Missionary Care and Support

Homefront Handbook, Woodrow Kroll
Serving as Senders, Neal Pirolo
The Reentry Team, Neal Pirolo

Short Term

Essential Short Term Missions Guide, David Forward
Go Prepared, video curriculum, TCCI
Before You Pack Your Bags, Prepare Your Heart, Cindy Judge
Serving with Eyes Wide Open, David Livermore
Short Term Missions Workbook, Tim Dearborn

Planning, Policy & Strategy

Building Global Vision, seminar & study guide, David Mays
Church Missions Policy Handbook, APMC
Developing a Missions Strategy that Fits Your Church (on CD), David Mays

Prayer

Operation World, Patrick Johnstone
Window on the World, Daphne Spraggett



Best Missions Books for Pastors

Since 1990

- Get Your Church Involved in Missions*, Michael Griffiths
- Let the Nations Be Glad*, John Piper
- The Church is Bigger than You Think*, Patrick Johnstone
- Putting Together the Puzzle of the Old Testament*, Bill Jones
- Six Dangerous Questions*, Paul Borthwick
- The Next Christendom*, Philip Jenkins

20th Century - second half

- Christian Mission in the Modern World*, John Stott
- Isaiah and the Great Commission*, Ian Hay
- The Mission of God*, Georg Vicedom
- Discipling the Nations*, Richard DeRidder
- The Mission of the Church in the World*, Roger Hedlund
- A Vision for the Nations*, Tom Wells

20th Century - first half

- The Key to the Missionary Problem*, Andrew Murray
- The Pastor and Modern Missions*, John R. Mott
- Hudson Taylor's Spiritual Secret*, Dr. and Mrs. Howard Taylor
- The Missionary Nature of the Church*, Johannes Blauw
- The Bible Basis of Missions*, Robert Hall Glover
- All Nations in God's Purpose*, H. Cornell Goerner
- Missions in the Plan of the Ages*, William Owen Carver



Top Dozen Missions Resources for You and Your Church

FOR YOU

- ACMC – conferences and networking with regional staff
- Brigada, weekly email distribution of information related to missions
- The Church is Bigger than You Think*, Patrick Johnstone, WEC, 1998
- How to Be a World Class Christian*, Paul Borthwick, Operation Mobilization
- Let the Nations Be Glad*, John Piper, Baker
- Missions Frontiers*, periodic magazine from the U. S. Center for World Mission
- Exploring World Mission*, Bryant Myers, World Vision Resources
- Lausanne World Pulse*, bi-weekly world e-zine, Evangelism and Missions Information Service, <http://www.lausanneworldpulse.com/>
- Operation World*, Patrick Johnstone, ed., Zondervan
- Perspectives on the World Christian Movement*, one-semester college course on missions: biblical basis, history, strategies, and culture. U.S. Center for World Mission, <http://www.perspectives.org/>
- Stand In the Gap*, David Bryant, Regal Books, 1997

FOR YOUR CHURCH

- ACMC – conferences, networking with other churches, and consultations with regional staff
- Church Missions Policy Handbook*, ACMC
- Cultivating a Missions Active Church*, ACMC
- Destination AD2000* video curriculum, Bob Sjogren, Frontiers, Mesa, AZ
- Design Your Impact*, Consultation by Bruce Camp
- Developing a Missions Strategy that Fits Your Church* (on CD), David Mays
- "Missions Assessment Profile, (MAP), ACMC*
- How to Operate an Effective Missions Leadership Team in Your Church*, David Mays, ACMC, 1999
- A Mind for Missions*, Paul Borthwick,
- Missions, God's Heart for the World*, Paul Borthwick
- Missions in the 21st Century*, Tom Telford, Shaw Publishers, 1998
- Operation World*, Patrick Johnstone, ed., Zondervan
- Serving as Senders*, Neal Pirolo
- Trip Stuff* (on CD), David Mays



World Christian Discipleship Tools

And how to use them

- Bedtime Praying.** Take 5 minutes before going to sleep.
Global Prayer Digest (daily prayer guide for unreached peoples)
1605 Elizabeth St., Pasadena, CA 91104
Operation World, Patrick Johnstone, ed., (world prayer guide)
Order from ACOMC

- Bathroom Reading.** Read 2 minutes a day.
Lausanne World Pulse (bi-weekly, e-zine)
Mission Frontiers, U. S. Center for World Mission

- Amazing True Stories.**
Bruchko, Bruce Olson
Near the Far Bamboo, Martin St. Kilda
Discover the Source, Neil Anderson
Peace Child, Don Richardson
There's a Sheep in My Bathtub, Brian Hogan
Screams in the Desert, Sue Eenigenburg

- Personal Study.**
In the Gap, David Bryant, InterVarsity Press
Jerusalem to Irian Jaya, Ruth Tucker

- Bible Study or Devotional.** - Use as a preparation resource.
Missions, God's Heart for the World, Paul Borthwick
Operation World, Patrick Johnstone, ed
Putting Together the Puzzle of the Old Testament, Bill Jones
Until the Whole World Knows, Alicia Britt Chole

- Small Group Study.** - Use as a study guide.
Global Purpose, DVD-based curriculum, U.S. Center for World Mission, <http://www.uscwm.org/>
Operation Worldview, DVD-based curriculum, <http://www.mission1.org/opwv.html>
Unveiled, (video curriculum) Bob Sjogren, <http://www.unveilinglory.com/>
Vision for the Nations, 13-session video curriculum, U. S. Center for World Mission

- Finding Your Niche.**
Equipping for Missions, Dan Bacon, a guide to career decisions, OMF Books
Run with the Vision, Bob Sjogren and Bill and Amy Stearns.
Finding Your Niche Brochure, David Mays, <http://www.davidmays.org/niche.pdf>



Ten Best Missions Books

OK. Fourteen!

Missions Stories

- Bruchko*, Bruce Olson
- From Jerusalem to Irian Jaya*, Ruth Tucker
- Peace Child*, Don Richardson

Missions in the Church

- Building Global Vision*, David Mays
- Get Your Church Involved in Missions*, Michael Griffiths
- Missions in the 21st Century*, Tom Telford

Growth and Service

- The Church is Bigger than You Think*, Patrick Johnstone
- The Great Omission*, Robertson McQuilkin, Jr.
- How to be a World Class Christian*, Paul Borthwick
- Jerusalem to Irian Jaya*, Ruth Tucker
- Key to the Missionary Problem*, Andrew Murray
- Let the Nations Be Glad*, John Piper
- Operation World*, Patrick Johnstone
- Stand in the Gap*, David Bryant



New Missions Books (through 2001)

2001

- When the Saints Go Marching Out*, Art Beals, Geneva Press
- Today's All-Star Missions Churches*, Tom Telford, Baker

2000

- Building Strategic Relationships*, Daniel Rickett, Partners International
- Changing the Mind of Missions*, James Engel, InterVarsity Press
- Evangelical Dictionary of World Missions*, Scott Moreau, ed., Baker
- For Such a Time As This*, Howard L. Foltz, William Carey Library
- Mack & Leeann's Guide to Short-Term Missions*, J. Mack & Leeann Stiles, InterVarsity Press
- Mission in the Old Testament*, Israel as a Light to the Nations, Walter C. Kaiser Jr., William Carey Library
- Missions, God's Heart For The World*, 9 studies for individuals or groups, Paul Borthwick, InterVarsity Press
- Missions in the Third Millennium*, 21 key trends for the 21st century, Stan Guthrie, Paternoster
- Prepare Your Heart*, Short-Term Mission Preparation Guide, Cindy Judge, Campfire Resources, Wheaton, IL
- Stuff you need to know about DOING MISSIONS IN YOUR CHURCH*, David Mays, available on diskette.
- The ReEntry Team*, Neal Pirolo, Emmaus Road International

1999

- All About Faith Promise Offerings*, Robert Mundy
- Business as Usual in the Missions Enterprise*, Tom Steffen, Center for Organizational and Professional Development, La Habra, CA
- Discover Our Place in His Plans*, Bruce Camp, NextStep Resources
- Essential Guide to Short Term Missions*, David Forward, Moody
- Final Analysis*, Jim Reapsome, EMIS
- Funding Your Ministry*, by Scott Morton, NavPress
- Getting Sent*, Pete Sommer, InterVarsity Press
- How to Operate an Effective Missions Leadership Team in Your Church*, David Mays, APMC
- Magnify Your Vision for the Small Church*, John Rowell, Northside Community Church
- Mustard Seed vs. McWorld*, Baker, Tom Sine
- Send Me*, Steve Hoke, William Carey Library
- The Move of the Holy Spirit in the 10/40 Window*, Luis Bush, YWAM

1998

- Choosing a Future*, Paul McKaughan, MARC
- Missions in the 21st Century*, Tom Telford, Harold Shaw
- Short Term Mission Adventure*, Scott Kirby, Printing Image, Knoxville, TN
- The Church is Bigger than You Think*, Patrick Johnstone, WEC



Missions Books People Love to Read

- Adventure in Africa*, Charles Partee
- Bruchko*, Bruce Olson
- Called to Die*, Steve Estes
- Catch the Vision 2000*, Bill and Amy Stearns
- Colombian Jungle Escape*, Ed and Doreen Dulka
- Don't Let the Goats Eat the Loquat Trees*, Thomas Hale
- Gladys Alward – The Little Woman*, Gladys Alward
- In Search of the Source*, Neil Anderson
- It's a Jungle Out There*, Ron Snell
- Living Sacrifice*, Helen Roseveare
- Living Stones of the Himalayas*, Thomas Hale
- Missions in the Twenty-First Century*, Tom Telford
- More to be Desired than Gold*, J. Christy Wilson,
- Never Touch a Tiger*, Stephen Hugh
- On Call*, David Thompson
- On the Far Side of Liglig Mountain*, Thomas Hale
- One Bright Shining Path*, W. Terry Whalin
- Peace Child*, Don Richardson
- Screams in the Desert*, Sue Eenigenburg
- Spirits of the Rain Forest*, Mark Ritchie
- The Spring Wind*, Gladis DePree
- There's a Sheep in My Bathtub*, Brian Hogan
- Under the Far Bamboo*, Martin St. Kilda

Missions Books to Stretch People

- Eternity in Their Hearts*, Don Richardson
- Key to the Missionary Problem*, Andrew Murray
- Run with the Vision*, Bob Sjogren and Bill and Amy Stearns
- Stand in the Gap*, David Bryant



Best and Most Influential Missions Books (Partial List)

Theology and the Church

- An Enquiry into the Obligation of Christians to Use Means for the Conversion of the Heathens*, William Carey
- Key to the Missionary Problem*, Andrew Murray, (1910)
- Missions in the Plan of the Ages*, W. O. Carver (40s)
- All Nations in God's Purpose*, H. Cornell Goerner (40s)
- The Missionary Nature of the Church*, Johannes Blauw (50s)
- A Biblical Theology of Missions*, George W. Peters. Moody, 1972.
- Let the Nations be Glad*, John Piper (90s)

Missionary Stories

- Bruchko*, Bruce Olson
- Peace Child and Eternity in Their Hearts*, Don Richardson
- Through Gates of Splendor*, Elizabeth Elliott

Missions History

- The Progress of World-Wide Missions*, J. Herbert Kane. Harper & Row, 1960.
- A Survey of World Missions*, by John Caldwell Thiessen, Moody, 1961.
- A History of Christian Missions*, Stephen Neill, Penguin Paperback, 1964
- A Global View of Christian Missions*, by J. Herbert Kane, Baker, 1971.
- From Jerusalem to Irian Jaya*, Ruth Tucker

Personal Growth and Involvement

- The Pastor and Modern Missions*, John R. Mott, 1904
- If*, Amy Carmichael
- Stand In the Gap*, David Bryant
- A Mind for Missions*, Paul Borthwick
- Get Your Church Involved in Missions*, Michael Griffiths

Prayer

- Operation World*, Patrick Johnstone

Status

- Christian Mission in the Modern World*, John Stott
- The World Christian Encyclopedia*, David Barrett
- The Church is Bigger than You Think*, Patrick Johnstone

Being a Missionary

- On Being a Missionary*, Thomas Hale
- Hudson Taylor's Spiritual Secret*, Dr. and Mrs. Howard Taylor

Missions Strategy

- Missionary Methods*, Roland Allen, 1st ed. 1912, 1st American edition 1956



About the Author

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David Mays is the Director of Learning Initiatives for The Mission Exchange (formerly Evangelical Fellowship of Mission Agencies). Prior to joining The Mission Exchange in 2007, David worked more than twenty years as the Great Lakes Regional Director for APMC, Advancing Churches in Mission Commitment.

Before changing careers in 1983, David worked fifteen years in management for Bristol Myers. He has advanced degrees in both science and theology.

David has been involved in missions all his life as a supporter, layman, church leader, and missions consultant. He has helped hundreds of churches to greater missions commitment and effectiveness through workshops, seminars, conferences, consultations, writing, resources, and his website, www.davidmays.org. David has a keen understanding of how to help churches relate missions to contemporary culture. David and his wife, Marcy, live in the Indianapolis area.

