

The Mission of One in Christ (OIC) Church

Committee Policies for executing “The Mission.”

Effective 11/23 – 11/25 or until a revision has been approved.

SECTION A.-PURPOSE (2 pages)

The Purpose of this Mission Committee is as follows.

1. Educate and inspire Members of OIC to embrace “sharing the Gospel”.
2. Advance the mindset of OIC Members to become more missionally minded.
3. Approve Missionaries, Mission Endeavors, and Church Mission programs as outlined under RESPONSIBILITIES OF THIS COMMITTEE.
4. Establish, organize, and promote Mission outreach endeavors at OIC to communicate the gospel.
5. Plan and promote short- and long-term mission projects to expand OIC members vision beyond Forest, VA and to present the gospel to an expanded audience.

A-1A DEFINITION OF MISSIONS: Missions at OIC shall be defined as those ministries occurring throughout the world, locally, regionally, and globally that seek to fulfill the Great Commission *of the Lord Jesus Christ*. (Matt. 28:19-20, Acts 1:8).

The Mission shall include,

1. Declaring the gospel to everyone, everywhere, at every opportunity.
2. Baptizing new believers.
3. Planting Local bodies of believers and supporting existing churches.
4. Assisting believers in locating and participating in churches locally to their geography whenever possible.
5. Training believers in Mission endeavors and Mission fields to duplicate expanding the gospel.
6. While it is recognized that the physical and social needs of man may need to be met as part of a gospel ministry, missions must include and have as its central focus, meeting the spiritual needs of mankind. As outlined above.

Examples of the above Mission may include but is not limited to the following,

- A 1.1. Evangelization of the lost through the proclamation of the gospel. (Mark 16:5; Luke 24:46,47; Romans 10:13-15; 1 Corinthians 9:18-23).
- A 1.2. Making disciples (Matthew 28:19; 1 Corinthians 11:1 cf. Luke 6:40).
- A 1.3. Church planting (Matthew 16:16-18).
- A 1.4. Church leadership development (2 Timothy 2:2).
- A 1.5 Church development (Ephesians 4:11-14; Acts 20:28).
- A 1.6 Translation and dissemination of the Scriptures (Nehemiah 8:8; Acts 2:8-11; Acts 10:13-17; Revelation 5:9).

A-1B. DEFINITION OF MISSIONAL: “Missional” at OIC shall be defined as the Heart, Drive, Intent, and Actions of every member to individually live in a way that demonstrates taking personal responsibility to follow the great commission. Being Missional is demonstrated in an individual’s personal life as they work out their salvation (Sanctification) both within the local body of Christ at OIC, and in every other part of their life outside of OIC. A “Missional” member seeks to grow in Christ by utilizing all their abilities, gifts, and talents, together with the other members at OIC to encourage each other and train each other to work together in sharing the gospel with everyone they interact with outside the church.

A-2. PURPOSE OF THIS MISSION POLICY

- A 2.1. To help achieve a clear sense of direction.
- A 2.2. To build confidence and cohesion in the total church ministry.
- A 2.3. To promote thoughtful evaluation of issues and avoid making haphazard or emotional decisions.

- A 2.4** To ensure better stewardship of human and financial resources.
- A 2.5.** To ensure accountability in the mission program.
- A 2.6.** To define the relationship of OIC to both the missionary and mission agencies.
- A 2.7** To inform Church members, missionaries, and agencies of the guidelines of the Missions Committee.
- A 2.8.** To help new Missions Committee members quickly familiarize themselves with the purpose, direction, and operation of the mission program of OIC.

A-3. OVERALL RESPONSIBILITIES OF THIS COMMITTEE

- A3.1.** To set measurable goals by which the mission's program can be evaluated.
- A3.2.** To maintain regular contact with the missionaries that are supported by OIC.
- A3.3.** To Approve Missionaries and organizations for requested support.
- A3.4.** To care for missionaries on furlough.
- A3.5.** To educate the congregation about mission endeavors.
- A3.6.** To inspire and involve the congregation in as many aspects of the mission's program as possible.
- A3.7.** To increase the congregation's awareness of the needs of missionaries supported by OIC and promote intercessory prayer for them.
- A3.8.** To maintain regular meetings for the purpose of prayer for missions and committee business.
- A3.9.** To identify, encourage, counsel, disciple and commend members of the congregation for missionary service.
- A3.10** To Approve and promote Agencies, Special projects, Mission trips, Mission Themes, One time Mission Needs, and any other Mission Endeavors or functions of the Church.
- A3.11** To Recommend to the Church Body for approval any Missionaries or organizations seeking monthly or regular support after thoroughly evaluating applicants based on the Mission Policy, prescreening, and presentations of ministries before the committee, confirming that the requested Ministry aligns with OICs direction included in these policies.
- A3.12** To prepare and administer the missions budget.
- A3.13** To yearly evaluate missions' efforts supported by the Church and recommend for continued, increased/decreased, or removal from support.
- A3.14** To evaluate and update the Church's Mission Policy Biannually.

A-4. FLEXIBILITY AND REVISIONS

Exceptions for financial support as outlined in this policy may be recommended to the Church after appropriate counsel has been sought and such exception(s) receive the approval of the voting members of the Missions Committee.

All policy statements shall be re-evaluated biennially (odd years) by the Missions Committee During the Month of November for the purpose of updating and revision. Such revisions shall be subject to approval by the Elders of OIC no Later than February 1 of the following year. Re-evaluation to take place in November of 2025,2027,2029. Etc.

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SECTION B. STRUCTURE OF THE MISSIONS COMMITTEE. (3pages)

B-I. CATEGORIES OF MEMBERSHIP

BI.1. Elder Representative. The elder who serves as a liaison between the Elders and the Missions Committee will be a voting member of the committee and may be an officer of the committee.

BI.2. Voting Member of the Missions Committee. A voting member may vote on all committee business matters, approval of Missionaries for recommendation to the Church, and financial matters. They may be officers of the committee. (Members who receive financial support from the current Mission Budget shall not vote on financial matters that may affect that support). Voting Members will be committed to a one-year term and be faithful to all regular monthly meetings

BI.3 Participating Member of the Missions Committee. A Participation Member is considered a NON-voting member. They may not hold any committee positions or office or vote on committee business financial matters, approval of Missionaries for recommendation to the church, or other financial matters. However, they may vote on all other program related items, enter the discussion of all committee business, and take part in executing programs and offer their gifts, talents, and reinforcement of the Committee's Goals. Participating Members will be committed to more than 1 year of service, but may, due to travel, be unable to attend all regularly scheduled meetings. They will faithfully attend all meetings when not away from the area.

BI.4 The Senior Pastor. The Senior Pastor of the church is a member of the Missions Committee. And may also serve as the appointed Member from the Elders if another Member has not been so appointed.

B-2. MANNER OF SELECTION OF MEMBERS

B2.1. The Elder Representative shall be appointed by the Elders.

B2.2. Voting Members shall be appointed by the Elders from among the church membership.

B2.3. Participating Members are Volunteer members of OIC.

B-3. CRITERIA FOR SELECTING MEMBERS

B3.1. All Members must be Active Members of OIC.

B3.2. All Members must become thoroughly familiar with the Missions Policy of OIC.

B3.3. All Members must be willing to help conduct the functions of the Missions Committee.

B3.4. All Members must demonstrate a deep interest in missions.

B3.5. Voting Members must make a commitment to be engaged and take part in all monthly meetings for 1 year Minimum and are encouraged to serve ongoing for as long as they are able to serve in this capacity.

B-4. RESPONSIBILITIES OF MEMBERS

All members of the Missions Committee are responsible to:

B4.1. Attend regular committee meetings, specially called committee meetings and meetings of any sub-committee they may serve.

B4.2. Maintain a regular prayer life, personal Bible study, and other aspects of growing in Christian maturity.

B4.3. Pray for missionaries that are supported on a regular basis.

B4.4. Maintain interest in communicating with supported missionaries.

B4.5. Be involved in the supportive fellowship of the other members of the committee.

B-5. THE SIZE OF THE MISSIONS COMMITTEE

The number of voting members shall not exceed 15 or be less than 9. The number of Participating members is not limited in qty.

B-6. TERMS OF OFFICE

- B6.1.** Voting members shall be appointed by the Elders according to the Church Constitution, Article 3, Section 2.
- B6.2.** Officers of the Missions Committee shall hold their position for a term of one year *from the first day of November through the last day of October* of any term. They may succeed themselves.
- B6.3** Termination: Membership in the Missions Committee may be terminated for failure to meet the criteria of Section B-3, "Criteria for Selecting Members." Termination of membership may also occur and/or if the member is unwilling or no longer able to substantially fulfill the responsibilities listed in Section B-4, as the "Responsibilities of Members." Any Membership termination will be made by the Elders after prayerful consideration and communication with and evaluation of the member who has been identified by either the Elders directly or the Committee Chairperson as not meeting the criteria set forth herein.

B-7. FREQUENCY OF MEETINGS

The Missions Committee will meet monthly and as needed. Sub-committees will be formed to fulfill specific needs and meet as often as need dictates.

B-8. QUORUM

The quorum for conducting business shall be set at a min. of 9 members or 2 less than the total number of designated voting members of the Missions Committee at that time, whichever is greater. I.E. 15/13 14/12 13/11 12/10 11-9/9

B-9. A VOTING REQUIRING VOTING MEMBERS

- B9.A.1.** Voting for Mission Policies, approval of Monthly Missionary or Agency Support, and any financial approvals for budget items will only include Voting Members.
- B9.A.2.** Voting shall be considered approved by a 70% majority (rounding up) of Voting members in attendance during a regular scheduled meeting after meeting the Quorum Requirement in B-8. I.E. Present voting members/number votes required to approve 15/11 14-13/10 12/9 11/8 10-9/7
- B9.A.3.** Meetings not during one of the regular scheduled monthly meetings may include voting by Voting-Members, provided all members were notified of the meeting at least 1 week prior to that meeting with a notice of the topic to be voted on, and that a Quorum exists.
- B9.A.4.** In person Voting may be simply by raising a hand or private ballot at the discretion of the Chairperson.

B-9. B VOTING FOR ALL MEMBERS

- B9. B.1** All matters not listed in B9.A.1. above including, but not limited to, programs, themes, and other minor details made on a regular basis when voted on will include Participating Members. The Chair will have final determination to continue with simple majority or return to discussion for greater consensus in these minor items. Voting may be by raised Hand, ballot, or in cases where necessary to continue expeditiously by online survey that identifies all participants as Participating or Voting members of the Mission Committee. Participating Members are not allowed to Vote on Items in B9.A.1 above.
- B9.B.2** All Members will be free to express ideas and opinions as to best execute the functions of the committee. Unanimous conclusions will not always happen. Various ideas are encouraged as God has gifted each of us differently. All members agree to express their opinions in Humility and love for each other and to keep a spirit of unity in our varying approaches to ministry. Once a vote has been made, all members agree to come together and trust the decision to the Lord recognizing that our Unity is more important than our own ideas. The Goal will be to practice the principle of Humility and Grace by fully supporting all decisions made by the committee while acting as a member.

B9.B.2. Continued

1 Corinthians 1.10 “I appeal to you, brothers and sisters, in the name of our Lord Jesus Christ, that all of you agree with one another in what you say and that there be no divisions among you, but that you be perfectly united in mind and thought.”

Philippians 2.3 “Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves,”

Romans 12.16 “Be of the same mind toward one another; do not be haughty in mind but associate with the lowly. Do not be wise in your own estimation.”

B-10. OFFICERS, MANNER OF SELECTION AND DUTIES.**B10.1. The Chairperson.**

The Elders shall select from among Mission Committee Members a Chairperson.

The Chairperson will have the following duties:

B10.1.1. Preparing the agenda and presiding to support all Missions Committee meetings.

B10.1.2. Responsibility and oversight in developing, coordinating, and administering the overall mission program in cooperation with the Church staff and the overall plans for the entire church.

B10.1.3. Responsibility for correspondence, contact, and coordination with missionaries, mission agencies, and other churches. (This may be delegated to others). Correspondence by church staff and others will be in consultation with, and copies given to, the Chairperson of the Missions Committee

B10.1.4. Serve as an ex-officio member of all subcommittees.

B10.1.5. Submit an annual report to the Elders at the end of the Term in November.

B10.2. The Vice Chairperson. The Missions Committee shall select from among its members a vice-chair. The Vice-Chair will handle assisting the Chairperson as needed and shall substitute for the Chairperson when he/she is absent.

B10.3. The Secretary. The Missions Committee shall select, or the chairperson may appoint from among its members a secretary. The secretary will manage, recording minutes of all committee meetings, keep records of minutes, correspondence, a list of current committee members, and a list of current Missionaries with current addresses and support levels.

B10.4. Bookkeeper. The Committee shall select from voting Members a Person to keep the financial accounting of Mission Budget and accounts.

B10.5. Other Officials. The Missions Committee shall select, or the Chairman shall appoint, any other officers of the committee as needed to carry out the functions of the committee.

B-11. SUB-COMMITTEES

Other sub-committees shall be formed as needed to carry out the functions of the Missions Committee. The Chairperson may appoint individuals to lead these sub-committees. These may be ongoing or temporary for specific tasks or events.

B-12. CHURCH STAFF SUPPORT

The Missions Committee requests the Elders to consider the needs and importance of this committee when considering the hiring of Associate Pastors.

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SECTION C. - RESPONSIBILITIES OF THE MISSIONS COMMITTEE (2 pages)

C-1. GOAL SETTING

Goals, as contrasted with purposes, show the specific item to be carried out, when, and by whom. To be true goals, they should be significant, achievable, measurable, and manageable (SAMM).

The Missions Committee will set both long and short-term goals by which the church's mission program can be evaluated. These goals are to be reviewed annually by the Elders as to achievement and practicality and recommendations made for improvements where it helps to improve the effectiveness of the committee.

C-2. MISSIONARIES ON THE FIELD

It will be the responsibility of the Missions Committee to take a lead role in communicating with and caring for Missionaries who are supported by this church who are in the field. Communication and care may be conducted through:

- C2.1.** Sending church newsletters, bulletins, tapes, and other forms of communication.
- C2.2.** A quarterly Missions Committee News & Prayer letter to be sent to all supported missionaries.
- C2.3.** Encouraging church groups and individuals to meet practical needs.
- C2.4.** Establishing an "adopt-a-missionary" program by which various church groups, families or individuals will become familiar with certain missionaries.
- C2.5.** Require that missionaries supported by OIC send 3 or more letters per year to advise OIC Members of mission progress, activities, praises, needs, and promote prayer and accountability.
- C2.6.** Encourage people traveling near missionaries supported by OIC to visit them.

C-3. MISSIONARIES ON FURLOUGH

It shall be the responsibility of the Missions Committee to take a lead role in the care of visiting Missionaries and OIC- supported Missionaries on furlough. The committee will help arrange for housing and other needs of missionaries on furlough or visiting, subject to approved funding.

C-4. MISSIONS EDUCATION, INVOLVEMENT AND PRAYER CONCERNS

It will be the responsibility of the Missions Committee to educate and inspire OIC Members and other attendees of OIC ministries in becoming Missional and to develop an increasing awareness of the absolute necessity of, and positive results from intercessory prayer for world evangelism, our missionaries, and our own individual growth in adopting Gods Mission in our lives. The following list is some but not exhaustive tasks that may be used to accomplish this.

- C4.1.** Missionary Conferences and/or Mini-Conferences.
- C4.2.** Bulletin inserts.
- C4.3.** Display Boards.
- C4.4.** Missionary Books
- C4.5.** Develop and/or promote missions' education within the Christian Education program.
- C4.6.** Special presentations, prayers, and announcements concerning missions from the pulpit.
- C4.7.** Encourage interaction between missionaries and the congregation (a) through letters or other media, (b) by visits from missionaries, and (c) by showing hospitality - potluck dinners, receptions, homestays, and other ways developed by the committee teams.
- C4.8.** Congregational mission projects, short and long-term.
- C4.9.** Provide congregation with periodic updates of Missionary support levels.
- C4.10.** Encourage various church groups and the whole congregation to hold special times of prayer on behalf of missionaries.

C-5. MISSIONARY RECRUITMENT

It is the responsibility of the Missions Committee to identify, encourage, counsel, disciple, and commend members of this congregation for missionary service. In its recruitment efforts, the Missions Committee will:

- C5.1.** Urge prayer for God to call out those who should serve in missions.
- C5.2.** Promote mission education.
- C5.3.** Identify those in the congregation who have committed themselves for service or give evidence of missionary gifts.
- C5.4.** Encourage participation in and provide support as possible for attendance of regional and national mission conferences.
- C5.5.** Provide literature and other media that informs about, and motivates, missionary service throughout the world.
- C5.6.** Encourage the involvement of young people and adults in short-term and other mission activities.
- C5.7.** Look to counsel and guide those considering missions.
- C5.8.** Evaluate the overall Missions program and recruit missionaries according to its priorities.

C-6. MISSIONS BUDGET PREPARATION

It will be the responsibility of the Missions Committee to prepare the annual Missions and Missionary sections of the church budget. Preparation of the budget will be made following Section E of this policy and upon evaluation of each missionary or missions organization in the following areas:

- C6.1** The faithfulness of the missionary or organization (1 Cor. 4:2; Luke 16:10,11).
- C6.2** Their current support level and needs (1 Cor. 9:14; 1 John 4:17).
- C6.3** Their continued adherence to the criteria for missionary support set forth in Section D of this policy.

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SECTION D - MISSIONARY & MISSION AGENCY EVALUATION (3 pages)

D-I DOCTRINAL REQUIREMENTS

Missionaries supported by and mission agencies working with OIC shall agree with the OIC Doctrinal Statement and shall verify continued agreement in writing when asked. Any mental reservations shall be considered on a case-by- case basis.

D-2 CRITERIA FOR MISSIONS AGENCIES

D2.1. Criteria for Missions Agencies:

The mission's agency is seen as an especially important partner with the local church in training, evaluating, supporting, and directing the missionary. It is important that any supported missionary working through an agency that that agency also be of high quality. Therefore, it is the policy of this committee to support only missionaries that serve under agencies meeting the following criteria:

- D2.1.1.** The Missions Agency shall agree with the Doctrinal Statement of OIC. A copy of the agency's Doctrinal Statement shall be kept on file.
- D2.1.2.** The Missions Agency shall be evaluated individually as to their integrity and stability, principles and practices of operation, management, and benefit to the missionary. Such evaluations will be based on material from the agency, its reputation among other mission agencies, its reputation among supporting churches, its reputation in its field of ministry, and reports by those working with that agency.
- D2.1.3.** The Missions Agency shall be a member of the E.C.F.A. (Evangelical Council for Financial Accountability) or a similar association. Agencies that are not a member of such an association shall provide the Missions Committee with a yearly audit report prepared by some independent accounting agency.
- D2.1.4.** A list of approved agencies shall be kept by the Missions Committee. This list will be updated and re-evaluated at least every fifth year.
- D2.1.5.** Relationship between Missions Agencies and OIC: The Missions Agency is seen as a partner with the local church. This committee expects to receive status reports and evaluations of the missionaries it supports. This committee will cooperate fully with agencies in evaluating missionaries and missionary candidates. This church will endeavor to work with agencies in producing well prepared missionaries.

D2.2. Criteria for Independent Missionaries: In recognition that missionaries are more effective under an established sending agency, it is the general practice of the Missions Committee to NOT support missionaries who are independent of such sponsorship and direction. A "missions' agency" is a benefit to both the missionary and church. Independent missionaries may still be given consideration under special circumstances.

D-3: CRITERIA FOR MISSIONARIES and MISSION RELATED ORGANIZATIONS

D3.1. Definitions:

- D3.1.1 Career Missionary:** A Career Missionary is a candidate who wants to receive support from OIC for a period longer than two years. OICs commitment may be at any designated time the committee feels proper but will not exceed 2 years without re-evaluation for any succeeding term.
- D3.1.2 Short-Term Missionary:** A Short-Term Missionary is a candidate who wants to receive support from OIC for a period of longer than three months but shorter than two years.
- D3.1.3 Missionary Project Worker:** A Missionary Project Worker is a candidate who wants to receive support from OIC for a period of three months or less.

D3.2. Primary Considerations: The Primary consideration is the candidate themselves and not the field of service. The Missions Committee wants to be assured of the personal integrity of the candidate; that he

or she and the organization is acting in the will of God; that his or her ministry will be fruitful in accomplishing the goals of the mission endeavor, and that they are capable of handling the task to which they are called. For this reason, this committee “prefers” but does not require, significant participation in OIC’s program before undertaking support. It is the general policy of this committee to consider supporting only those who are serving, or expect to serve, under approved Missions Agencies (See D-1 above). Other candidates will be given consideration only under special circumstances. Consideration for support will be given in the following order of priority:

- D3.2.1.** Missionaries or Organizations that evangelize, baptize, expand Local churches, and disciple believers into maturity. This may occur through direct church planting but may also be by supporting existing local churches.
- D3.2.2.** Missionaries or Agencies that are in demographic area that are Multi-ethnic and Multi-cultural in their efforts.
- D3.2.3.** Missionaries or Agencies that are looking for a specific ethnic and cultural group to serve.
- D3.2.4.** Those who have been active, regular members of OIC for at least three years prior to candidacy. (Attendance alone is not considered “Active” Membership. Active membership involves serving in some role in the various ministries of IOC)
- D3.2.5.** Those who had been active members for more than one year previously, and are not currently members because of marriage, schooling, job transfer, etc., but have kept contact with OIC, and maintained active involvement in a local church at their changed location.
- D3.2.6.** Regular attendees who are active in a ministry beyond OIC but have not been active in OIC church programs and ministries.
- D3.2.7.** Former members, Who, are actively serving in other ministries or the ministry they are involved with seeking support for.
- D3.2.8.** Those who have no connection with O.I.C. but substantially compliment the direction, ministry, and purpose of a multi-cultural or multi-ethnic Evangelism or Discipleship endeavor.
- D3.2.9.** Those who have no connection with OIC but substantially compliment the direction and ministry of a Global outreach, exemplify the great commission, and meet the other goals of OIC Mission Policy
- D3.2.10.** Missionaries or Organizations that are parachurch in function where baptizing and setting up local churches is not practical but encourage and support local churches in the area of ministry. Some examples would be Training of pastors/missionaries, and online endeavors in restricted countries. Missionaries directly involved in a particular field should adhere to Section D-3
- D3.2.11.** Other Missionaries or Organizations not listed above but meet the criteria of D3.2.1 above and the Committee feels is worthy of consideration.

D3.3. Secondary Considerations: While the candidate/s themselves are the primary consideration, secondary consideration will be given to the field of service. Greater priority will be given to those candidates involved in ministries of evangelism, church planting, leadership training or similar work. Preference will be given to multicultural and multiethnic ministries but is not required. Ministries of mercy shall only be considered if it includes evangelism. The field of service will also be considered in how it helps to broaden the perspective of OIC in its worldwide multicultural outreach.

D3.4. Qualifications:

All candidates: must meet the following qualifications:

- D3.4.1.** Demonstrate a consistent & strong Christian life.
- D3.4.2.** Demonstrate a desire to take part in Missions by involvement in similar local opportunities - i.e. evangelism, discipleship, work projects.

Short Term & Career Missionaries: must also meet the added qualifications of:

- D3.4.3.** Be an active member of this church or other church of like faith and practice.
- D3.4.4.** Demonstrated their spiritual gifts & proven their responsibility in using those gifts.

Career Missionaries; must also meet the added qualifications of:

- D3.4.5.** Been involved to a significant degree in a discipling ministry.
- D3.4.6.** Earned at least a Bible Certificate from a fundamental/evangelical Bible School or College.

D3.4.7. In the absence of D3.4.6. A candidate may be recognized by the Elders as having sufficiently demonstrated an equivalence of bible knowledge that adheres to the same standards of D3.4.6

D-4: PROCEDURE FOR SELECTING NEW MISSIONARY CANDIDATES.

All candidates will go through the following steps:

- D 4.1.** Each candidate will give the appropriate application to the Missions Committee Chair.
 - D4.1.A.** The qualifications of each candidate including the field and ministry parameters will be initially evaluated by the Chairperson of the Missions Committee and the Senior Pastor, who may by mutual agreement delegate this task to any subcommittee. Any Subcommittee evaluations will be communicated to the Chair and Senior Pastor before submission to the Committee at large.
 - D4.1.B.** The Spiritual Qualifications of each candidate will be evaluated by the Elders.
- D4.2.** If approved for the next step a copy of the application and a copy of the initial evaluation report will be distributed to each member of the Missions Committee for discussion, and a determination be made if the candidate should present their ministry vision to the committee. If approved for a presentation the candidate will appear before the committee not less than two weeks after above invitation and be afforded 30 Minutes to present their ministry vision and need. Q/A will be made by the committee directly with candidates after which Candidates will vacate the meeting and premises. The committee will continue to discuss the presentation and its alignment with OIC Mission Policies before adjourning that meeting.
- D4.3.** The Elders or Mission Committee may ask for additional information from the Candidate, and/or ask for a second in person presentation, before taking one of the following actions; Deny the recommendation based on the criteria set forth in the Mission Policy, accept the candidate for recommendation to the Church, or send it back to the Elders for further consideration with a recommended modification so the Mission Committee can vote on the same and have a final decision of unity. All candidates must have the approval of the Senior Pastor prior to coming to a final vote by the committee.
- D4.4.** The Missions Committee may then recommend the candidate/s to the Church Membership along with a suggested amount of support, (or in the case of Project Workers, recommendations on methods of raising support if other than from mission's budget), according to the Church Constitution. The Church is encouraged to call Special Meetings so as not to delay approvals for 6 months until regularly scheduled Business meetings.

Short-term and Career Missionaries must also continue through the following steps.

- D4.5.** A report on a recommendation prepared by the Missions Committee and approved by the Elders shall be sent to the congregation at least two weeks prior to a called business meeting.
- D4.6.** A candidate shall be approved for support upon receiving a positive vote according to the current Church Constitution and Bylaws at a called business meeting. A designated representative from the Missions Committee shall be present to answer any questions. The Mission committee will recommend the Elders give the candidate an opportunity to speak to the congregation 2 weeks prior to any vote for financial support. And allow members to communicate with the Elders and or Chair with any questions or concerns they may have prior to the vote for approval of funds.
- D4.7.** If the Missions Committee considers a candidate and does not recommend church support for the candidate, the committee shall inform the Elders of this action along with the reasons for not recommending the candidate. The Elders would inform the congregation as it believes is appropriate.
- D4.8.** If the Elders deny approval of a candidate that was recommended by the Missions Committee, One of the Elders who is a Member of the Committee will inform the Committee with an explanation as to the reason so the committee members can better evaluate other future candidates. In either event if a candidate is not approved, by the committee, the Elders, or the Church Membership, One of the Elders with or without the Chair-person will communicate in a loving fashion the final decision not to support the candidate financially and express any other means of support OIC will offer with the purpose of always edifying and encouraging those who have dedicated a portion or all of their life to this service.

SECTION E - FINANCIAL POLICIES (4 pages)

E-1: MISSIONS BUDGET

The Missions Committee shall annually prepare a Missions Budget based upon past budgets and future opportunities (See Section C-6). The Missions Budget will be voted on by the Voting members of the Committee. Any changes in monthly support for Missionaries or Agencies or additions shall be brought before the Church membership as in Sections, D.4.5, D4.6, and D.4.7

E-2: AMOUNT OF SUPPORT

The amount of support given to any missionary will be decided by the Mission Committee after careful consideration of both the candidates, project or organizations total support needs following the criteria given in Section D, and the budget of the mission funds. It is presumed that the Missions Agency will take into consideration factors such as size of family, cost of living, education of children, insurance needs, retirement plans, etc. when setting the amount of total support needed. In the absence of a Mission Agency, Members of the Mission Committee and Elders will request the financial records and needs of candidates and use appropriate means to evaluate a total need. Candidates may have to provide a full financial disclosure and audit to OIC of all related financial matters associated with the ministry and or person seeking support.

When relying on an Agencies evaluation, the Missions Committee will oversee the agency's provision in these areas and may provide for special needs in other areas as they arise. The amount of support received by a missionary will be a percentage of the total support level needed as set by the sending agency. In keeping with the church's desire to be involved with its missionaries, OIC will seek to provide a minimum of 5% of the total support needed whenever possible and agreed by the committee. A lesser amount may be agreed upon in circumstances that were called for by the committee. Missions' agencies and organizations may receive any minimum amount decided by the Missions Committee.

Missionaries who have been active in the ministry of as defined in D3.2.3 may receive up to but not greater than 25% of the total support needed. Other missionaries may receive up to but not greater than 10% of the total support needed.

E-3: MISSIONARY FURLOUGHS

A furlough is generally understood to be a leave of absence from field duties after a designated time before the field of service has been completed. The Missions Committee recognizes such a furlough when designated by the sending agency, and will continue to support the Missionary throughout the furloughs duration.

The Missions Committee also recognizes in some cases the need for missionaries to take a study-leave. A study-leave is defined as a leave of absence from field duties for the purpose of additional study in preparation for future work. While the Missions Committee considers continuing education to be a responsibility of the sending agency, it will evaluate each request based on the policies of OIC Mission Committee to determine if the purpose of evangelism and discipleship will be substantially increased because of such leave of absence and the endeavors of the Mission continue to be met in the duration of any requested study-leave. Missionaries supported by OIC financially who plan on any study-leave as defined herein, shall submit a request for continued coverage during the time of their study-period and do so at least 3 months prior to the commencement of the same. In said submittal the missionary must outline the purpose, duration, and costs of the same for approval by the Mission Committee for continued support, highlighting any plan that will be set in place for continuing the current missional effort during the missionary's absence or redirected focus as in on-line studies. All study-leaves will be considered on an individual basis keeping in mind the advancement and improvement of each Mission. It will not be the policy of OIC Missions Committee to simply support individual advancements in education for personal growth or plans to enter a different field on completion than OIC is supporting the missionary at that time. New fields of ministry will be treated as new applicants.

E-4: MISSIONARY RETIREMENT

It is expected that the Missions Agency will provide a retirement program for its missionaries. However, support may be considered for those who retire from missionary service because of age or ill health. Each case will be considered individually based on such factors as length of service, amount of support from OIC, sources of other income, and financial need.

E-5: REQUIREMENTS OF MISSIONARIES

- E5.1.** Support: OIC supported missionaries may not actively ask for additional support from individuals or groups in the Church, or directly mail any members of OIC. OIC may be part of the missionaries general mailing list. However, a Missionary shall not be required to reject or return any individual support even if it is provided from a member of OIC directly.
- E5.2.** Correspondence: The Missions Committee expects to receive a personal letter semi-annually addressed to the committee or for the missionary to take part in a zoom meeting 10-minute update, in addition to newsletters.
- E5.3.** Furlough: OIC supported missionaries are expected to visit the Church while on regular furlough. The missionary will meet with the Missions Committee and report to the congregation by participation in various services and/or small groups as directed by the committee. Missionaries sent out as a Member of OIC will be encouraged to collaborate with the staff at OIC under the leadership of the Pastors for a percentage of their Furlough time relative to the percentage of financial support they receive, to further the missional endeavors of OIC. As an “example”, if the Missionary Receives 10% of their total support from OIC and has a 3 Month Furlough, they would be “encouraged” to work for the Church as realistically as possible for 9 days during that Furlough.

E-6: WHEN SUPPORT BEGINS

Support will begin when the missionary leaves for the field, or earlier, as determined by the Missions Committee. An example of earlier support may include time a missionary will need to gather additional support from other churches. Provided the Missionary is pursuing said support as a full-time endeavor, specific training required for a particular field, and/or time waiting for visas and documentation.

E-7: WHEN SUPPORT ENDS

Support may be terminated for causes such as failure to maintain the standards used to qualify for support (see Section D), specific incompetence, moral problems, failure to fulfill responsibility to OIC as outlined in E-4, a change of assignment or agency affiliation, or full support from other sources,

For missionaries who are in good standing, support will cease at the end of an adjustment period of up to six months, to be determined on a case-by-case basis. This will allow a returning missionary adequate time to adjust and find other employment. For missionaries who are not in good standing, support will cease upon a date chosen by the Missions Committee, and not less than 2 months from notice of support termination.

Support will cease at the beginning date of a leave of absence if other than a furlough or study-leave as named in E-2 above. Support for retiring missionaries will end when the sending agency names them as retired. (See Section E-4 for exceptions).

E-8: OUTGOING EXPENSES

OIC shall consider the missionaries needs on a case-by-case basis for any outgoing expenses as an honoring gift for a Missionaries faithful service in the endeavor they have undertaken. Added funds for this and other special needs may be provided as directed by the Missions Committee out of a special needs part of the budget.

E-9: EVALUATION AND REVISION OF SUPPORT

Missionaries and Missions Agencies will be evaluated yearly according to Section C-6. It is desired that as funds are available a minimum of a cost-of-living adjustment (indexed to the field of service) be given to all missionaries. Any increase or decrease in support will be based on the criteria given in Section C-6.

E-10: MISSIONARIES LACKING ADEQUATE SUPPORT

(If a missionary supported by OIC lacks adequate support, the Missions Committee may do any of the following,)

E10.1. Alert the congregation to pray for this need.

E10.2. Evaluate the possibility of increasing regular support or providing a one-time extra contribution.

E10.3. Commend the missionary to other churches for support consideration if the committee and the missionary consider this advisable.

E-11: STUDENTS PREPARING FOR MISSIONS

The Missions Committee may provide funds to be used to aid college students who are active members of OIC and preparing for missionary service. Such students would have to meet the requirements for short-term missionaries (Section D-4). Aid would be given in the form of a scholarship to offset expenses of tuition, books and fees. The amount of a scholarship would be evaluated on a semester-by-semester basis, after considering that the student has shown due diligence in securing all other available grants and sources of meeting the need.

E-12: MISSIONS PROJECT WORKERS

Missions project workers approved under Section D-4 shall raise funds as directed by the Missions Committee. The committee may grant up to 1/2 of the funds needed by the project worker from the Missions Budget.

E-13: MISSION TRIPS

Mission committee may on a case-by-case basis approve funds to underwrite a staff or church member leading a Mission Trip to expose church members to foreign and domestic Mission endeavors of existing Missionaries. And or subsidize members wishing to go who are unable to raise the necessary funds for travel etc.

E-14: HONORARIUMS

Missionary speakers will be paid an honorarium from the mission's budget, and/or a special offering will be collected from the congregation. The amount of an honorarium given will be in accordance with the general church policy on honorariums. The missionary may not appeal to the congregation for funds. The Missions committee may request the Elders to appeal to the congregation for special need when appropriate.

E-15: SPECIAL PROJECTS AND NEEDS

The Missions Committee may from time-to-time present special projects or needs, above the budget, to the Church and encourage giving to them, both for the benefit of the project or need and as a means of missions' education. Such special projects or needs will be given to the Elders for approval. Special projects or needs may also be funded by bequests or large one-time gifts out of reserves or funds appointed in the budget for special needs.

E-16: FUNDS SHORTAGE POLICY

Should a shortage of funds occur, the Missions Committee will:

E16.1. Not approving any new projects.

E16.2. Unite the congregation in prayer concerning the situation.

E16.3. Appeal for the needed funds as appropriate.

E16.4. Evaluate all missions' expenditures and reduce or stop support for those things considered non-essential.

E16.5. Reduce or stop support to Missions Agencies.

E13.6. Re-evaluate all missionaries according to Section C-6 and reduce support levels as appropriate.

E-17: FUNDS SURPLUS POLICY

Funds from the annual mission's budget that are not used by the end of the fiscal year are to be placed in the general Mission Fund and available for budgeting for the next year's needs and or used for special projects. Any designated funds or funds for special projects will be held over to be used on those projects.

E-18: DISCRETIONARY/EMERGENCY FUND

A portion of the annual mission's budget shall be designated for discretionary and emergency purposes. Special gifts may also be designated to this fund. Expenditure of such funds will be at the discretion of the Missions Committee and approved on a case-by-case basis by Voting Members. Participating Members will be allowed to voice ideas, comments, and concerns, but will not participate in the final voting of financial matters.

E-19: MISSIONS COMMITTEE EXPENSES

Any administrative costs incurred by the Missions Committee (i.e. Church Staff time, etc.) will be part of the general budget and not the Missions Budget. Other expenses such as missions' education, missions conference expenses, travel expenses in visiting missionaries on the field, etc. shall be part of the mission's budget.

E19.1. Missions Education: Includes purchase of books, tapes, etc. that will help educate the congregation on missions.

E19.2. Missions Conference Expenses: At the discretion of the Missions Committee, designated members of the committee may be sent to mission conferences with a portion of or all conference fees paid by the committee.

E19.3 Visiting Missionaries in the Field: The Missions Committee may designate a member(s) of the committee to visit missionaries supported by OIC on the field. It may at its discretion pay a portion of or all travel expenses incurred.

E19.4. Representation on Outside Boards and Committees: If a member of the Missions Committee also serves on an approved Missions Agency (see Section D-2), and that agency does not reimburse its Board members for expenses, the Missions Committee may at its discretion pay a portion of or all expenses incurred.

E-20: DESIGNATED AND UNDESIGNATED GIFTS

Gifts designated for use in approved missions work will be forwarded directly as designated. Gifts designated to unapproved missions work *will not be accepted*, returned to the donor, *explaining the reason the gift cannot be accepted and asking the donor to consider a gift to the general Mission Fund* instead. Gifts designated to missions, but not specifically designated to a missionary, missions' agency, or missions project will be treated as a general gift to the unified mission budget of OIC. It should be noted however, that some designated gifts may not qualify for a donor tax deduction.

This policy was adopted on ____/____/24 by the following.

Signature of Senior Pastor / Elder: _____
Pastor Paul Liu

Signature of acting Mission Committee Chairperson: _____
Tom Mullett