



Kew Baptist
CHURCH

GLOBAL MISSIONS TEAM POLICY

“To that end keep alert with all perseverance, making supplication for all the saints, and also for me, that words may be given to me in opening my mouth boldly to proclaim the mystery of the gospel, for which I am an ambassador in chains, that I may declare it boldly, as I ought to speak”

Ephesians 6:18-20

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A. The purpose of this policy

This policy sets a course for Kew Baptist Church in its ministry beyond the local area, with a focus on cross-cultural ministry. The policy aims to ensure activities are strategic, coordinated and effective. It creates transparency in decision-making, focused communication and clear understanding of roles and responsibilities.

While initiatives within Kew and the local area are very much part of God's mission, the scope of this policy is limited to cross-cultural initiatives.

The policy will be implemented on behalf of the church by the Global Mission Team. It will be reviewed every two years. Exceptions to this policy will be made where the Global Mission Team believes it is in line with the intention of the policy and has been discussed with the KBC leadership team.

B. Vision of the GMT

Involvement in mission is integral to being a disciple of Jesus. As the people of God, we are invited to participate in God's work in the world. God calls each of us to serve him in different ways according to our gifts.

As a GMT, we aim to encourage the church community to:

1. Play a part in introducing the Gospel and the good news of Jesus Christ to people of all nations and spheres
2. Identify potential cross-cultural workers and encourage all church participants to participate in cross-cultural mission
3. Financially, prayerfully and practically support identified cross-cultural workers and organisations

Mission definition:

For the context of this policy, mission is defined as the intentional involvement of God's people in bringing wholeness to the lives of others through the reconciling power of God.

C. Foundations & biblical basis

The Bible, from beginning to end, is the story of the indomitable mission of God. From Genesis to Revelation, God makes himself known, reveals his heart for the nations, and draws people to himself. To worship this God faithfully is to share this priority. Since the fall, we have had generation upon generation of sin and selfishness. People turned away from God and tried to reach righteousness on their own. But God, by His grace, desired reconciliation. God's heart was for His people. He had given them free will, so he didn't stop them walking away from him, but He was always ready with open arms to welcome them home and restore relationships.

God sent his own son Jesus to earth to demonstrate how to live a life dedicated to the father, how to seek and serve the lost, how to be humble and how to love. Jesus faced every challenge known to man, but remained sinless and righteous. He then sacrificed His life for us, took the punishment that we deserved, so that we did not have to suffer in our sins any more. Death could not hold him down, and his resurrection brought with it a hope that cannot be denied. (John 10:16, John 3:16-17, 6:38-40).

When Jesus ascended to heaven, He left us this final instruction; to go into all the world preaching the gospel and baptising in the name of the Father, Son and Holy Spirit. Jesus calls his followers to join Him in His global mission, offering the invitation to all people to enter God's Kingdom (e.g. Matthew 28:19-20, Mark 13:10, Acts 1:8). The story of the early church emphasizes the fact that the people of Israel needed to take the message of Jesus to non-Jews (e.g. Samaritans Acts 8:13-15, other Gentiles Acts 9:15 – Paul, Acts 10:1-11:18 – Peter). We cannot obey this command in our own strength, and need the leading and empowering of the Holy Spirit, God's gift to each believer (2 Corinthians 5:19-20, Romans 10:14-15).

We are ambassadors for Christ, part of His body, and all must work together to call those who do not yet know Christ's redeeming love. (Matthew 5:13-15, Ephesians 2:10, 1 Peter 2:9, 10, 2 Cor 5:17-20). We, as the Church, need to partner with God and participate, to follow this clear command from Jesus and support others doing the same. It was prophesied from the beginning, that every tribe and tongue will gather, every knee will bow and every tongue will confess that Jesus is Lord (Philippians 2:9-11, Revelation 7:9).

D. Our Priorities

Given the vast array of possibilities in mission, we will focus our efforts in order to be strategic and effective.

1. **Supporting and empowering members/active participants of Kew Baptist Church.**

At Kew Baptist Church, we want to facilitate a culture where the members and active attendees are empowered to consider and pursue cross-cultural mission. We aim to be a church that sends out people who have the desire to answer God's call to "make disciples of all nations" (Matthew 28:19-20). It is important that we have the means to encourage, mobilise and train cross-cultural workers from within our own congregation, and journey with them practically and spiritually throughout the process.

2. **Integral mission**

We recognise the need to minister with integrity to the whole person, incorporating their spiritual, physical and relational wellbeing. Just as Jesus' ministry was to bring spiritual, physical and relational wellbeing, so we are called to bring his Good News into every aspect of people's lives (Luke 4:18-19, 7:22-23).

3. **Least-reached people groups**

Least-reached people groups make up 27% of the world's population living in 7000 distinct people groups. Less than 1% of the population of these groups is Christian, and there is no viable faith community sharing among them. Our focus on these groups will address the injustice of the disproportionate distribution of Christian resources and workers. We value the need to engage in contextual mission to most effectively work among these people groups

4. **Those who are committed to serving for 2 years or longer**

As a church and as the GMT we should take every opportunity to support those exploring missions in short term contexts and through exposure trips. However, our dedicated funding and annual budget will remain focussed on supporting those who are committed to serving in missions for a period of 2 years or longer. While some may feel called for longer periods (5 years, 10 years etc), we understand that especially for young singles, but even for families, in the current global climate, this lengthy commitment is difficult. Especially for young people stepping into

missions for the first time, 2 years shows a boldness and obedience to explore missions in a deep and meaningful way.

E. Roles

All individuals

As a church community, we all have a responsibility to be:

- open to God's call on our lives in regards to mission
- engaged in praying for, giving to and supporting our church's cross-cultural workers
- learning and growing in our understanding of mission
- identifying and encouraging potential cross-cultural workers

Global Mission Team

This group exists to represent the whole church by facilitating the implementation and review of this policy. This will include, but is not limited to:

- stimulating prayer
- keeping the church informed about our cross-cultural workers
- mobilising and supporting our cross-cultural workers
- encouraging those seeking missional opportunities to connect with mission organisations
- encouraging education, inspiration and awareness about mission
- growing partnerships with key organisations
- developing the cross-cultural mission budget

The global mission team will connect with our cross cultural supported workers by

- facilitating regular communication of prayer needs and other information with the Global Mission Team. This information will be the basis of what is communicated to the church and small groups
- ensuring the Memorandum of Understanding (MOU - see under G) is updated and implemented
- facilitating appropriate communication with the church during Home Assignment

The Global Mission Team will *ideally* consist of:

- a pastor
- a deacon or other member of the leadership team
- advocates for each cross-cultural worker
- other interested people from within the church community

F. Organisational Partnerships

In terms of promotion within the church, primary organisational partnerships will be nurtured with Baptist Mission Australia (formerly Global Interaction) and Baptist World Aid Australia. This may include:

- Promotion of events and resources
- Encourage participation in education activities
- Financial support through May Mission Month Appeal and/or Christmas Appeal
- Annual guest speakers during services
- Annual guest at a Global Mission Team meeting

Secondary organisational partnerships will be nurtured with agencies that facilitate ministry of KBC-supported cross-cultural workers. The nature of the partnership will be negotiated on a case-by-case basis by the Global Mission Team.

Thirdly, other organisations that seek partnership will be addressed on a case-by-case basis. Organisations that have connections with participants of KBC will be given priority.

G. Individual Partnerships

In terms of support of individuals seeking partnership:

Individuals exploring cross-cultural work will begin communication with the Global Mission Team as early as possible. The Global Mission Team will journey with the individual and encourage them during the discernment process. This may include: internship, mission exposure trips, study, mentoring, local mission, prayer group, conferences/training etc.

All cross-cultural workers sent from KBC must be part of a credible organisation and they will be encouraged to find the 'best fit' for them. A Memorandum of Understanding (MOU) will be established between the Global Mission Team and the organisation for each cross-cultural worker sent from KBC, outlining the three-way partnership. The MOU will highlight the importance of regular communication, commitment to financial promises, prayer, pastoral care and accountability. The Global Mission Team will make a recommendation to the diaconate and where necessary be approved at a church gathering.

For individuals who seek partnership but are not KBC participants, the Global Mission Team will explore possibilities, determine the nature of the partnership, where necessary provide a recommendation to the diaconate and be approved at a church gathering.

Levels of financial support will be determined by alignment with the following criteria, in order of priority:

1. Church members (and participants)
2. Working among a least-reached people group
3. Committed to at least two years
4. Engaged (or with a team) in whole-of-life, culturally respectful ministry

For the purposes of financial allocation, the criteria will be weighted 50%, 20%, 15% and 15% respectively.

H. Education and prayer

Mission education and prayer will be encouraged among the whole church and be driven by pastors, Global Mission Team members and others. There will be a focus on identifying potential cross-cultural workers in our desire to be a 'sending' community.

Mission education and prayer will include, but is not limited to:

Services:

- Monthly mission spots in services, following a yearly plan, highlighting KBC's cross-cultural workers and organisations
- Mission-related speakers/preachers at least twice a year

- Prayer for mission in most services
Cross-cultural mission focus in an annual “Mission Month”
- Mission segment in newsletter (Kew News) when available, including prayer needs, information from newsletters, as frequently as space permits and information is available.

Small groups:

- Where possible, link every intercultural worker with a small group, for regular prayer and other expressions of support.
- Annual mission focus studies or series, preferably during May (Mission Month)
- Prayer needs and information distributed to small groups, following the yearly plan (e.g. a cross-cultural worker featured per month)

Other:

- Three mission related events per year
- Mission board updated regularly
- Periodic mission focus at Sunday School, youth group and other ministries, **ideally** twice a year.

I. Finances

Financial giving to mission is a percentage of church giving and distributed among cross-cultural workers as per their MOU agreements. In addition, church participants are encouraged to give to the May (Global Interaction) and Christmas (Baptist World Aid Australia) appeals.

Ideally, the percentage of church giving allocated to mission will be between **10%** and **20%** of annual Offerings. A minimum amount must be guaranteed, to cover the agreed allocations to cross-cultural workers. This will be evaluated biannually, with a view of increasing in line with CPI.

A portion of the budget may also be spent on promotion, communication, education and pastor’s mission exposure trips. The Global Mission Team will prepare the budget that is recommended to the diaconate to be approved at a church gathering.

Other ‘one-off’ opportunities for giving and fundraising will be approved by the Global Mission Team. They will receive a portion of the costs as determined by the Church leadership team and Global Mission Team. They also may be approved to raise the remaining amounts through fundraising efforts with the support of the Global Mission Team.

J. Mission Exposure

While mission exposure trips are in themselves involvement in mission, it is recognised that lengthier terms of service are encouraged and needed for more significant impact. The purpose of Mission exposure trips include:

- Increase awareness and personal involvement in God’s mission
- Help people discover their ongoing role in God’s mission
- Promote personal development and growth
- Fulfill a direct cross-cultural need of long-term teams

It is a preference for KBC to facilitate mission exposure teams, to engage whole church interest and involvement and help ensure there is good training and follow up. When individuals explore opportunities for exposure trips, the Global Mission Team will ensure:

- alignment of the organisation and KBC's vision
- The organisation is responsible for quality leadership, training, support, debriefing, duty of care, insurances etc

This may also include exposure trips for pastor, deacon, intern or other key leader to develop and educate our leaders about cross-cultural mission, and to support our cross-cultural workers. Preference for organisation and location will be for trips that visit KBC- supported workers and priorities, and organisations which provide good preparation and follow- up. The Global Mission Team will facilitate commissioning and prayer support for individuals involved in Global Mission Team endorsed exposure trips. If a mission exposure team wanted to raise funds within the church, this must be planned with consultation from the Global Mission Team. The discussion will include what percentage of costs will be raised, and the method of fundraising that encourages education and partnership.

Revised by the Global Mission Team, May 2022

To be revised: May 2024, in consultation with the Church leadership team regarding income and expenditure for the GMT budget.