



**PASTOR
ORIENTATION
M A N U A L**



**MISSIONARY
CHURCH**



The Missionary Church

Pastor Orientation Manual

The purpose of the Pastor Orientation Manual is to acquaint you with the Missionary Church — its policy, culture, and people — from both the national and regional/district context. You will discover that this manual is divided into three main sections.

- National Office** This information is relevant to all regions/districts and all pastors of Missionary Church churches.
- Bethel University** Bethel University, located in North Central Indiana, is the Missionary Church's college.
- General Resources** This includes a handy compilation of all resources scattered throughout the manual.

It is my hope that this manual will acquaint you with people as much as policy, with culture as much as resources. The Missionary Church has grown much in diversity of ethnicity, demography, and psychography. I hope this manual will make our diversity a celebration of God's creativity while strengthening us as family.

It is also my hope that it will be a great resource for your questions and will connect you with people when answers cannot be found within these pages. More information and additional resources are available on the Missionary Church website: mcusa.org. This manual is written to serve you. Any suggestion to make it better will be greatly appreciated.

Robert L. Ransom
Director of Generate
The US Ministries of the Missionary Church



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A Note from the President

Welcome to the Missionary Church! We are delighted you have joined us. Our pastors and churches are some of the finest in the world and focused on the Great Commission and the Great Commandment. We believe it is important to love God and love people.

The national office of the Missionary Church exists to coordinate the leadership of the denomination and assist regions, districts, and local churches to fulfill their mission. The church does not exist to support the organization, but the organization exists to support the ministry of the church.

The national office is divided into three major departments committed to serving the constituency of the Missionary Church:

- **World Partners** is the missions arm of the Missionary Church. We operate in more than 110 countries with 100+ missionaries and numerous national leaders. Our objective is to assist national workers in establishing the church in their countries and then to turn full control over to the national church.
- **Generate** is responsible for assisting churches within the USA. The department's task is accomplished through such ministries as Church Multiplication, Strengthening Local Churches, Servant Leadership Initiative, and Support Ministries. Pastoral Leadership Institute is an online training program for the credentialing of pastors.
- **Financial Services** is responsible for the safekeeping and accounting of all the finances entrusted to the Missionary Church, Inc. (MCI), as well as the 403(b)9 Retirement Plan, Long-Term Disability Insurance, and Investment in Shared Ministries (2%). This staff is also responsible for human resources and the denominational information systems.

The **Missionary Church Investment Foundation (MCIF)** is a nonprofit organization designed to loan funds to entities of the Missionary Church to assist them in buying property, building facilities, etc. MCIF is a separate subsidiary corporation of MCI.

Bethel University, a liberal arts university, was founded in 1947 to train leaders for the Missionary Church and is located in Mishawaka, Indiana. Whether going into the classroom, the hospital, the pulpit, or the mission field, students are encouraged to integrate their profession and their faith.

This orientation manual will assist you in answering many of your questions — where do I go for this answer, who does what, what does this department do? However, no manual can answer every question, so if there is something not addressed that concerns you, please feel free to call your regional or district office or the national office at the numbers listed in the Denominational Directory.

One of my great joys is to meet personally with the pastoral leadership that makes up the Missionary Church. If you are in Fort Wayne, please stop by the office so we can introduce you to more of our staff. If we know in advance, we would love to host you for a meal.

Again, welcome to the Missionary Church. My prayer is that you will have a long and enjoyable ministry as we partner together in the gospel.

- Missionary Church President



National Office Overview

MISSION

The Missionary Church is an evangelical denomination committed to Christ, the Bible, and the Great Commission. Our purpose statement says:

“The Missionary church, in obedience to Jesus Christ her Lord, is committed to being holy people of God in the world and to building His church by worldwide evangelism, discipleship, and multiplication of growing churches, all to the glory of God.”

WHO WE ARE

Organizationally, we are a denomination, but we really see ourselves as a family of churches.

WE ARE RELATIONALLY CONNECTED

We encourage, facilitate and resource churches rather than direct them. Our goal is to inspire and partner with one another to increase ministry effectiveness.

WE ARE KINGDOM MINDED

We focus more on the mission than the institution. We change the organizational structure whenever necessary to stay on mission.

WE ARE BIBLICALLY GROUNDED

We are fiercely faithful to core biblical doctrines to ensure that we stay theologically sound. We are not dogmatically exclusive.

WE ARE CREATIVITY EMBRACING

We allow freedom and flexibility that empowers churches to be relevant in their communities. We are a permission-giving culture, not a restricting one.

WE ARE LEADERSHIP EMPOWERING

We identify, develop, and release leaders. We do not limit God in who he calls to leadership.

LEADERSHIP TEAM — PRESIDENT & DIRECTORS

President

The president is elected by the General Conference and has general oversight of the entire work of the denomination in keeping with the objectives, doctrines, and practices as defined by the Constitution. He is directly accountable to the General Oversight Council (GOC) of the Missionary Church. He recommends persons for the various directors' positions to be appointed by the GOC. He provides leadership and direction to the denominational office, working closely with the directors concerning policies, programs, and procedures. He oversees the work of the directors and coordinates the



National Office Overview

ministries of the denomination with a view of fulfilling visionary goals. He coordinates the work of all departments and agencies with a view of effecting harmonious relationships.

The president is chairman of the General Conference and of the GOC. He attends all regional/district conferences insofar as is practical. He is a member ex officio of all regional/district conferences and all denominational boards and committees and is a member ex officio of Bethel University Board of Trustees. He may also serve on interdenominational and national boards by election and/or invitation.

The president is responsible for providing spiritual and directional leadership to the Missionary Church. He works directly with the regional directors/district superintendents to see that visionary/directional/strategic planning takes place. He, in cooperation with regional directors/district superintendents, is to strengthen and encourage existing churches in their growth. He works with regional directors/district superintendents to establish their regional/district church planting goals and to coordinate fundraising for church planting. Each General Conference he submits a comprehensive report of the work of the denomination, and at each GOC meeting he reports the churches' progress toward fulfilling the vision of the denomination.

He serves as the denomination's endorsing agent for all US armed forces' chaplains. He also coordinates ethnic ministries. Denominational evangelists are accountable and report to the president. He, with the denominational secretary, issues ministerial credentials.

On a strategic and selective basis, the president visits churches to discern what is happening in the denomination. He may participate in special events of churches such as anniversaries, dedications, and ordinations. The president travels to the churches of the US and to overseas mission fields when it enhances his leadership of the denomination.

The Historical Society of the Missionary Church, which promotes interest in and greater understanding of the history of the denomination, and the Trustees of the Missionary Church Archives and Historical Collection are included in the areas of responsibility under the president. The Historical Society seeks to encourage research and the publication of literature dealing with Missionary Church history.

While promoting a genuine appreciation throughout the denomination for its history and roots, the president's visionary leadership is aimed more specifically to affect in a positive way its present and its future. His vision is designed to lead the Missionary Church to be consistently on the cutting edge of effective ministry to our present society. Such ministry must be committed to church planting, discipling ministries, and world missions.

Directors

The directors of the various national office divisions are appointed by the president and ratified by the GOC. They are directly accountable to the president. The directors participate in a team with the president for decisions concerning various ministries, policy, and personnel beyond the position of director.

Currently there are directors for the following divisions:

- Financial Services — responsible for the financial records of World Partners, Generate, Church Planting, Church Multiplication Training Center, and PLI; denominational benefit and retirement



National Office Overview

plans and Investment in Shared Ministries (2% assessment); and the national office information systems, human resources, and building/grounds management.

- Missionary Church Investment Foundation — responsible for investment products and church building assistance.
- Generate — responsible for regions/districts, churches, and ministries in the 50 states and US territories; and national conference administration.
- World Partners — responsible for the international missions and associated ministries in the USA.

National Office Overview



FACILITIES

The national office is located in Fort Wayne, Indiana, near the Fort Wayne International Airport on the south edge of the city at 3811 Vanguard Drive, Fort Wayne, IN 46809. It is easily accessible from both Interstate 69 and 469. The office has been in its present location since 1991, with a generous addition built in 2004. Both sections of the office were built with extensive volunteer labor under the leadership of Gene and Janice Cherrie and the sacrificial gifts of many individuals, churches, districts, and businesses.

The facilities provide ample work space for all staff, meeting rooms with modest and practical technology, storage for assembling missionary supplies, and records archiving. The property allows space for additional expansion as needed.

Missionary Church History



Dennis D. Engbrecht, Ph.D.

The Missionary Church is the product of numerous influences. There are several developments in church history that have contributed to the Missionary Church as it exists today. The best means of gaining an understanding of the denomination is by briefly examining its historical roots.

The Missionary Church is a child of the “Radical Reformation” in the early 16th century. Essentially, over a period of 1,500 years the church of Christ evolved from a vibrant, persecuted sect in the 1st century to a complacent state-church by the 16th century. With Constantine’s conversion in 312 AD, the persecuted church gained legal status. Over the next 1,200 years, the church went from being a growing fellowship of martyrs to the most politically powerful and wealthy entity on the European continent. Infant baptism was synonymous with a census count. Apostate church members often lived lives of gross immorality. Throughout the “Dark Ages” there was generally a lapse in the personal piety of the priesthood. Corruption in church leadership existed even at the highest levels. Popes occasionally contested for the power of office. Guarantees of salvation were often reduced to pilgrimages and paying penance. The Bible was generally unavailable to the laity. Mass was repeated in Latin. Rarely did people hear the Gospel in their own vernacular.

Anabaptist Roots

Before the 16th century reformers arrived on the scene, there were other voices of reform crying in the wilderness. Peter Waldo, John Wycliffe, and John Huss were the precursors of the Anabaptists in preceding centuries. However, it wasn’t until Luther, Calvin, and Zwingli arrived on the scene that a widespread reformation of the church occurred. These reformers opened the door that Anabaptists courageously marched through. What the main reformers failed to address – the abolishment of the state-church and the practice of baptizing infants – fell to the Anabaptists. Conrad Grebel, Felix Manz, George Blaurock, Michael Sattler, and later Menno Simons, became the leaders of what historians refer to as the “Radical Reformation.”

Anabaptists called for a church of practicing believers, one in which the believer was baptized upon the confession of faith. Since the early Anabaptists were “rebaptized” (they had already been baptized as infants), their critics call them “rebaptizers” or “anabaptists.” It was intended to be a derogatory term, and it stuck. Anabaptists clamored for nonconformity to the world. They practiced true brotherhood from the Book of Acts; they refused to take up arms, either in defense of themselves or the Hundred Years War between Protestants and Catholics; they called for the separation of church and state, something not even the German Lutherans nor the Dutch Reformed embraced. Several years after the first Anabaptists were hunted down, burned at the stake or drowned, a Catholic priest by the name of Menno Simons converted to the Anabaptist faith. Simons lent strong organizational leadership to the persecuted church. His followers soon became known as “Mennonites.”

Mennonites were persecuted for their faith. In 1528, persecution reached its peak. By contrast, 1528 was also the year in which there was significant Anabaptist growth. Mennonites often emigrated to avoid persecution. In America, these persecuted people encountered something with which they had little experience – tolerance. Without the threat of martyrdom, they prospered and became desirable residents in a free land. However, the absence of persecution and resulting prosperity eventually contributed to what Mennonite historian C. Henry Smith called “church membership ... as a matter of birth ... no longer based on a personal experience of conversion. The lack of stimulation from the

Missionary Church History



outside,” says Smith, “brought about spiritual decline ... external compulsions took the place of inner sanctification, and gradually morals declined in many respects.” The absence of evangelism and missionary work contributed to cutting the nerve to the impulse to witness and turned Mennonite energies in the direction of building “Mennonite culture” instead of winning converts to the cause of Christ. (C. Henry Smith, *The Mennonites and Their Heritage*, p. 69). It was in these days that various Mennonite preachers like Solomon Eby (1834- 1929), William Gehman (1827-1917), Daniel Brenneman (1834-1919), and J. E. Ramseyer (1869-1944) emerged with a clarion call for revival and evangelism in local Mennonite communities.

Pietist Roots

Pietism, with its German roots in the 17th century, made inroads into Mennonite communities with an emphasis on practical holiness. Phillip Jakob Spener, Count Zinzendorf, Auguste H. Francke, and Peter Boehler advocated a personal conversion experience, daily Bible study, evangelistic preaching, and missionary endeavors (e.g. Moravian Brethren). Pietism frequently produced revival movements. The major conflict between Anabaptists and Pietists was that while the latter pursued inner peace, Anabaptists emphasized a peace resulting from living in a community at odds with the secular world. A good number of the revival movements that influenced early Missionary Church leaders were Pietistic, both in nature and origin.

Holiness Roots

The American Holiness Movement traces its origin to 18th century John Wesley and the formation of the Methodist Church. There were two basic strains that influenced the 19th century formation of the Missionary Church: Wesleyan Holiness and Keswickian Holiness. Both strains emphasized a “second blessing” or “crisis experience” in the Christian life subsequent to salvation. In this subsequent work, Keswickians contended that the Holy Spirit counteracts the nature of sin which continues to remain in the heart of the believer, while Wesleyans believed that the nature of sin is cleansed from the heart by the Holy Spirit. The teachings and writings of A. B. Simpson, F. B. Meyer, R. A. Torrey, Andrew Murray (all Keswickian), Joseph H. Smith, C. W. Ruth, Phoebe Palmer, and J. A. Wood (all Wesleyan) had significant influence on the early leaders of the Missionary Church. The Holiness Movement enlisted the aid of women as an aggressive legion of Christian workers who invaded Satan’s turf.

Evangelical Roots

The 19th century in American church history has often been characterized as the “Evangelical Century.” This is essentially attributed to the ongoing occurrence of revival and resulting social movements that emerged in America. Charles Finney and D. L. Moody were among the leaders of 19th century evangelicals. Frequently, these same revivalists were at the forefront of the abolitionist effort, the women’s suffragist movement, the temperance movement, and ministry to a growing population of urban poor. It is no small wonder that Brenneman, Eby, Gehman, and Ramseyer would be influenced by American evangelicals and promoted similar causes inclusive of missions, revivalism, and evangelism via “protracted meetings” and camp meetings.

Other Influences

In the 20th century, two other American movements, albeit to a lesser extent, exerted some influence on the emerging Missionary Church. American fundamentalism, with its strong emphasis on the authority and inerrancy of Scripture, influenced the Missionary Church. The “fundamentalist leavening”

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of 19th century evangelicals is at least partly responsible for limiting the role of women in the church and introducing at least the hint of Calvinism into the 20th century Missionary Church.

The American Pentecostal Movement in the early 20th century was not without impact on the Missionary Church. Early denominational leaders adopted A. B. Simpson's "seek not, forbid not" position on tongues following the Azusa Street Revival (1908). While the Missionary Church at the beginning of the 20th century rejected the concept of a "third work of grace" (tongues) in response to the growth of Pentecostalism in America, a late 20th century worship emphasis birthed by the Charismatic Renewal Movement made inroads into mainline evangelical churches via "praise music." The Missionary Church has not been exempt from this influence.

Founding Issues

In the latter half of the 19th century, while revival was spreading across America, a restless spirit existed in several American Mennonite congregations as many heard reports of a vibrant American revival that encouraged the deeper life, evangelism, and missions. Young Mennonites desired to hear preaching in English, sing "gospel hymns," allow women to testify in public, attend Sunday school classes, interdenominational prayer meetings, and camp meetings – all American evangelical innovations shunned by most 19th century Mennonite churches. Not all issues were cultural. An emphasis on the deeper life (that of sanctification), healing services, emotionally charged prayer meetings, baptism by immersion, and a strong emphasis on the soon return of Christ ran counter to various presiding Mennonite bishops. One by one, Gehman, Brenneman, Eby, and Ramseyer were dismissed from fellowship for promoting practices and teachings contrary to the teachings of their local Mennonite churches.

Merger and Growth

Gradually, disenfranchised Mennonites found each other and formed a series of mergers. In 1883, a denomination emerged as the Mennonite Brethren in Christ (MBC), a name that would remain until 1947 (United Missionary Church), when the Pennsylvania Conference chose to withdraw from the denomination over issues of doctrine and polity.

The Missionary Church Association (MCA) was founded in 1898 when J. E. Ramseyer was expelled from the Defenseless Mennonite Church after he was baptized by immersion at a non-Mennonite revival meeting. Initially, Ramseyer attempted to merge his movement with the Christian and Missionary Alliance, only to discover that the C&MA was an "alliance," not a denomination. The MBC and the MCA had fraternal relationships with each other for seven decades before consummating a merger in 1969. The most difficult years of the union were immediately following merger as the new denomination struggled to resolve the two matters of supporting colleges within 90 miles of each other and establishing appropriate alignments of district boundaries.

The two greatest periods of growth in the Missionary Church have been the first two decades of its existence (late 19th and early 20th centuries) and the last decade of the 20th century. The same can be said of periods of transition in the Missionary Church. The first two decades were a time of dramatic change as educational institutions were founded, mission organizations established, church polity developed, and aggressive evangelism implemented in church and city mission planting. At the same time, the last decade of the 20th century was a significant period of change as well. In 1987, the Missionary Church of Canada withdrew and six years later merged with the Evangelical Church of

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Canada to form the Evangelical Missionary Church. At the point of the departure of the Canadian church in 1987, World Partners was formed as the official mission agency of both the Canadian and American Missionary Churches. Ten years later, the missions alliance between the Canadian and American churches officially dissolved, while World Partners continued to serve the Missionary Church USA. In 1989, Fort Wayne Bible College changed its name to Summit Christian College and three years later merged with Taylor University, leaving Bethel College (now Bethel University) as the sole college of the Missionary Church USA.

Early in the 21st century, the denomination entertained overtures from the United Brethren in Christ to join the Missionary Church. After two years of intense discussions and proposals, the UBC voted in 2004 to remain a separate denomination and address polity issues without giving up its identity as the oldest American founded denomination.



MISSION

Financial Services seeks to live up to its name by envisioning churches' participation in the 2% Investment in Shared Ministries, and serving retirement needs of Missionary Church pastors through provision of a 403(b)9 Retirement Plan, Long-Term Disability and Family Life Insurance Plans.

Financial Services also serves the people of the Missionary Church by receiving and managing with integrity their tithes and gifts for world missions, domestic church planting, and national office administration. This department is also responsible for the national office budget, human resources, and the denominational information systems.

2% INVESTMENT IN SHARED MINISTRIES

History

In the early 1990s at a General Conference of the Missionary Church, Inc., the delegates representing all Missionary Churches made a decision to create a joint ministry commitment as a denomination.

Policy

As a part of the Missionary Church, each church contributes 2% of its income ("Investment in Shared Ministry") to a joint ministry effort of the denomination. This represents approximately 74% of the total income of the Missionary Church national office and about 18% of total national ministry efforts (when you include the income of World Partners and other sources of funding for the Generate budget.) Obviously, such a large portion of total ministry support is key to the stability and effectiveness of the Missionary Church joint ministry effort; thus, the General Conference and General Oversight Council set guidelines to clearly define procedures for some of the special circumstances that occur.

Procedure

The 2% Investment in Shared Ministry is calculated on all donor giving (general, missions, building, bequests, etc.) received by the local church each month. The 2% is to be sent to the national office in the following month.

If a local church's total annual 2% giving exceeds 2.5% of the total 2% calculated national budget, MCI and the local church will partner in how to invest that surplus portion in ministry. This is intended to reduce the external risk to the total budget of MCI and to develop ministry partnerships with the local church.

When a church experiences inflated income due to a building program, bequest, explosive growth, etc., it may utilize a 20% maximum increase cap (over the preceding year's contribution) for only three continuous calendar years. After the third year, the church must revert to the full 2% funding of their Investment in Shared Ministry.

EMPLOYEE BENEFITS

Missionary Church Employee 403(b)9 Plan Summary

The Missionary Church 403(b)9 Contribution Plan was established in 2011. Following is a summary:

1. Eligibility: All W-2 employees.



Financial Services

2. Type of Plan: The pension plan is a defined contribution 403(b)9 plan. Each church can enroll as a participating employer.
3. Procedure for Enrollment: After the church has enrolled as a participating employer through GuideStone, all W-2 employees are eligible to open a personal account.
4. Benefits: Benefits are determined by each participating employer based on their Rules & Procedures for eligibility and contribution.
5. Individual Contributions: Individuals may make tax deferred, tax paid, or Roth contributions to their individual 403(b)9 account.
6. Social Security: 403(b)9 accounts and Social Security benefits are completely independent of each other. Social Security benefits will not be affected by the 403(b)9 account or vice versa.

Detailed information concerning the 403(b)9 plan is available from GuideStone Financial Resources at 214.720.2100.

Long-Term Disability Insurance Plan Summary

The Missionary Church Long-Term Disability Insurance Plan is offered to Missionary Churches to provide an income for each participant in the unfortunate instance of becoming totally disabled. The plan assists in meeting a moral obligation to our pastors and staff, while enabling them to continue to have at least a basic level of income.

All full-time (20 hours or more per week) employees of the Missionary Church, including ministers, associates, assistants, missionaries, and lay personnel, may participate.

It covers injury or sickness when the employee is unable to perform all of the material and substantial duties of his/her occupation on an active employment basis.

Benefits are: 66.66% of basic monthly earnings to a maximum benefit of \$10,000 per month. The amount of benefit will coordinate with any primary benefits from Social Security, any "retirement plan" benefits that are for disability, and any eligible Workers' Compensation benefits.

Beginning with the first day of disability, there is a waiting period of ninety consecutive days for which no benefit is payable.

Benefit Period: Disability from injury or sickness may extend to age 70.

Benefits Taxable: These payments are replacement income and are therefore fully taxable, including Social Security (FICA) taxes.

Survivor Benefits: If an employee dies after being disabled for six months or longer while receiving benefits, his/her eligible survivor or estate will receive six times the insured's last monthly benefit.

Billing/Payment: The national office will bill each church in advance for the quarterly premium due. That local church will be responsible for payment regardless of any arrangement between the church and its staff.

FAMILY LIFE INSURANCE PLAN

FAMILY LIFE PLAN	
Coverage amount	<ul style="list-style-type: none"> • \$50,000 coverage for employee • \$10,000 coverage for spouse • \$10,000 coverage for each eligible child • Guaranteed Issue: \$50,000
Coverage maximum	\$50,000
Benefit reduction at age 65 (Active employee)	Reduces to 65% but not less than \$20,000
Accelerated death benefit	50% for active employees & retirees

If you are absent from work on the date your coverage would normally begin due to injury, sickness or temporary leave of absence, coverage for you and your eligible dependents will begin on the date you return to active employment.

ADDITIONAL BENEFITS FOR YOU AND YOUR FAMILY

assist america[®]

A 24-hour network of emergency medical and legal resources offering worldwide emergency assistance to active employees and their families who are traveling more than 100 miles from home. For more information, call **800.872.1414** within the US or email travel assistance services at **medservices@assistamerica.com**. If you're traveling outside of the US, call (US access code) + 609.986.1234.

Accelerated death benefit

Allows terminally ill participant with a life expectancy of 12 months or less to receive up to 50% of the death benefit prior to death.

Portability or conversion of coverage

You and your dependents can continue coverage if employment is terminated or you otherwise lose eligibility.

Add children without underwriting

Notify your employer's designated benefits administrator within 60 days of a child's birth, adoption or placement for adoption to add Child Term Life coverage or to add a dependent child to your existing Child Term Life Plan without underwriting.

Waiver of Premium

If you are approved for Waiver of Premium due to total disability, the Plan (GuideStone) pays premium to continue coverage for your eligible dependents.

Because the LTD and Family Life Insurance premiums are invoiced through accounts receivable, payments must be sent in a separate check. Please do not include these payments along with other contributions (Investment in Shared Ministry [2%], Missions, etc.).



Missionary Church Investment Foundation (MCIF) is a nonprofit ministry of the Missionary Church denomination. Since 1958, we've been providing low-cost flexible loans to churches, competitive-rate investment opportunities, and resources to help churches and their people be good stewards.

Loans: We are able to make loans to help churches realize their vision. Since we lend only to churches, we understand ministry and can be a partner to our churches. MCIF has been able to offer flexibility and help to church borrowers in unforeseen circumstances, such as natural disasters and COVID. We can tailor our loans to fit each church's needs and always make sure our rates are as competitive as possible.

Here are examples of the projects we have financed:

- New building construction
- Building purchase, expansion, or remodeling
- Land purchase for future building
- Equipment purchases
- Emergency repairs, such as boiler replacement
- Church revitalization
- Remodeling of leased space

Investments: We offer churches and individuals in our denomination various investment products. Since the funds invested with us are used to make loans, your investments earn a competitive return *while* helping our churches!

Our investments are available only in certain states. For more information regarding MCIF investments, please go to our website (mcfusa.org), or contact **Cindy Sparling** at cindysparling@mcusa.org or at (260) 747-2027.

Resources: We enjoy helping churches begin stewardship training ministries (such as Financial Peace) and sometimes are also able to help offset the cost of training an initial group of leaders. We also help churches set up appropriate financial checks and balances, can be a "second of eyes" to review churches' financial reports, and can also help churches develop financial reports and budgets. MCIF is also available to answer any questions our churches have regarding financial or tax matters. If we don't know the answer, we'll do our best to find it!

Contact **Steve Sisson** at stevesisson@mcusa.org or (260) 747-2027 for more information regarding our loans and other resources.



ABOUT GENERATE

Generate is the US Ministries department of the Missionary Church. We are a national organization with one goal in mind: equip churches and church planters so they can see the vision God gave them come to life.

Currently, there are more than 500 churches who are a part of Generate across the US, in addition to more than 150 church planters getting ready to launch in the next few years. We are a network of churches that cares more about our mission than our methods and the institution. Our mission is simple: to multiply disciples, churches, and networks to the fourth generation. We do this through funding, coaching, training, networking, credentialing, and resourcing of churches and church planters.

NETWORKING

We weren't designed to do life alone — and you weren't designed to do ministry alone either! Through the Generate networks you can partner with like-minded churches, learn from each other, and share in the joys and struggles of your mission to multiply disciples across your city.

Many of the network churches have monthly cohort meetings. Some have annual and semi-annual retreats for pastors and staff. Some even join together for student camps, mission trips, and local outreach opportunities.

The Generate networks are constantly adding new churches in addition to planting new churches. So more than likely there is a Generate network near you.

TRAINING

Generate training is done nationwide and worldwide at some of the largest church leadership conferences and in locally arranged settings. Generate training intensives are designed to help you and your team embrace the Great Commission and learn what it means not just to make disciples — but to start a disciple-making movement. The training is highly engaging, highly impactful, and highly affordable. Plus, due to the diversity of church models within the Generate network of churches, we have different training events designed to accommodate those different styles. So whatever your model, we have training for you.

COACHING

No team is successful without great coaching, and we believe the same thing about church pastors and church planters. Generate has an incredible staff of district and regional coaches that can help you navigate the challenges in your ministry. From monthly coaching calls to personal visits to simple email availability, our coaches are there for their teams and provide wisdom and guidance from decades of experience.

CREDENTIALING

The integrity of the capital "C" Church is one that we must protect and defend at all cost. The Generate credentialing process is designed to do just that. As a new church planter or pastor, we will walk alongside you as you go through the process of finding out what it means to carry the title of "Pastor." We'll challenge you to think through parts of ministry you may have never experienced and help you see your



blind spots. Generate credentialing is also an amazing process available to any of your staff or team that your church wants to ordain.

FUNDING

With the backing of the Missionary Church and its Missionary Church Investment Foundation (MCIF), Generate is able to provide funding and loans for:

- Assessment, training, coaching, and networking
- Church planting start-up costs
- Church buildings
- Build-out and renovation projects
- Land procurement

The Missionary Church and MCIF are highly relational and highly innovative. Even if you think it's a crazy idea, let's talk about it! We know that funding is often the biggest hurdle to carrying out the vision for your ministry, so we want to be a powerful financial resource for you.

RESOURCING

Being a national organization that's been around for over a century and a half has its perks. Here's a list of just a few of the many resources made available to you through Generate:

- Articles of incorporation and bylaw templates
- Budget and financial documents
- Insurance and investments
- Creative resources
- Prayer initiatives
- Hispanic resources
- Overseas mission opportunities
- Conferences and retreats

And that is just the tip of the iceberg. We've learned a lot over the years, so you don't have to reinvent the wheel!

INTRODUCTION

As one of the fastest-growing denominations in America, the Missionary Church continues to plant new churches at a significant rate with a very high degree of effectiveness. Currently, the most effective means of reaching the unchurched is through the planting of new churches, and the most effective means of planting new churches is when they are “parented” by a multiplying church. We are committed to finding the right planters (assessing), training them to be effective, incubating their church plants, coaching them through their first several years, and guiding them toward as many people-resources and financial support as is possible.

Of the churches started since 1990, 80% continue to provide opportunities for people to come to faith in Christ. Diversity of ethnicity is evidenced by having 50% of new churches non-Anglo. Each of the regions and districts is involved in planting new churches. Recently our national church planting team embraced a new commitment to church planting movements in the most strategic population centers in America to complement its strong history of assisting parent churches and individual church plants across the nation.

Everyone fits into this church planting picture — some as prayer partners, some as team members, some as lead planters, some as parenting church pastors, and others in various roles God has called them toward for the re-evangelization of America. Feel free to contact your district or regional office or, if our national team can assist you in your journey, please let us know.

MISSION

Church planting in the Missionary Church is:

Driven by the target, not the instrument (the church itself)

Our focus is on the 200 million unchurched people in the US, not on building the instruments (churches, districts, denominations) God has given us to use to reach them.

Balanced in its readiness to plant churches where Christ told us to go (Acts 1:8)

“But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.”

Globally connected (around the world)

What is happening around the world in exponential multiplication is catching on here in America, and we are postured to join God in what He is doing around the world via World Partners and the Missionary Church in other countries.

Investing in Antioch-type churches led by catalytic leaders

Our leaders take responsibility for multiplying churches. If we are to impact a rapidly moving and growing population and connect with its diversity, then “one-at-a-time, once-in-awhile” church planting alone will not get the job done.

Praying for network multiplication

Several regions are multiplying new networks of churches, and we're sending teams into areas where the Missionary Church hasn't had a presence. We are committed to multiplication movements at every level: city, district, regional, and denominational.

Emphasizing that every church can be involved somehow in church planting

Our goal is to help churches be involved in parenting/partnering.

VISION

Church planting continues to be one of the most effective means of reaching the unchurched for Christ. Whether a conventional model or an organic one, our mission is focused on making and multiplying disciples.

The Missionary Church continues to plant churches at a significant rate and with a high degree of effectiveness. Our focus is not simply to plant churches that draw people from other churches. That does not add to the kingdom. Our focus is to plant churches that reach the unchurched.

The Missionary Church also seeks to plant churches that multiply other churches. The parenting of new churches is the most effective model of church planting.

Our vision is not just to see church plants grow and then multiply, but to see every church experience such health that it can parent or partner in parenting another church.

MISSION

Using the convenience and affordability of the Internet, PLI exists to equip men and women for ministry in the local church and in the community.

VISION

The Pastoral Leadership Institute (PLI), originally designed for the second-career individual called to vocational Christian ministry, is also ideally suited to deliver continuing education for licensed pastors and train lay leaders for volunteer ministry. A student can choose to work through the entire program or take just the courses needed for his or her particular ministry.

PLI's high-tech academic curriculum (emphasizing Bible, theology, and practical ministry) develops the student's "head" by combining a self-study process with a weekly online chat in which students synthesize what they've learned by interacting with peers and a PLI e-Prof (electronic professor). But PLI distinguishes itself from other online schools with its high-touch local church internship — an intensive, broad, and deep ministry experience supervised by a pastor/coach. The student's "hands" (ministry skills) are built up by applying the academics learned in the classroom to real ministry and everyday life. The third dimension of PLI is the "heart" maturing that takes place as each student builds relationships with peers, interacts with e-Profes, and submits to the mentoring and accountability of a pastor/coach.

In a nutshell, PLI offers:

- Convenience (accessible from your own home — anywhere in the world)
- Focus (just the essentials for effective ministry)
- Practicality (relevant to real life)
- Affordability (significantly less expensive than traditional education)

STRATEGY

A person called by God to full-time ministry can acquire the education required for licensing (PLI's 2 prerequisite and 8 Level One courses) in as little as 15 months. Meeting the educational requirements for ordination can be accomplished by completing 8 Level Two courses in another 12 months of study. The entire process could be completed in 27 months, though most students opt for a slower pace.

Reading and writing assignments, special projects, chat-room discussions, and interaction with a coach help students synthesize course material. Strong online relationships are built with classmates and the e-Profes. Practical on-the-job training is obtained in the internships that run the duration of the academic program. Internship assignments are scripted in depth and breadth in the internship syllabus and supervised under the watchful eye of a coach (usually the senior pastor).

RESOURCES

For more information, visit PLI at plionline.org or email pliadmin@mcusa.org.

MISSION

Support Ministries exists

- to encourage participation in national prayer initiatives, to remind believers to be holy people of God in the world, to encourage our people to seek the mind of God for direction, and to pray for the Holy Spirit to bring revival to the Church;
- to provide technical and media assistance to the Generate team;
- to serve the needs of active and retired ministers and their family members through affirming and encouraging them in the calling, appreciating them for their commitment to serve the Lord and the Missionary Church, supporting them during times of personal, family and/or ministerial crisis, and helping restore them if they cross scriptural, moral, or ethical boundaries;
- to research, promote and/or produce resources related to ministry; and
- to communicate the stories of what is happening in Generate through US ministries.

VISION

- That ministers experience encouragement, support, and appreciation;
- The God’s desires for us be aggressively sought through personal and corporate prayer;
- That there is an increase in intercessory prayer;
- That there is an increased desire for spiritual revival;
- That helpful resources are made available; and
- That adequate communication of what is happening throughout Generate is made available.

“May the Lord Jesus Christ himself and God our Father, who loved us and by his grace gave us eternal encouragement and good hope, encourage your hearts and strengthen you in every good deed and word.”

— 2 Thessalonians 2:16-17

STRATEGY

Prayer

- Encourage local church participation in national prayer initiatives
- Provide prayer resources
- Encourage people to seek the mind of God
- Intercede for clergy/churches (share requests at prayercoordinators@mcusa.org or 260.747.2027)
- Pray for the Holy Spirit to bring revival to the Church

Clergy Care

- Encourage local churches to plan a special clergy appreciation day in October
- Pray for and encourage church planters
- Affirm and encourage active and retired ministers and their families

- Support pastors during times of personal, family, and/or ministerial crisis
- Help restore pastors who cross scriptural, moral, or ethical boundaries

Communication

- Collecting the stories of how God is working
- Sharing the stories through various media

RESOURCES

Referrals for counselors, retreats, and other care-giving ministries specializing in clergy issues are available by calling 260.747.2027 or visiting mcusa.org/resources-for-pastors.

MISSION

Our goal is to pray for, care for, and share Christ with every person in America. We are working toward the vision of reaching the more than 800 ethnic groups that have made America their home.

VISION

Cultural Ministries will pursue the reaching of as many as 100,000 people for the Lord in the next 15 years by finding ways to:

- Embrace ethnic diversity in the Kingdom of God,
- Promote the development of multicultural churches to effectively serve ethnic groups that the Lord is bringing into the Missionary Church, and
- Establish bridges for worship and work across cultural lines by listening to and learning from each other, and sharing leadership to fulfill the Great Commission locally.

STRATEGY

Research & Design Models

We will create or discover models of effective cultural church planting, church growth, and evangelism. As we discover these models, we will share what our cultural people are doing. The right questions must be asked, the answers listened to, and ideas shared with others of what is being done for the Lord.

Communication

We print a regular Spanish newsletter entitled *En Accion*.

Prayer

We will pray intensely for revival among the cultural groups. A chain of praying with all the Spanish/Latino churches will be developed. The idea is to have people pray 24 hours a day for the entire year, as well as fast, for spiritual growth and revival in our cities.

Training

We work with the Pastoral Leadership Institute (PLI) to offer Spanish Pastoral Leadership Training (SPLI). We offer cultural training possibilities with Key Training International, boot camps, and regional conferences.

RESOURCES

The Pastoral Leadership Institute (PLI) launched its first online courses for Spanish-speaking students in the fall of 2007. We now offer a full pastoral training program in Spanish — everything that's needed for licensing and ordination in the Missionary Church. Visit our website at plionline.org/ilp.

ETHICS & PRAXIS ISSUES

Integrity

As Christian men and women and in particular pastors to our flocks, the need for integrity in ministry is critical to being God-honoring and leaders to our people. God is calling us to an atmosphere and behavior of professional ethics and integrity in our relationships with people and institutions. Please prayerfully consider your life in the following areas where integrity is often breached.

- Physical fitness (weight, exercise, etc.)
- Emotional clarity (childhood/parent issues, abuse, betrayal, etc.)
- Resume issues (honesty in academics, references, etc.)
- Cross-gender peer or congregational relationships
- Copyright issues
- Preaching issues
 - Sermon plagiarism (use of another's sermon material in whole or part without attribution)
 - Repeated use of others' sermons (lack of personal biblical study, prayer and congregation exegesis in homiletical craftsmanship)
- Financial issues (taxes, tithing, debt/spending, bill paying, caring for family needs, etc.)
- Relational honesty (lying, avoidance, denial, gossip, etc.)
- Business honesty (deal making, bill paying, bidding processes, etc.)
- Internet viewing (gambling, pornography, hate sites, etc.)
- Work ethic

TAX, LEGAL & LIABILITY ISSUES

Federal Employer Identification Number

Each church is required to have an Employer Identification Number. Applications for this number are processed through the director of Generate.

Church plants may generally utilize the number of the regional/district office until official organization. Only individual numbers included in the denominational list are covered by the nonprofit tax exempt status. Any changes in the identification number, church name, or address should be reported to the Generate director for inclusion in the annual IRS report.

Nonprofit Tax Exempt Status

Verification of this status may be requested from the denominational office. A copy of the 501(c)(3) tax exempt status and a letter indicating status as a subsidiary of the Missionary Church, Inc. should be kept in each church file.

State Sales Tax Exemption

Exemptions from state sales tax must be obtained from the individual state government.

Liability Insurance

Each local church and pastor should consider the various corporate and personal liability insurances related to both property and personal liability.

Legal Status of Clergy

Each state has varying laws regarding the official recognition of ministers to perform marriages. In some states such privileges are granted by virtue of being licensed or ordained by a duly recognized denomination. Other states require a license from the state to perform marriages. In such states, there is generally a small fee for the license.

Tax Implications for Housing and Social Security

Each state and tax situation has unique restrictions, so yours should be reviewed by a qualified tax professional. However, some general rules regarding tax implications typically apply. Ministers may exclude from gross income the amount paid by the church as a housing allowance (which may be used for rent, mortgage payments, real estate taxes, home insurance, utilities, furniture, repairs, etc.). This amount is limited to the amount actually used to pay for these expenses. Because tax law treats ministers as self-employed for Social Security purposes, ministers are generally exempt from employee withholding on compensation paid by their church, but they must pay self-employment tax unless qualified for an exemption.

Articles of Incorporation

This matter varies widely from state to state. In some instances, local churches are recommended to have articles of incorporation. In other states, it is not recommended. On occasion it is required. Please consult with your regional or district director on the advisability of this in your state.

Fiscal Year

All local churches, districts, regions and other subsidiary entities of the Missionary Church must operate with a calendar (January 1 to December 31) fiscal year. This is a requirement of the federal 501(c)(3) nonprofit regulations.

Background Checks

All new applications for credentials are required to have background and credit checks. The background check should be obtained after the region/district has received credential and spouse applications, but prior to their credential reviews.

Screening of Paid and Volunteer Staff

It is unfortunate that the problems of abuse and negligence must be issues in vetting church workers, but programs are available to help you prevent problems from occurring. We recommend that you invest in these resources to protect those in your church who are vulnerable.

Reducing the Risk: This training program, created by noted legal expert Richard Hammar, JD, LL.M., CPA, is designed to help churches train pastors, staff members, and volunteer leaders every year to protect the children of your church and decrease your church's risk of a costly allegation. The program's online streaming videos and downloadable training workbooks walk participants through an effective screening and selection process; common supervision scenarios that require quick, thoughtful decisions; and tips and insights on best practices that can most effectively

reduce vulnerabilities. Find more information and get instant access to resources at churchlawandtax.com/training.

ANNUAL REPORTS

Every year credentialed ministers are required to submit an annual minister's report in order to retain credentials. Senior/lead pastors are also required to see that a church statistical report is filed. Information from these forms is used to maintain records with the IRS and is a source for assessing the health and growth of the denomination. The reports are due February 15 and are completed online.

PASTOR ORIENTATION COURSE

The Pastor Orientation Course gives a broad introduction to key information about the vision, ministry, history, resources, and responsibilities of every leader and church in the Missionary Church. Prospective pastors must review this information and pass a brief exam online. The course is available at mcusa.org/orientation; from there, candidates will create an account and complete the assessment.

CONSTITUTION OF THE MISSIONARY CHURCH

The Constitution is available online at mcusa.org/constitution. Copies may be downloaded and printed, and translations are available in Espanol, Portuguese, and Creole. A spiral-bound printed version is also available for purchase by contacting the national office at 260-747-2027 or online at mcusa.org/store.

CONFIDENTIALITY

Two resolutions regarding the code of ethics governing confidentiality were passed by the 1993 General Conference. Ministers should be familiar with this code and the varying state and local laws regarding confidentiality.

Resolution No. 1

THEREFORE, BE IT RESOLVED, that pastors and ministers of the Missionary Church, Inc. shall adhere to the following code of ethics governing confidentiality:

Pastors and ministers of the Missionary Church shall hold as completely sacred all confidential communications when performing duties as a minister of the Gospel.

Pastors and ministers of the Missionary Church shall communicate disclaimers to both individuals and the entire congregation their boundaries of confidentiality when they are compelled by personal conviction to report such communications as prescribed by local laws and ordinances before individuals have an opportunity to disclose such communications.

Pastors and ministers of the Missionary Church shall do all things ethically possible to ensure the cessation of unethical, immoral or illegal behavior without compromising confidentiality.

Pastors and ministers of the Missionary Church shall encourage individuals who have confidentially communicated violations of an ethical, moral, or legal nature to seek restitution through self-disclosure.

Pastors and ministers of the Missionary Church shall ensure complete confidentiality when consulting with another pastor or minister, health care professional, etc., by omitting details that would disclose the identity of individuals.

Resolution No. 2

THEREFORE, BE IT RESOLVED, that regions/districts of the Missionary Church, Inc., be directed to:

1. Assess their potential liability in their respective state(s) regarding issues of confidentiality,
2. Discover limitations to that confidentiality,
3. Educate pastors regarding their region/district's discoveries as they relate to the code of ethics governing confidentiality.

FINISHING WELL: GUIDELINES FOR RETIRING MINISTERS

Introduction

There are numerous examples in history of servants of God who finished well — Billy Graham, Bill Bright, and others continued to have productive ministries well beyond the time when their contemporaries in business have retired.

These men did not keep the same schedule they did when they began ministry, but they have never retired. However, most of us in ministry reach a point when we sense the need to slow the pace and step aside from “full-time vocational ministry.” That transition can be very traumatic.

These guidelines are intended to ease the trauma and help retirees to be a blessing to the church and to finish well, especially at the point of transitioning from their local church ministry.

What's next? — Keep growing

Continued growth and development will ease the trauma of retirement by increasing a personal sense of fulfillment and joy in the Lord.

- Continue to be a student of the Word of God.
- Read books to remain current on ministry trends and strategies.
- Interact with and learn from younger people.

Where should I worship?

- It is generally best not to remain in the church from which you retire.
- A neighboring Missionary Church is a good option.

- Choose a church where you can be supportive of the pastor and his ministry. The following guidelines apply wherever you attend.

How do I establish boundaries with the pastor?

- Meet with the pastor to communicate your support and level of interest in involvement in ministry.
- You are a person of influence. Use it to support and not to undermine the ministry of the pastor.
- The pastor must increase. You must decrease.

How should I support the pastor?

- Pray for the pastor privately and with him if invited.
- Be a mentor only if invited.
- Trust God to lead your pastor as He led you in ministry. Be ready to endure some discomfort related to changing methods and approach in ministry.
- Offer words of encouragement.
- Verbally support the pastor. If you cannot speak positively of his ministry, remain silent.
- Do not entertain criticism of the pastor or his ministry.

How involved should I be?

- Before accepting any ministry involvement, official position or title in the church, consult with the regional director/district superintendent and the pastor.
- Respect the boundaries they give — this is not your ministry.
- Discourage those who would attempt to move you into a ministry role or position without the knowledge and blessing of the pastor and regional director/district superintendent.
- When asked to conduct a wedding or funeral, seek permission from the pastor of the church.

Your character and conduct in retirement will either be a celebration and capstone of your years of service or cast a shadow over it. This is a time to truly shine as a child of God.

Developed by the district superintendents of the Missionary Church. Approved 10.15.03.

SCHOLARSHIPS

Ministerial Scholarship Plan

In order to assist graduate ministerial students who are continuing their preparation for ministry in the Missionary Church in seminaries or other similar institutions, a modest annual apportionment is made to provide scholarship assistance. Students may apply to the director of Generate and must be approved by their regional or district executive board and the denominational directors to enter the scholarship program.

Students may qualify for assistance of up to \$1,000 per academic year. Recipients are eligible for three years of benefits.

Preference is given to full-time students who are enrolled in a Master of Divinity program and whose stated intention is to serve in pastoral or church planting ministry.

Scholarship applications for the fall semester must be received by August 1, and the applications for the spring semester must be received by January 1. The directors will approve scholarships each semester. Scholarships will be paid after the registrar of the academic institution in which the recipient is enrolled has certified course enrollment.

Applicants should complete the Missionary Church doctrinal questionnaire as part of the application process.

Bethel University Master of Ministry Program

This program is available to all licensed and ordained Missionary Church ministers who are presently serving full-time in a Missionary Church. Other Missionary Church students may apply provided funds are available.

Scholarship monies are based on up to one-third of the Bethel University Master of Ministry hourly tuition rate. A copy of the Bethel University student monthly statement should accompany each request. A copy of the previous semester's grade report should accompany ongoing requests. Checks are made payable to the student and Bethel University.

General Information

Applications for either scholarship are available at mcusa.org/resources/education and should be emailed to scholarships@mcusa.org or mailed to:

Scholarships
Missionary Church, Inc.
PO Box 9127
Fort Wayne, IN 46899-9127

Students not completing courses for which they have received scholarship money will not receive additional scholarships until those courses are completed or an equal number of hours in other courses completed.

Students failing to maintain satisfactory grades (at least a C grade or above) will not be considered for scholarships.

The Kenneth E. Geiger Memorial Scholarship

Dr. Kenneth E. Geiger was committed to excellence in his life of service in the Missionary Church. Upon graduation from college, he began a pastoral ministry that, after 13 years, led his peers to select him as their district superintendent. In 1956 he was elected general superintendent of the former United Missionary Church. In 1969 Dr. Geiger was elected the first president of the Missionary Church. He served in this position until he retired from full-time ministry in 1981.

On July 20, 1984, after 46 years of committed service to Christ and His Church, Dr. Kenneth E. Geiger was killed in an automobile accident while en route to the Nigerian Conference of the United Missionary Church of Africa.

The Kenneth E. Geiger Memorial Scholarship was established to perpetuate excellence in ministry. To accomplish this goal, a Memorial Scholarship Fund has been established at the national headquarters of the Missionary Church, PO Box 9127, Fort Wayne, IN 46899-9127. Tax-deductible contributions may be made to the fund by designating the gift to the “Kenneth E. Geiger Memorial Scholarship Fund.”

Purpose

The Kenneth E. Geiger Memorial Scholarship Fund exists to promote and assist the training of students for Christian ministry who demonstrate exceptional ability and commitment to excellence in ministry.

Eligibility

The criteria for eligibility for Kenneth E. Geiger Memorial Scholarship Fund award shall include the following:

1. A member in good standing, and be licensed or be approved for license in the Missionary Church.
2. Be in the last year of a master’s level program at an approved seminary or in at least the first year of a doctoral-level program. Preference will be given to applicants at the doctoral level who are graduates of approved seminaries and have served the Missionary Church. Evidence of a commitment to Christian service.
3. Demonstrate academic excellence.
4. Evidence of leadership potential.

The application materials will include letters and related materials from the applicant’s pastor, regional or district director, institution in which he/she is enrolled, and a lay person from the Missionary Church. Other materials may include transcripts, statement of call and plans for ministry, and written sermons. Scholarship awards will not be conditioned on evidence of financial need.

TOP TEN DOCUMENTS EVERY CHURCH SHOULD HAVE**1. Articles of Incorporation**

The most authoritative legal document a church has.

2. Corporate Annual Reports

A simple form requiring only a few minutes to complete. In many states, incorporated churches are required to file this annually with the secretary of state.

3. Constitution or Bylaws

A church's rules of internal administration.

4. Financial Records

Reviewed regularly by the church board, ensuring that appropriate safeguards are in place and asking questions about anything that seems irregular.

5. List of Members

Reviewed periodically and kept up to date.

6. Minutes of Membership and Board Meetings

Records of all meetings in which decisions are made on behalf of the church.

7. Insurance Policies

Church treasurers/administrators must know how much coverage the church has.

8. Tax Records

These include payroll tax forms, housing allowance designations for pastors, contribution records, and any other forms filed with federal, state, and local governments.

9. Employment Records

Include all applications for employment, reference checks, and other employee documents.

10. Deeds

The location of all deeds.



Worldwide, 1 out of every 3 humans has *no access to the Gospel message*.

One third.

33%.

And growing with each new birth.

This reality is World Partners' *why*.

As the global mission body of our Missionary Church denomination, we aim to partner with you and your church to see nearly three billion humans gain access to an embodied Gospel witness.

This task can only happen through radical, Spirit-led disciple-making movements like the world witnessed in the first century. *This* is Jesus' plan.

It's our plan, too.

With movement-makers of all kinds in over 100 countries currently and our sights set on Gospel-vacant regions, World Partners is uniquely positioned to help your church meaningfully find its place in the global dream of our cosmic King who envisions knowledge of His glory covering the earth as the waters cover the sea.

As our name implies, we partner Jesus' worldwide body together for Gospel impact through movements of disciple-making. Including yours.

How might we partner more with you and your church?

I'm grateful for your leadership in our MCUSA family. I look forward to meeting you soon and hearing your heart for the 1 out of 3.

With great respect for your role in our King's global dream,

Joe Johns

Director of Strategic Partnerships

World Partners Contact Information:

PO Box 9333

Phone: 260.747.9439

Fax: 260.747.5331

Email: info@wpartners.org

Website: wpartners.org



MISSION

As the international ministry of the Missionary Church, World Partners exists to impact the world for Christ by identifying, equipping, and empowering people to launch disciple-making movements.

World Partners is an extension of local Missionary Churches and represents those congregations in the recruitment, deployment, supervision, and administration of missionary teams around the world. We are committed to evangelism, discipleship, and the development of leadership through training and encouragement. We utilize humanitarian, business, and social activities as means of opening doors for ministry.

Partnerships with other organizations are arranged when they lead to cooperative ministries and enhance the effectiveness and security of the World Partners staff.

Values

- We are committed to the Supremacy of the Great Commission and believe it must be the driving force in the task of mission.
- We believe that every follower of Christ is responsible for seeing disciples made.
- We develop disciple-making strategies based on the Holy Spirit's leading, the host culture, and the spiritual gifts of team members.
- We believe making disciples results in the multiplication of leaders and churches that are Spirit-led and culturally appropriate.
- We model only what is reproducible, intentionally utilizing ministry tools that are readily available and affordable to the host culture.

Leadership

Three co-directors guide the work of the organization with the assistance of regional strategy coordinators, who provide support and supervision to the staff serving in their regions. The World Partners Director of International Development, Director of Operations, and Director of Strategic Partnerships serve in equal capacity and authority.

Administration

A central office staff assists administrators and missionaries with travel, communication, promotion, receipting of donations, budgeting, projects, medical insurance, supplies, reports, strategic planning, and contacts with foreign agencies.

WORLD PARTNERS STAFF

World Partners welcomes applicants from a wide range of backgrounds and experiences, but successful applicants share at least two important qualities: they are actively being disciplined by Jesus, and they are



called to missions. The assessment of an individual's qualifications to serve with World Partners is determined via a thorough application procedure. The World Partners International Service Administrator helps candidates in the application, interview, and evaluation process.

World Partners Internships/Short-Term Volunteer Teams

World Partners Volunteer Services mobilizes local church volunteers to use their skills and gifts to assist World Partners' staff and partner ministries around the world. In doing so, we seek to challenge every volunteer to strengthen their commitment to the Great Commission.

Interns serve between 1 month and two years. Short-term teams generally serve 1-2 weeks. Tasks vary widely, and a high priority is placed upon discipleship within the team; meeting a need expressed by the community being served; supporting and encouraging the host staff; and maintaining the attitude of servants and learners.

Missionary Support System

The Missionary Support System was developed by World Partners to allow individuals and churches to participate in the ministry of our missionary teams. It also allows people to be involved at whatever level their interest and resources direct.

Each World Partners missionary family, in consultation with World Partners, determines the amount needed for their annual ministry through the use of a financial planning worksheet. The financial plan they develop includes monies for salary, housing, transportation travel to and from the field, ministry, communication, medical insurance, pension, administration, and funds to care for their children's needs.

The most important issues influencing the level of support needed by each missionary family include the value of the US dollar, cost of living in the host country, and the cost of staff medical insurance. The administration of World Partners seeks to ensure all staff members and families are working in financially streamlined, yet secure, situations on the field. Customizing financial plans to the country and setting of each ministry means there are variations in the amount needed by each family.

Information about missionaries needing support is available from the World Partners' office. Gifts may be mailed directly to World Partners, or can be designated for missionary support and submitted through a local Missionary Church.

RESOURCES

World Partners offers the following resources to help connect congregants with missions:

- The Bus Bank giving program in the Missionary Church allows children to be involved in missions and is often used by families and churches to help children think about, and pray for, the needs of missionaries and their children.
- *Praylink* and *Missions Minute* are World Partners email communications that inform subscribers about the current discipleship work, praises, and prayer needs of the World Partners staff around the world. A free subscription can be secured by calling the office or emailing info@wpartners.org.



- World Partners staff members are available to speak at local churches upon request. An updated list of staff in the US can be accessed our website, wpartners.org, under the Resources tab.
- Articles about World Partners ministries can be found in the Missionary Church publications, *Today's Latest* and *Priority*.
- Various videos and brochures that describe the work of World Partners are available upon request.



OUR MISSION

Bethel University, affiliated with the Missionary Church, is a Christian community of learners dedicated to building lives of commitment for leadership in the church and the world. Bethel provides liberating academic and co-curricular programs to challenge the mind, enlarge the vision, and equip the whole person for lifelong service.

OVERVIEW

Bethel is an accredited evangelical four-year Christian university of the arts and sciences located in Mishawaka, Indiana. The university offers more than 50 areas of study on campus plus online programs for bachelor's and master's degrees in some of those areas and a robust master's degree program on campus. Students can apply at BethelUniversity.edu/Apply.

SCHOLARSHIPS

Upon admission, students are automatically considered for an academic merit award of up to \$16,000 per year. Each year, 97% of Bethel students receive some form of financial assistance. Merit awards based on GPA and test scores range from \$4,000 to \$16,000 per year. Bethel also matches church scholarships, dollar-for-dollar, up to \$1,000 per year. The Dr. Billy Kirk Leadership Award, for minority students, offers up to \$8,000 per year. And talent awards are available for students interested in athletics, music, theatre arts, and visual arts, with varying amounts.

SPIRITUAL FORMATION

Bethel lays a solid foundation for spiritual formation, and student spiritual development is at the core of the university's purpose. Bethel is a Christian community of learners dedicated to building lives of commitment for leadership in the church and the world. Spiritual growth is nurtured through chapel (the heartbeat of Bethel) and through small group gathering opportunities, where students can dive deeper in their walk with God.

SCHOLARLY CONNECTIONS & CAREERS

The Bethel community guides students to find their calling and life's work and has a passion for helping students make connections for internships and positions post-graduation. Students engage in class discussions that encourage them to dig deeper and discover more about their beliefs. They also learn from faculty who will share their wealth of knowledge and life experiences. Bethel offers opportunities for study abroad, service learning, and internship and networking experiences.

GRADUATE AND MASTER'S PROGRAMS

Bethel also offers flexible class schedules for graduate and master's programs that are designed to accommodate a busy life. Master's degrees are offered in business administration, education, ministry, organizational leadership, nursing, teaching, and theological studies, with classes offered on campus, online, and hybrid.



General Resources

WEBSITES

Bethel University — BethelUniversity.edu

Missionary Church

National Office — mcusa.org

Region/District Offices

(find contact information at mcusa.org/become-part/prospective-pastors)

Building Bridges Regional Network

Caribbean Region

Central Region — centralregionmc.org

Connect Region

Eastern Region

East Central Region — mcecr.org

Michigan Region — mcmichigan.org

Midwest District

North Central District — mcncd.org

Northwest Region

Pacific Rim Region

Vinia (Western Region) — vinia.org

Pastoral Leadership Institute — plionline.org

World Partners — wpartners.org



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