

Bayou City Fellowship

Mobilization and Outreach Policy

Bayou City Missionary Grants

Scope:

- This policy applies to both Career Missionaries and Short Term Missionaries.
- To be eligible for support in accordance with this Policy, a candidate must complete the Request Form (which must be endorsed by a Mobilization Pastor, Small Group Leader or other Pastor) recommended by the Mobilization Team and approved by the Elders.

Definitions:

- **Career Missionary:** A candidate that desires to receive support from Bayou City for a period longer than three years. Two categories of Career Missionaries:
 - **Bayou City Career Missionary** – A member of Bayou City of at least [2 years] who has demonstrated an active Christian faith who has received a call from God to full-time missions ministry.
 - **Non-Bayou City Career Missionary** – An active Christian, who has received a call from God to full-time missions ministry, and is connected to Bayou City through Bayou City members.
- **Short Term Missionary:** A candidate, who has been a member of Bayou City of at least [2 years], that desires to receive support from Bayou City for a period of longer than three months but shorter than three years

Qualifications of Candidate

- Lives a life-style in harmony with God's Word and is in agreement with Bayou City's Statement of Faith
- A Career Missionary must have proven ministry experience
- An educational background and experience that qualifies the candidate for the intellectual and spiritual rigors of the assigned field.
- A background of cross-cultural and language training necessary for the assigned field (or the commitment to receive such training).

Criteria for Funding

- Candidate's field of service has a Kingdom Purpose
- Candidate will work under an approved Missions Agency or institution (see below)
- Request form thoroughly completed
- Requires Elder approval

Missions Agency

- Important points to be taken into account when considering whether to approve a Mission Agency or institution as the sending organization for the candidate:

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- Articles of faith and missions philosophy consistent with those of Bayou City
- Adequate demonstration of financial responsibility and accountability
- The Mission Agency can give Bayou City assurances that Bayou City allocated funds will be used only for the work of the designated missionary and shall not be diverted to other ministries or missionaries, even if it exceeds the missionary's needs, without the permission of Bayou City.
- The Mission Agency will provide an annual financial summary for each Bayou City supported missionary.
- Does the Mission Agency have the resources to provide the following:
 - Base salary;
 - Medical and dental insurance;
 - Retirement benefits (e.g., 403(b) or IRA plans);
 - Employer paid State and Federal taxes (e.g., FICA and Medicare);
 - Travel to and from the mission field

Funding

- For Bayou City Career Missionaries:
 - If non-married, then up to \$1,000/mth
 - If married but no children, then up to \$1,500/mth
 - If married with children, then up to \$2,000/mth
- For Non-Bayou City Career Missionaries:
 - Up to \$500/mth
- For Short Term Missionaries:
 - Up to \$1,000/mth
- Payments will not be made to individuals
- Will follow all Bayou City financial procedures
- For Bayou City Career Missionaries and Short Term Missionaries, if requested, a one-time payment to cover mobilization costs can be made up to \$15,000

Conditions of Financial Support

Bayou City's acceptance of new Career Missionaries shall be by recommendation of the Mobilization/Outreach Team and approval of the Elders. The actual financial level of support for each missionary will reflect other considerations, including support needs and the availability of budget funds at the time new candidates are considered. A specific Mobilization Pastor will be designated as the missionary's point of contact with Bayou City.

Once accepted for support by Bayou City, continuing support generally is anticipated. Support status will be regularly reviewed as a part of the annual budget process. After budget approval, the Mobilization Pastor will notify the missionaries in writing of their support status for the coming year.

Support of a missionary may be terminated in instances such as the transfer to another mission agency, behavior unbecoming to the cause of Christ, ineffective ministry, an unapproved change of field or significant ministry redirection. Therefore, missionaries must notify the Mobilization Pastor in writing prior to making major changes in ministry, location, church membership or mission agency. Such changes will result in a review of continued support.

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While on the field, (i) Bayou City Career Missionaries and Short Term Missionaries will send [monthly] reports to the Mobilization/Outreach Team, and (ii) non-Bayou City Career Missionaries will send [quarterly] reports to the Mobilization Pastor.

Bayou City will continue to support all of its missionaries when they temporarily leave the field for home assignment (deputation, continued education, administrative requirements, health issues, visa reapplication).

- Bayou City Career Missionaries are expected to spend significant time at Bayou City while on home assignment. They will serve within the church alongside Bayou City staff, using their gifts and skills to help build the church body. A ministry plan for the home assignment period, including a time of rest and relaxation apart from church duties, will be developed and agreed to by the missionary, the Mobilization/Outreach Team, the Elders and the church staff.
- Non-Bayou City Career Missionaries are expected to allocate some of their time on home assignment to network with Bayou City and meet with the Mobilization Pastor.

In the event a missionary is away from the field for longer than one year, continuation of support will be reviewed and may be terminated by the Mobilization/Outreach Team subject to final approval by the Elders. Bayou City will, when possible, continue support of missionaries during periods of advanced study (1-2 years) if the missionary plans to return to the field upon completion of this study

New career missionaries

All new career missionaries shall be approved with the understanding that at the end of their first term, their ministry shall be evaluated to determine whether (1) it is in accord with Bayou City's Mobilization/Outreach ministry objectives and (2) they are meeting these ministry objectives successfully. The evaluation process shall be initiated by the Mobilization Pastor together with Mobilization/Outreach Team, followed with action to determine whether Bayou City will continue the missionary's financial support.

Missionaries shall be informed of this evaluation process at the time that they complete their application.

Appendix

Approved Agencies/Organizations

- International Mission Board- denominational
- Pioneers- focus area (Unreached and BAM)
- Launch Global- Discipleship Sending Program