

AVENUE TO THE WORLD

PARK AVENUE CHURCH OF CHRIST
WORLD EVANGELISM MINISTRY

MISSIONS POLICY

JUNE 2016

*The earth will be filled with
the knowledge of the glory of the Lord
as the waters cover the sea.*

– Habakkuk 2:14

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*Jesus came to them and said,
“All authority in heaven and on earth has
been given to me. Therefore go and
make disciples of all nations, baptizing
them in the name of the Father and of
the Son and of the Holy Spirit, and
teaching them to obey everything I have
commanded you. And surely I am with
you always, to the very end of the age.”*

– Matthew 28:18-20

MISSION STATEMENT

1. We are here to help take the gospel of Christ to souls who need to hear it.
2. We are here to be good stewards of mission work that can be touched directly by any member at the Park Avenue Church of Christ.
3. We anticipate a mutual blessing from being able to interact in person, as a church, with our missionaries and the people they serve.
4. We will field mission related requests submitted to the church and administer funds based on an approval process.
5. We will be an advocacy group for missions at Park Avenue by sharing mission reports with the congregation and encouraging involvement.

CURRENT TEAM CONTACT INFORMATION

WorldEvangelismMinistry@parkave.org

*Turn to me and be saved,
all you ends of the earth;
for I am God, and there is no other.*

– Isaiah 45:22

INTRODUCTION

STEWARDS OF MISSION

In response to Biblical imperatives, we see our goals as helping to convert souls to Christ and helping to establish congregations, which will become self-supporting, self-governing, and self-propagating.

Self-Supporting – No outside funds to carry on worship, teaching, and evangelism.

Self-Governing – Autonomous congregations with scripturally qualified elders, or leaders, who make all decisions concerning the program, teaching and discipline.

Self-Propagating – Able and willing to convert people in their own communities, with growth coming through the efforts of the local Christians reaching out in their own mission efforts to establish other congregations (2 Timothy 2:1-2).

OBJECTIVES

A. SHORT RANGE GOALS

1. Inspire greater member interest, engagement and support of missions.
2. Strive to increase the mission budget each year – both in dollars and percentage.
3. Support a missionary work within eight hours travel from Memphis.
4. Visit the missionaries.
5. Improve ways to show concern for our missionaries.
6. Keep commitments to short-term and limited engagements to a minimum, and work toward long-term support and stewardship.
7. Review each sponsored missionary's financial position, medical insurance, life insurance and retirement plan.
8. Encourage the elders to charge youth ministers and educational ministry to help develop engagement in missions among the membership.
9. Actively invest in the ongoing education and equipping of the members of the mission committee.

B. LONG RANGE GOALS

1. Continue to inspire greater member interest, engagement and support of missions.
2. Encourage our youth to be involved in missions and to become missionaries.
3. Look for new opportunities to support missions.
4. Involve Park Avenue families in planting and nurturing other self-sustaining congregations.

BIBLICAL AFFIRMATIONS

The World Evangelism Ministry team is centered on a biblical understanding about God, the world and the church.

1. **God is the Creator**,¹ the “maker of heaven and earth,”² and the sustainer of the world and its inhabitants.³ He sends blessing of rain and sunshine on the good and bad alike.⁴ People depend utterly upon Him for “life, breath and all things.”⁵ Because He is the Creator, He deserves to “receive glory and honor and power”⁶ from all the earth.
2. **God made human beings in His image**, after His own likeness,⁷ with the capacity to seek Him⁸ and know Him.⁹ From the earliest days, sin has separated¹⁰ people from their Maker and Sustainer, preventing them from enjoying the blessings of fellowship with God and having His nature reside within themselves.¹¹ Destruction is the ultimate consequence for sin.¹²
3. **God has always expressed a concern for the whole earth.** He wanted the whole earth populated.¹³ His promise to Abram involved “all peoples on earth.”¹⁴ Israel was to declare God’s glory “among the nations”¹⁵ and God’s Servant was to be a light even to the Gentiles.¹⁶ Solomon’s temple prayer acknowledged the place of non-Jews,¹⁷ and Isaiah cried, “turn to me and be saved, all the ends of the earth.”¹⁸ God, himself, said, “the earth will be filled with the knowledge of the glory of the Lord, as the water covers the sea.”¹⁹
4. **Jesus Christ is God’s Son** and the One through whom God deals decisively with the effects of sin on people. Through Christ alone,²⁰ sinful people may be reconciled to God,²¹ be redeemed,²² be adopted into God’s family,²³ be saved,²⁴ and become partakers in His holiness.²⁵ It is not surprising, therefore, that God calls for a worldwide proclamation of the good news about Jesus Christ.²⁶
5. **God intends His people to be the primary agents for evangelizing the world**, both by virtue of whom they have become in Christ²⁷ and by what they teach.²⁹ At the same time, God is sovereign and can use even His enemies to accomplish His purposes.²⁸ The local church is God’s “missionary society” and must undertake to the best of its ability the responsibilities entailed in selecting, supporting, supervising, and evaluating workers³⁰ – and in wisely stewarding human resources and funds given for evangelism.³¹
6. **God wants every one to be saved.** His intention is that “as many as possible” be brought to faith in and obedience to Christ,³² and that they remain steadfast in their obedience and loyalty.³³ While many avenues may be used to evangelize and train (literature, TV, radio, schools, service programs, etc.), it remains clear that the establishing and maturing of viable, culturally appropriate churches is both an apostolic norm,³⁴ and a God-ordained means of keeping people faithful.³⁵ Therefore, we give priority to church development.
7. **Evangelization is a spiritual work**, designed to deliver people from the Evil One and increase the worship³⁶ and praise of God.³⁷ We wish to carry out this dimension of the church’s work with the mind of Christ, encouraging both individuals and sister congregations in their own evangelistic efforts. May God alone be praised.³⁸

SCRIPTURE REFERENCES

1. Genesis 1:1; Psalms 33:6; 102:25
2. Psalms 115:15; 121:2; 124:8; 134:3; 146:6
3. Hebrews 11:3; Colossians 1:15-17; Matthew 6:25-34; Acts 17:25
4. Matthew 5:45
5. Acts 17:25,28
6. Revelation 4:11
7. Genesis 1:26-27; 9:6; James 3:9
8. Acts 17:27
9. Galatians 4:8-9; Hebrews 8:11
10. Genesis 3:2, 16-19, 23-24; Isaiah 59:1-2; Romans 5:12-19; 6:23
11. 2 Peter 1:4; Ephesians 5:1; Hebrews 12:10
12. Romans 6:23; James 1:15; Revelation 21:8
13. Genesis 1:28; 9:1
14. Genesis 12:3; 18:18; 22:18; 26:4; 28:14
15. Psalms 96:3
16. Isaiah 42:6
17. 2 Chronicles 6:32-33
18. Isaiah 45:22
19. Habakkuk 1:14
20. John 14:6; 1 Corinthians 3:11; Acts 4:12; Colossians 1:15-20; 2:9-10
21. 2 Corinthians 5:18; Romans 5:9-11
22. Ephesians 1:7; Romans 3:24; 1 Peter 1:18-19
23. Romans 8:15, 23; Ephesians 1:5
24. John 12:47; Hebrews 7:25; 1 Timothy 1:15
25. Hebrews 12:10; Ephesians 4:20-24; 2 Peter 1:4
26. Matthew 28:18-20; Mark 16:15,16; cf. Luke 24:45-48; Acts 1:8
27. Ephesians 3:10; 1 Peter 2:9, 11-12; Matthew 5:14-16; Romans 15:19
28. Ezra 1:1; Isaiah 10:5; 44:28-45:1
29. Acts 13:2-3; Philippians 1:5; 4:14-16; cf. Acts 8:1-4; 11:19
30. Cf. Philippians 1:5; 4:15-16; 2 Corinthians 11:8; 1 Timothy 3:14-15
31. Entailed in stewardship (1 Corinthians 4:2) and Christian wisdom (cf. Ephesians 5:15-16; Matthew 10:16)
32. Cf. 1st Corinthians 9:19; Romans 15:20-21; 16:25-27
33. Acts 14:21-22; 15:41; 1 Corinthians 15:58; Colossians 1:22-23; 2:6-8
34. Acts 9:31; 14:23; 15:41; 16:5; Romans 16:16; 1 Corinthians 1:2; Philippians 1:1; cf. Matthew 16:18
35. Ephesians 4:11-16; 1 Corinthians 5:5, 12-13; 2 Thessalonians 3:14-15
36. Romans 15:16; 1 Thessalonians 1:9-10
37. 2 Corinthians 4:15; Romans 15:7; Ephesians 1:6, 12, 14
38. Romans 16:25-27; Revelation 5:9-10

*“For the Son of Man came
to seek and to save the lost.”*

– Luke 19:10

THE PURPOSE OF THIS BOOK

A. GENERAL

To give guidelines for planning, organizing and implementing the Park Avenue World Evangelism Ministry under the oversight of the elders.

B. SPECIFIC

1. To achieve a clear sense of direction for missions.
2. To avoid making decisions on an impulsive or haphazard basis.
3. To insure that each mission dollar is spent wisely.
4. To clarify our mission priorities. Avoiding confusion, inconsistency, and misunderstanding in our missions program. Building confidence and cohesion in the mission program. Informing the congregation of what the committee has in mind. Building trust. Letting everyone (members, elders, ministers, missionaries) know ahead of time what to expect – no sudden surprises.
5. To keep the elders up-to-date, allowing them to be familiar with the crucial issues and with the overall direction of the program.
6. To maintain consistency as the personnel of the committee changes.
7. To provide a framework for the committee to work in harmony with the elders.

C. FLEXIBILITY

It is intended that these guidelines be generally followed carefully. Guidance from the elders will be sought when any desired action appears to be in contradiction to this policy. Exceptions to general policy may be made only with the agreement of the missions committee and with the explicit approval of the elders.

D. REVISIONS

The guidelines set forth in this book will be reviewed and revised as needed, with all policy revisions to be approved by both the committee and by the elders.

Preach the word; be prepared in season and out of season; correct, rebuke and encourage – with great patience and careful instruction.

– II Timothy 4:2

GUIDELINES FOR MISSIONARY STEWARDSHIP

CONCERNING THE SELECTION, SUPPORT AND OVERSIGHT OF MISSIONARIES

- A. The World Evangelism Ministry committee shall be made up of persons approved by the elders.
- B. Concentrating in areas that are within a 6-8 hour drive or plane ride from Memphis, Tennessee, the congregation will endeavor to support the missionary (*in this section, the term "missionary" may be understood to mean the individual missionary and family or team, as applicable*) providing salary, working fund, travel fund and oversight, etc.

The Park Avenue Church of Christ seeks long-term involvement, avoiding year-to-year commitments, if possible.

As a rule, the Park Avenue Church will plan and implement a program, rather than respond to random appeals. However, the congregation will not automatically rule out special projects, appeals for temporary assistance, or emergencies.

Generally, mission efforts or projects within Shelby County will be forwarded to the Neighborhood Involvement Ministry or the Benevolence Committee.

- C. The program will be funded out of the budget approved by the Park Avenue Church Finance Committee. Needs which cannot be met with the approved budget will need to be brought to the World Evangelism Ministry committee for review. If that committee approves, the need will be brought before the elders and the finance committee for further evaluation and implementation.
- D. Each congregation established by our missionaries will be encouraged to become scripturally organized and to assume its own financial responsibilities as soon as possible.
- E. Park Avenue will emphasize supporting our missionaries and supplying their needs over funding the purchase of real estate.
- F. Each prospective missionary will be thoroughly evaluated.
 1. The committee will be responsible for the transportation and housing of the prospective missionary for interview purposes. Funds will be accessed from the approved budget.
 2. Only under exceptional conditions will we consider supporting nationals of the foreign field.
 3. Each prospective missionary will undergo a formal hiring process.
 - Prospective missionary(s) will interview with the chair and co-chair of the committee.
 - Prospective missionary(s) will complete application and information forms.
 - Prospective missionary(s) will meet with the committee and with the elders of the Park Avenue Church.
 - Prospective missionary(s) will spend time working with and being integrated into the Park Avenue Church family. In some cases, the prospective missionary may serve as an intern with Park Avenue before entering the mission field.
- G. Each work will be periodically evaluated by a variety of methods, including in-the-field visits. Missionaries are to furnish monthly reports and also quarterly articles for bulletins.
 1. The stewarding church will conduct in-the-field visits at least once a year, to both encourage and help evaluate of the work.

2. If mutually agreed-upon key performance indicators are not achieved in the specified timeframe, support may be terminated.
 - Termination of any work would require a painstaking process that would include the prayers and consideration of the World Evangelism Ministry, the elders, and Park Avenue church members.
- H. A working agreement between Park Avenue and the missionary will outline the work, salary, leave, length of commitment and goals. In the case of those who work outside the U.S.:
 1. Longer periods of service may be required for adequate language acquisition and cultural identification by which missionaries can be effective in achieving the committees stated goals for outreach.
 2. Frequency of furloughs may be dictated by the nature of the host culture, the conditions in the planted churches, and the contingent family needs; but as a rule workers need to spend a minimum of 2½ to 3½ years on the field per tour.
 3. Furlough periods will last four weeks for each year of work per tour. Deviations from the rule will be allowed by mutual agreement between the committee and the missionary.
- I. All missionaries shall have the same provisions for vacations and workshops as employees for the Park Avenue church.
- J. Missionaries will be required to participate in:
 1. Major medical health insurance for missionaries and dependents.
 2. Counseling by a financial advisor.
 3. Term life insurance for committed time on the field.
- K. Missionaries will be strongly encouraged to participate in a retirement plan.
- L. We will pray for you. And we ask you to pray for us.

I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.

– *Philippians 1:3-6*

A PROMISE OF PRAYER

HERE ARE THE THINGS THAT WE COMMIT TO PRAY FOR YOU DAY BY DAY

1. For a growing understanding of the character of God, with an ever-deepening love for Him.
2. For a growing understanding and exercise of the gifts that God's Spirit has given you.
3. For a growing faith, enabling your belief that God will provide greater things, even in times of discouragement and defeat.
4. For the attitude of a servant. For humility in working alongside and in support of the Christians you serve.
5. For faithful stewardship and management of the time and resources entrusted to you by God.
6. For the favor of leaders in the government under which you live and work. And for wisdom to relate well to civil authorities.
7. For you to experience daily the power and fullness of the Holy Spirit for your life and ministry.
8. For regular accountability with your spouse and/or trusted brothers, so you may assess your spiritual growth and faithfulness.
9. For a willingness to relinquish personal entitlements and grievances for the sake of Christian unity – manifesting as love toward fellow workers, despite differences in background, viewpoint, and giftedness.
10. For devotion to lifelong growth in fluency in the language(s) of the people to whom you minister.
11. For the discipline to spend quality time in daily prayer, Bible reading, and personal worship.
12. For the stewardship of your physical body. For good health, including discipline in diet, exercise and rest. For the safety of yourself, your family, your co-workers, and your brothers and sisters in the field.
13. For freedom from unresolved conflicts, bitterness, and un-confessed sin in all your relationships.
14. For Christ-centered relationships. If you are married, for growing communication, mutual love and submission.
15. For wholesome companionship and good integration with co-workers. With an extra measure of grace for single missionaries.
16. For a growing understanding and adaptation to the culture in which you work.
17. God's faithful provision of your financial needs through His people.
18. For a mutually supportive and open relationship with our committee, our congregation, and any other sending churches. For mutual honesty and submissiveness.
19. For clear communication between your ministry and your supporters, in order to involve them more actively in the ministry – including all its joys, struggles and discouragements.
20. For all of your thoughts, words and actions to manifest the fruit of the Spirit.

21. For excellence in the practice of discipling new believers, from formal study to informal mentoring.
22. For parents to have the skills and time to be Christ-like mothers and fathers, with the ability to give truth and love to each child.
23. For missionary children to know physical and spiritual protection. And for their ability to make right choices, for their spiritual growth, and for their enthusiastic support of their parents' calling and ministry.
24. For you to live only for that which has eternal value, with less and less respect for this world's value system.
25. For wisdom and sensitivity in addressing the needs of aging parents.
26. For us to constantly look for the most effective way to reach more people for Christ.
27. For eagerness to improve your ministry by objectively assessing and reassessing priorities.
28. For you to discover and disciple the believers who will become leaders.
29. For wisdom to know when to entrust local believers with spiritual leadership and responsibility. And for the grace to allow them to learn by their mistakes.
30. For uncompromising and unwavering moral purity. For endurance, despite extended isolation, immersion in immoral or amoral societies, and Satan's ongoing efforts.
31. For a holy boldness and effectiveness in sharing the Gospel in a wide variety of situations.

Adapted from "How to Pray for Your Missionaries Daily Through the Month," by Dr. Tom Alley, published by Missions Resource Network. Used by permission.

“Suppose one of you wants to build a tower. Won’t you first sit down and estimate the cost to see if you have enough money to complete it? For if you lay the foundation and are not able to finish it, everyone who sees it will ridicule you, saying, ‘This person began to build and wasn’t able to finish.’”

– Luke 14:28-30

ANNUAL BUDGET

A. Process

1. In preparation for the World Evangelism Ministry annual budget review, each subcommittee will review its financial needs and present any changes from the current budget to the WEM financial subcommittee. Missionary salary or general support increases, allotment for projected work and discontinuance of any current programs or support will be considered at this time. Submissions are due by August.
2. The financial subcommittee will prepare a proposed budget for the upcoming budget year to discuss with full committee, taking into account all changes or recommendations submitted.
3. The World Evangelism Ministry committee will meet and approve the proposed budget by early September. The proposed budget will then be submitted by the chairman to the Park Avenue Church of Christ Finance Committee for their review.
4. Upon approval of the budget by the elders, the missionaries and subcommittees will be notified of any changes in their support.

B. Goals

1. Our primary budget goal is to support the church's mission for which we have stewardship oversight. Our target for the direct support of missionaries and for the mission working fund will be approximately 90% of the total ministry budget.
2. Approximately 3-5% of the budget shall be designated as miscellaneous funds. These are to be used at the discretion of the committee for support of short-term missions or other work deemed appropriate by the committee. The disbursement shall normally be one-time allotments rather than continuing support.
3. Continuing education on missionary works for committee members, elders and other interested members of the church is considered an ongoing need. Each year a portion of the budget will be designated for this purpose.
4. Other goals or specific needs may be included in the budgetary process as deemed appropriate by the World Evangelism Ministry committee.

C. Disbursements of Non-Budgeted Funds

The World Evangelism Ministry is not authorized to disburse non-budgeted funds without prior approval by the elders of the Park Avenue church.

And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless for the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ – to the glory and praise of God.

– Philippians 1:9-11

EDUCATION GUIDELINES FOR MISSIONARIES

Mission work is not for the unprepared. All mission work, including in the United States, requires an understanding of the culture of people who are to be evangelized. Mission work, in cultures foreign to our own, presents unique challenges both to those sent and to those sending. For this reason it is important that those who plan to do mission work become students of that culture as well as students of the Bible. While exceptions can be envisaged, learning the language would be very desirable. The Gospel message is unchanging, but the method and means of communicating that message must be adapted to the people being taught. This is so that the hearer can understand, without unnecessary hindrances, as clearly as possible this important message.

While having an understanding of the culture and peoples they will be teaching is essential, those we send must have a clear understanding of the Gospel and also be equipped with the necessary tools to do further, in-depth study on their own. The committee also needs to understand the mission culture and how the Bible message will be contextualized, so that they can support and encourage the missionary in appropriate ways.

The Park Avenue church is in a unique position to have access to schools in the area for Bible study as well as language and cultural studies. These can be used to train prospective missionaries as well as the committee.

In particular, the Park Avenue church has a long history with the Harding School of Theology, which is a potential source of inspiration and training for missionaries and committee members – and a potential source for prospective missionaries.

While education and Bible knowledge do not equate with evangelistic zeal, they are necessary to make sure that our zeal is founded in Scripture, and that teaching is done in a way that is easily heard and understood. With this in mind, the committee will insist on a strong educational foundation and may request additional education in some cases.

Ideally, we would like a prospective missionary to spend at least three to six months with the Park Avenue congregation before going to the mission field. During this time the missionary (and family) would become acquainted with our church family and participate in the life and work of the congregation. We want to start by building a spiritual relationship.

Married missionaries may have more than double the impact on a community. The wife of a missionary is crucial to the mission effort. Naturally, a missionary's wife should be in agreement with the mission goals of the committee and her husband. The committee will encourage both to engage in Bible study and cultural and language studies in order further the work.

While these guidelines inevitably must be flexible, the choice of a missionary must be thoroughly, carefully, and prayerfully evaluated. Please be patient with our scrutiny. We want to make every effort to be mutually assured that we are a good fit as a team – missionary and committee. We want to do this right and we want it to work. It isn't just a matter of expense and effort and disruption – souls are in the balance.

We are co-workers in God's service...

– *I Corinthians 3:9*

FORMS AND DOCUMENTATION

SAMPLE MONTHLY REPORT OUTLINE

Note: Reports may be modified to fit the needs of a particular work.

Monthly Report

Mission Field _____ Date _____

Name of Missionary _____ Phone _____

Address _____

Report No. (or Month) _____ For Period Ending _____

CONGREGATIONAL DEVELOPMENT AND INVOLVEMENT

Name of local congregation _____ Year established _____

Address _____

Present number of local members _____ Meeting place: Rented _____ Owned _____

Other _____

Number of Bible classes: Sunday _____ Midweek _____ Other _____

Average attendance: Sunday a.m. _____ p.m. _____ Midweek _____

Number of classes per week you teach for this congregation _____

Do you preach for this congregation? _____ When? _____

Total outside support received monthly by this congregation: \$ _____

PERSONAL DEVELOPMENT AND INVOLVEMENT

Personal study and reflection: _____

Family activities: _____

Culture and language study: _____

Personal contacts and resulting studies: _____

Visitation: _____

Meeting/efforts with fellow missionaries: _____

Mass media evangelism: _____

Out-of-town evangelistic efforts: _____

Community involvement: _____

Government requirements: _____

Special activities of the month: _____

Plans for the near future: _____

FINANCIAL REPORT – WORKING FUND

Mission Field: _____ Date: _____ Phone: _____

Name and address of missionary: _____

Report No. _____ For the period ending: _____

Dollar exchange rate on date of this report: _____

Balance forward from last report \$ _____

Amount received during this period (from all sources) \$ _____

Total available \$ _____

Expenditures:

1. _____ \$ _____

2. _____ \$ _____

3. _____ \$ _____

Etc.

Total expenditures during this period \$ _____

Balance on hand at end of this period \$ _____

INITIAL MISSIONARY APPLICATION FORM

Note: This form is intended to help screen initial candidates for mission work planned by the World Evangelism Ministry. The expanded form (next section) may be used to further evaluate a potential mission candidate/family.

Please fill out this form if you wish to be considered as a missionary candidate by the Park Avenue Church of Christ, Memphis, Tennessee. This church takes seriously the task of selecting, sending, sustaining (financially, spiritually, and emotionally) and evaluating the workers we send out to do God's work.

We feel this can be done best when the senders and the sent have a good understanding of each other, and share the same basic biblical beliefs. Completing this form may result in an interview between you and the World Evangelism Ministry. Should we then mutually decide to pursue a potential mission relationship, you will be asked to share more extensive information about your life, experiences, beliefs, and recent history.

Everything you share will be held in strictest confidence by the World Evangelism Ministry and the elders of the Park Avenue church. Should you prefer to explain any answer(s) in person, please indicate where appropriate.

You have a right to information about us, too, so please feel free to ask whatever you wish. Our World Evangelism Ministry Policy Statement is available upon request and contains much of what you may need to know. We will be as candid with you as we expect you to be with us. We wish to honor our Lord Jesus' command to evangelize our world, and we want to do our best for Him.

We look forward to hearing from you. May the Lord bless your efforts to live for Him and serve His purposes in the world, whether we serve him together or apart.

Date _____

PERSONAL INFORMATION

First name: _____ Middle: _____ Last: _____

Current address: _____

Address where we may always reach you: _____

Current occupation: _____

Current citizenship: _____ Race: _____

If naturalized, when and where: _____

Place of birth: _____ Date of birth: _____ Age: _____

Marital status (please circle): single engaged married divorced widowed

If married, when were you married? _____

If engaged, when do you plan to marry? _____

Spouse's first name: _____ Middle: _____ Last: _____

Spouse's current occupation: _____

Spouse's current citizenship: _____ Race: _____

If naturalized, when and where: _____

Spouse's place of birth: _____ Date of birth: _____ Age: _____

Is this the only marriage for you and your spouse? _____ If not, please explain _____

Do you have children? _____ If so, how many? _____

How long have you been a Christian? _____ Your spouse? _____

EDUCATION AND TRAINING

Please list your educational experience and highlights, starting with high school. Please list schools, majors, minors, dates of graduation, and GPA. Please give detail on theology and mission studies.

Please list your spouse's educational experience and highlights, starting with high school. Please list schools and dates of graduation.

In addition to the above, what training or insights (through workshops, books, articles, or experiences) have you gained for evangelism, missions, or cross-cultural endeavors? Are you especially prepared to work in a particular country or region? Please explain.

SPIRITUAL PERSPECTIVE

We request that you and your spouse (if you're married), each submit separate, brief written statements about why you are convinced that God can use you in spreading the gospel in an area other than your home territory, perhaps with people who are quite different from yourself. And please explain your passion. Why you want to serve God in this manner?

What specific kind of ministry (or ministries) do you envision? How have you prepared yourself, and are you willing to undertake additional preparation? Please attach all available documentation regarding your proposed work, if you have not already done so.

REFERENCES

Please provide name, phone number, email address and occupation for at least three people who know you, your abilities and your character.

I certify that all of the information I have provided is complete and truthful, to the best of my knowledge.

_____ (Sign and date)

Please send your completed form to the address below or to WorldEvangelismMinistry@parkave.org.
And if you have questions, please feel free to write or call. Thank you.

World Evangelism Ministry
Park Ave. Church of Christ
5295 Park Avenue
Memphis, TN 38119

(901) 682-1220

WorldEvangelismMinistry@parkave.org

PERSONAL INFORMATION RECORD AND EXPANDED APPLICATION FORM

Note: This form may be adapted prior to sending to any applicant. The information requested is important to both the potential missionary and the World Evangelism Ministry in forming a partnership to meet the Park Avenue church's Mission Policy and evangelistic goals.

Now that we are seriously exploring the possibility of working together, we would like to know a little more about you and your family. Please answer candidly and only answer what you are comfortable in answering. These items are much more sensitive than those on the general application form and will only be seen by the World Evangelism Ministry chairman and the elders of the Park Avenue church.

Please feel free to add space or attach information separately as needed.

Date _____

First name: _____ Middle: _____ Last: _____

FAMILY HEALTH

Please tell us about any disabilities and health concerns you have.

If you are (or will be) married, please tell us about any disabilities and health concerns for your spouse.

If you have children, please give the name, gender, date of birth, and general health condition for each.

Please tell us about any disabilities and health concerns for each of your children.

BACKGROUND

In what extra-curricular activities did you engage in high school?

What about extra-curricular activities in college?

What plans do you have for further study?

What foreign languages have you studied, and for how long? In which are you fluent? Are you willing to undergo additional language study in preparation for mission work?

Please list any significant experiences you have in service projects such as work camps, Peace Corps, social work, study groups, seminars, etc. Include church-related experience.

Have you taken part in the activities of your community? What civic, political, or community organizations have you belonged to?

List below all paid positions, including your present situation. If you're a student, or a recent graduate, include fulltime jobs held for as long as two months and part time jobs held for a school year.

What experience do you have in bringing others to Christ?

What influences in your life led you to consider preaching?

Are there any major doctrinal positions which cause you concern, or regarding which you feel you may be out of harmony with this congregation? Or is there any doctrinal topic you wish to discuss with us? If so, please explain.

PERSONAL SITUATION

Please list your financial obligations, including debts, insurance, pledges, and other items for which you must make provision.

Once in the field, will you have financial responsibilities to parents or other relatives? If so, please give pertinent details.

Do you have any foreseeable domestic or personal problems which might necessitate your withdrawal from missionary service? If so, please specify.

Do you use tobacco, alcoholic beverages or drugs? _____

Are there any other issues (assets, limitations, or problems) that the elders ought to know about?

When would you be ready to begin? _____

I certify that all of the information I have provided is complete and truthful, to the best of my knowledge.

_____ (Sign and date)

Please include a recent dated photo of yourself and of your family along with the application form and send to:

World Evangelism Ministry Chairman
Park Ave. Church of Christ
5295 Park Avenue
Memphis, TN 38119

MISSIONARY APPLICANT INTERVIEW QUESTIONNAIRE

Note: These questions are to serve as a guideline for an in-depth personal conversation. The information requested is important to both the potential missionary and the World Evangelism Ministry in forming a partnership to meet the Park Avenue church's Mission Policy and evangelistic goals.

Date _____

First name: _____ Middle: _____ Last: _____

Interviewers: _____

1. When did you become a Christian? Tell us about that. What congregation do you belong to now?

2. When did you first know you wanted to be a missionary?

3. Tell us why you are passionate about serving in this particular area, with these people?

4. How long do you plan to serve there? What's next after that?

5. Please tell us about your parents. Names? Address? Occupations? Nationalities? Living? (If not, cause of death.) Ages? Members of what church?

6. How about siblings? What are their names? Ages? Occupations?

7. Do you have relatives who are or have been missionaries or served in the work of the church? Tell us about them, please.

8. What is your immediate family's level of interest in missions? Are they supportive of your plans? All of them?

9. What books have you read in the last twelve months?

10. What periodicals do you read regularly?

11. What hobbies do you enjoy? What are your favorite forms of recreation?

12. What is your *family's* favorite form of recreation?

13. What do you do to keep your relationship with the Lord fresh and vital? What are your personal routines for prayer and study?

14. Who are the instructors, leaders or writers who have influenced you the most?

15. What cross-cultural experience do you have that leads you to believe that you can work harmoniously within another context?

16. Tell us about times when you suddenly had to change your plans? What happened?

17. Tell us about a time (or times) when somebody came to you with a personal problem. How did that turn out?

18. What would you like to know about us?

MISSIONARY WORKING AGREEMENT

NOTE: When this agreement is ready to be signed, it will be reviewed in its entirety by the missionary, missionary spouse, World Evangelism Ministry representative, and two elders, in order to avoid misunderstandings and for clarification.

WORKING AGREEMENT BETWEEN (missionary) AND THE PARK AVENUE CHURCH OF CHRIST

Introduction:

This document represents our understanding of mutual commitment. Modifications may be made if agreed upon by all parties. Our intent is simply to formalize and clarify everyone's obligations and expectations.

WORKING AGREEMENT

A. Support

1. The Park Avenue Church of Christ pledges itself to serve as the steward and main supporter of (missionary) ("missionary," including family, as applicable) and his/their work in (location) ("the specified location"). The church shall do all it can to fulfill this role.
2. A salary of \$_____ per month will be supplied for personal support. The salary will be reviewed annually and adjusted in January, if appropriate, based on inflation, other financial considerations and Park Avenue's financial condition.
3. A working fund of \$_____ per month will also be supplied by the congregation, and is to be used in building up the Lord's kingdom in the specified location. Specific use of the working fund on the field is the responsibility of the missionary, within the following guidelines:
 - a. The working fund is not to be used as an extension of the missionary's personal salary (e.g., purchase of books and appliances).
 - b. Expenditures for activities requiring the extended absence of the missionary from the field (e.g., language school, training, work with other congregations in the area) must be approved by the Park Avenue World Evangelism Ministry.
 - c. The fund should not be used in a way that discourages congregational giving and responsibility.

- d. The fund should not be used for items that would normally be provided by the mission field congregation.
 - e. The missionary must have the flexibility to use the working fund and feel the confidence of the supporting congregation to administer adequately the fund. The missionary must establish priorities and expend the funds in a realistic and accountable manner, based on the above criteria and the money available.
 - f. Fund expenses must be accounted for monthly. The working fund will be re-evaluated at the end of each year.
4. Repairs or purchases of major items for the missionary's living quarters would be the responsibility of the missionary. Prior to departure to the field, extra funds may be obtained from other churches and/or individuals for items like furniture, appliances, telephone services, heating, cooling, water, and sanitary systems.
 5. Should it become necessary to raise additional funds, the need must be discussed with the World Evangelism Ministry. Park Avenue may serve as the receiving agent.
 6. When contingencies arise (like needs for counseling or education, or health concerns) which require extra funding, the missionary should contact the World Evangelism Ministry, who will give it urgent consideration.

B. Duration of Service and Furlough

1. It is agreed that the missionary will spend a minimum of _____ years in the specified location. They will return for their first furlough in _____, which is _____ years after beginning work in the field. The length of furlough will be _____ weeks. They will spend at least one-fourth of their time at Park Avenue and the balance of time will be spend with their families and other supporters. The expenses for the furlough will be supplied in the following ways:
 - a. The basic salary will continue.
 - b. The transportation cost to Memphis will be paid by Park Avenue.
 - c. The working fund may be used for additional expenses by mutual agreement between the missionary and Park Avenue.
 - d. Additional expenses which are not covered by the working fund require prior approval from Park Avenue.
2. The next period of service and furlough shall be decided during the review sessions conducted in (year) .
3. Should either party decide to terminate this agreement for reasons other than serious health issues, improper morals, or false teaching, written notice of at least six (6) months must be given. Park Avenue, using the balance of the funds remaining in the working fund, will be responsible for the following:
 - a. Airfare for the return trip to a point of destination within the U.S.
 - b. Shipment of all personal goods, agreed upon by both parties, to a point of destination within the U.S.

- c. One month salary following return to the U.S.

C. The Work

1. The primary thrust of the work in the specified location shall be to establish and nurture self-sustaining congregation(s). The missionary and his family may engage in additional activities, which contribute to the goal, including camp work, radio work and training schools. The amount of the missionary's time and energy expended in these additional works shall be related to the primary goal of establishing and nurturing a self-sustaining work among the people in the specified location, and should not significantly detract from that goal.
2. Any proposal for devoting time to outside work, or schooling, by either partner which could detract from this basic work shall be mutually agreed upon by the missionary and Park Avenue.
3. The missionary and the World Evangelism Ministry committee members pledge themselves to work diligently and prayerfully toward the stated goals of this endeavor.

D. Reporting and Communication

1. A monthly report will be sent to the World Evangelism Ministry, accounting for the expenditures of the working fund and including a statistical report. The report will conform to an agreed upon format.
2. In addition to periodic letters, the missionary will attempt to keep the Park Avenue church family involved and interest in the specified location work by a newsletter, occasional articles in the Park Avenue bulletin, video presentations, etc.
3. Park Avenue members commit themselves to communicate with and pray for the missionary.
4. Park Avenue members commit themselves to send representatives to visit the missionary.
5. The missionary will supply Park Avenue with a system of emergency contacts.

E. Life on the Field

1. The missionary/family commit themselves to communicate and be sensitive to whatever degree of culture shock may be experienced, so that emotional and physical health may be maintained.
2. The missionary/family agree that time will be spent together in the family, and that family needs shall be considered and, where appropriate, made known to the World Evangelism Ministry.
3. The missionary/family agree that time spent in personal Bible study and prayer is vitally important and will be pursued actively.
4. Should violence break out in the specified location, or other emergency situations develop, the head of the family is responsible for determining the appropriate actions to be taken for the welfare of his family. Should the family leave the country, at their first

stop they shall contact the World Evangelism Ministry for further guidance. Upon the outbreak of hostility or national emergency, Park Avenue will immediately deposit funds in the missionary's account for use during the immediate period of emergency.

5. In case of the passing of a parent, Park Avenue will assume responsibility for the cost of the round trip airfare to the funeral of the person losing the parent.
6. Should personal tragedy befall the missionary/family, Park Avenue is committed to return the family to the U.S. and assist during the adjustment period.
7. The missionary/family are allowed two weeks vacation per year, plus two weeks for church related activities that will assist them in their work.
8. The missionary/family are allowed to take off work for five major holidays (U.S., or what may correspond in the field). Please list those holidays here.
9. As agreed with the Park Avenue World Evangelism Ministry, the missionary's regular personal contribution will remain in the specified location to aid the work of the evangelistic team.
10. Park Avenue expects the missionary to maintain high standards of Christian morals and soundness in doctrine. In case of failure on either of these points, Park Avenue will offer to return the missionary to the U.S. and will terminate support.

F. Conclusion

While this agreement contains a lot of detail, its intent is to provide a basis for mutual understanding where the work and the supporting congregation are separated by a great distance. The Park Avenue church has every confidence in the ability, sincerity, and energy of _____ (*missionary*) to represent the Lord's interest in _____ (*location*). It is our hope that this agreement will provide clarity and enable a vibrant ministry. We, the elders, commit ourselves to the continued oversight of this missionary and the work in this field to the best of our God-given abilities.

Missionary

Missionary Spouse

Date

For the W.E.M.

For the Elders

For the Elders

*Finally, brothers and sisters, rejoice!
Strive for full restoration, encourage one
another, be of one mind, live in peace.
And the God of love and peace will be
with you.*

– II Corinthians 13:11