



Mission Policy Guideline & Statement

May 2013

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1. The basis for Mission

The ultimate goal of all Christian mission is for God to have a people from every nation and people and language gathered in worship around the throne of God and of his Son our Lord Jesus Christ, serving Him for ever in the perfect world to come (Revelation 7:9-12; 22:1-6).

Meantime, at the end of Matthew's gospel we read about the immediate goal of Christ mission:

“Jesus came and said to them, “All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.” (Mathew 28:18-20)

The driving force for the mission vision in Duke Street church is that the Great Commission is addressed to every follower of Jesus Christ and that mission is an inescapable biblical imperative. It is the responsibility of the Church leadership and the Church as a whole to ensure we remain committed to world mission. All we do is out of concern for God's glory and the extension of His kingdom. The main emphasis/priority of missionary work will be towards evangelism, the making and maturing of disciples, but this will also entail the need for supporting roles. The GlobalWorks Council (GWC) function is to ensure world/cross-cultural mission is appropriately promoted and supported and in particular to ensure that our Mission Partners (MPs) are well served.

2. Intention of this document

This policy statement is designed to establish a clear sense of direction, maintain momentum and act as a framework within which decisions can be made by the GWC. This document will be approved by the Church Council and reviewed every three years and revised as necessary.

3. GlobalWorks Council

3.1. Why we exist

The GlobalWorks Council (GWC) exists to promote world mission and teach that it is an integral part of God's will. It encourages an understanding and involvement in world mission among the members of Duke Street Church so that it is an integral part of church life. It participates in the support and oversight for members in approved mission work in the UK and overseas, members in training for such work and members in approved short-term assignments.

We will do this by:

- Organising and co-ordinating cross-cultural mission-related activities in the church
- Recruiting and interviewing prospective candidates from the church
- Having responsibility for the care and support of Mission Partners (MPs), and those in training for Mission work
- Operating the annual budget in support of our MPs and other related cross-cultural ministry that is approved by the Church Council and membership.
- Reviewing the unit on an annual basis.
- Encouraging short-term mission assignments and projects and allocating funds for these.
- Providing a Mission Policy Guideline as a framework within which clear information can be given to the Mission Partners. This document will be approved by the Church Council.

3.2. Who we are

The GWC is made up of members of Duke Street Church who have an interest or involvement in aspects of cross-cultural mission and training. The Council members are drawn from various networks within the church and serve for a three year term, which may then be renewable for another three year term.

GWC Chair:

This is a Core Group position. The chair will be nominated by the Leadership Group and Church Council and ratified by the Church Membership.

GWC Member:

GWC Members will be approved by the Leadership Group and Church Council and appointed by invitation of the GWC. They will have responsibility for areas such as MP care, communication, display and prayer.

3.3. What we do

3.3.1. Pastoral Care of Mission Partners

As the 'sending church' Duke Street has a responsibility of pastoral care for our MPs – principally via the GWC - which is shared with the Partner's sending agency.

3.3.2. Relationship with the Mission Partner's Mission Agency

MPs will have direct responsibility to their sending agency, but will also have responsibility to Duke Street Church via the GWC.

The GWC will maintain links with the sending agency to ensure regular reports on progress and situation. Duke Street Church may initiate dialogue with the agency if there are concerns regarding the MP or their family.

Whilst the MP's sending agency has the primary responsibility for the supervision and care of the MP, the GWC recognises the responsibility of Duke Street Church to MPs and the importance of maintaining contact with MPs serving overseas. Occasional pastoral visits will be encouraged, depending on finance and availability of pastoral staff. Visits by other Duke Street Church members are also actively encouraged. A short mid-term break out of the serving country may be more appropriate for the MPs in some situations.

The GWC will maintain regular contact with the MP through letters, e-mails, social networking and phone calls and will encourage other groups and individuals in the church to do the same.

If the MP's membership of the sending agency is terminated, the GWC will review the situation and give advice and counsel to the Mission Partner.

Local ministry and pastoral support is important. Where this is not possible via their sending agency, MPs should be encouraged to establish it through other local networks.

Each MP will be linked to a fellowship group for prayer support and encouragement.

It is important that the MP spends sufficient time during home leave at Duke Street Church in order to re-establish relationships and build up support. It is expected that exposure to the church will be through:

- Maintaining and renewing personal contact
- Interviews in main services
- Slots in the prayer gathering
- Visits to fellowship groups and other groups in the church.

Mission Partners should allow enough time and opportunity for refreshment physically, mentally and spiritually. The GWC will, in consultation with the sending agency, assist with finding suitable local accommodation for home leave in the area. At the beginning of home leave, the GWC will have a debriefing session with the MP to review and reflect on their last term of service and to discuss their future plans.

In order to equip the Mission Partners further for their work they may be encouraged to undertake further training. This may be in their assignment location or during home leave.

3.3.3. Prayer support for Mission Partners

The GWC is responsible for this important aspect of missionary support. It will be encouraged by:

- Regular prayer for MPs in main services
- News and prayer requests from MPs to the fellowship groups and in the prayer gatherings
- Encourage fellowship groups to maintain regular contact with their link MPs to provide support and to help the members intercede intelligently
- Encourage Individual members of the church to receive newsletters from the MPs

There will also be prayer events dedicated to our Mission Partners and world issues.

4. Categories of Mission Partner

Duke Street Church recognises three main categories of Mission Partners:

1. Career or long-term mission partners who are called and trained and plan to serve for a minimum of five years and for whom Duke Street Church is the sending church.
2. Associate Mission Partners who have another sending church or those who, for security or confidential reasons, do not wish to have a formal link with the church.
3. Short-term Mission Partners who plan to serve for less than five years.

It is recognised that some Mission Partners may serve in the UK for their sending agency as support workers or work in a GWC-approved cross-cultural ministry. UK based Mission Partners are expected to visit Duke Street Church once quarterly. These visits should include contact with their fellowship group and others who support them in Duke Street Church. The GWC will have a debrief session with them every two years.

4.1. Career or Long Term Mission Partners

4.1.1. Criteria for acceptance

The GWC and Church Leadership will interview Mission Partner applicants and prayerfully decide whether to accept them.

Successful acceptance will be based upon the candidates for whom Duke Street is the sending church:

1. Demonstrating or describing why they feel led to being involved actively in mission
2. Having been a church member of Duke Street Church for a minimum of 2 years
3. Showing evidence of recent active involvement and service in church activities at Duke Street Church
4. Intention to work with an established and Duke Street Church approved sending agency
5. To be involved in strategically vital areas of world cross-cultural mission
6. Prior to commissioning, the candidate will be expected to spend time in Duke Street raising their profile through working with as many ministry areas as can reasonably be expected.
7. Formal mission/college training may be required (Mission Agency guidance accepted)
8. Where a couple approaches the GWC for support, they will be encouraged to work together in their service. Both husband and wife will be accepted as MPs if they both fulfil the candidates' criteria.

If a Mission Partner's spouse is not a member of Duke St. Church, he/she will not be eligible for financial support.

4.1.2. Procedure for acceptance

The candidate should make contact and meet with a member of the leadership team and GWC representatives as early as possible in the application process, in order to discuss possible plans, gifts and calling before any formal approach or concrete plans are made with

the mission agency concerned. A report of that meeting should be prepared and submitted to the leadership group, church council and GWC for their consideration and approval before the candidate is accepted.

Formal acceptance as a career or long term MP will be made by the church members meeting on the recommendation of the Church Council. Approval as a "Mission Partner" will only occur once Church members have voted by a 65% majority on a recommendation from the Leadership Group and Church Council.

The candidate will be expected to fulfil the sending agency's requirements and be approved by that agency before proceeding to the field of service.

The candidate is encouraged to build up a team of prayer and financial supporters and to keep up regular communication with them and with the GWC throughout their period of training and to seek the Lord's will in the process, expecting that He will be supplying needs, not only through Duke Street Church.

4.1.3. Expectations during service

- The church will support the MP for an agreed period not exceeding 5 years, unless circumstances or jobs changes during the term of service. This will be renewed as appropriate firstly by the GWC and then Church Council and approved by the membership.
- A confidential written report from the MP is required by the GWC each year, so providing MPs with the opportunity to reflect on their ministry, family/personal situation, spiritual well-being, needs and expectations.
- Mission Partners are expected to attend a debrief and review meeting with GWC at the end of each term of service, and to spend an agreed time with Duke Street Church during home assignment.
- Mission Partners are expected to commit to and sign a Global Works Partnership Agreement
- Mission Partners are assigned to at least one fellowship group for on-going support and fellowship
- Mission Partners are expected to maintain regular contact with the GWC, their link fellowship group as well as their prayer and financial partners

4.2. Associate Mission Partner

4.2.1. Criteria for acceptance

Associate Mission Partners are members who are actively involved in full-time Christian service, but have another main/primary sending church, and where Duke Street recognizes their call and would like to support and be associated with their ministry.

They will not usually get regular financial support from Duke Street although ad hoc grants would be considered as resources permit.

The GWC and Leadership Group make appointments as Associate Mission Partners on the recognition of their call.

Successful acceptance will be based upon the candidate:

- Having been a church member of Duke St. Church for a minimum of 2 years.
- working with an established and GWC approved sending agency
- Being involved in strategically vital areas of world mission.

4.2.2. Procedure for acceptance

The church through the leadership group and Church Council recognise and endorse the call of the candidate(s) and 'Associate Mission Partner' acceptance is achieved through approval by the membership.

4.2.3. Expectations during service

Associate Partners are expected to keep the GWC informed of their ministry in order for the church to:

- Pray for them regularly, at the Prayer Gathering, in services and at link Home Group meetings.
- Provide opportunities to share their experience with the church family

Associate MP's are expected to maintain regular contact with the GWC and their link fellowship groups and supply updates at least annually or as requested.

4.3. Short term Mission Partners

4.3.1. Criteria for acceptance

Short Term Mission Partners are Church members who are to work in a fulltime voluntary role in cross-cultural Christian service in the UK or abroad for a period of up to 2 years.

Acceptance as Short Term Mission Partners is made at the discretion of the Global Works Council (GWC) and Leadership Group.

Successful acceptance will be based on:

- The candidate(s) demonstrating or describing why they feel led to being involved actively in Mission.
- The candidate(s) having recent active involvement in and suitable track record of service in a church activity at Duke Street Church
- The candidate(s) outcome of discussions with the GWC
- The candidate(s) service to be with a GWC approved sending agency

4.3.2. Procedure for acceptance

The candidate should meet with a minister of Duke Street Church and at least one GWC representative as early as possible, in order to discuss his/her proposals and to seek advice and guidance as well as prayer support. Later the applicant will be interviewed by the GWC and a representative from the Leadership to determine whether he/she will be accepted by Duke St as a Short-term Mission Partner.

4.3.3. Expectations during service

- short term partners are expected to keep GWC informed of their ministry during their period of service in order for the church to pray regularly at the Prayer Gathering, in services and at the link fellowship group meetings
- any financial support will be limited to 2 years
- the candidate agrees to report back to the GWC upon completion of project
- The GWC will appoint a link person to liaise with the GWC & church on behalf of the mission partner during the term of service

5. Financial Support

5.1. Career or Long-term Mission Partners

Career or Long-term Mission Partners, as defined in the Mission Policy, receive a set “unit” of financial support, which is normally paid on a monthly basis. The level of the unit is agreed annually by the GWC, Church Council and Church membership. Mission Partners with children, under the age of 18 (who are in full-time education), will receive an additional quarter unit per child. The maximum financial support for Mission Partners will be 2.5 units.

While not part of our formal support, we would help Mission Partners in seeking advice on pension plans and insurance needs.

Whilst on home assignment Career or Long term Mission Partners can be considered for additional financial support towards the cost of accommodation, transport, and church day/weekend fees. Duke Street Church will do its best to help find accommodation and transport for the period of home assignment, but Partners are encouraged to seek assistance from their contacts, assigned fellowship groups or others in and outside the church. Travel expenses to be met by the churches that the Mission Partner visits. It is expected that all Mission Partners will be able to spend at least 25% of their home assignment at Duke Street during which approved travelling costs will be reimbursed. Attendance at the Church day/weekend away is also strongly recommended.

Financial support will cease on expiry of the Partnership Agreement. If funds permit, upon the expiry of the Partnership Agreement, each long term Partner will be granted one unit (or in the case of a couple/ family one and a quarter (1.25) units where both partners are Mission Partners) per three full years of service as a one-off payment.

5.2. Short-term Mission Partners

5.2.1. Duration of Mission

Short term mission partners will be defined into the following groups based on the duration of mission:

- people going for more than one month and less than six months
- people going for more than six months and less than one year
- people going for more than one year and less than two years

5.2.2. Funding

If funds permit, the GW funding will be a percentage of the total budgeted costs based on the duration of mission.

Funding levels will be capped in accordance with the Funding Schedule below. Funds may be used to cover any expenses directly relating to the short term mission work e.g. flights, accommodation and reasonable living allowance during the planned period of mission.

The budgeted costs will exclude any personal expenses (e.g. holidays and leisure activities) which may be incurred during the period of short term mission. Any expenses not directly relating to the short term mission work will be regarded as personal and will not be taken into account when calculating potential GW funding.

5.2.3. Funding Schedule:

Group	Period	Funding	Limit
1	1 – 6 months	10%	400
2	6 – 12 months	15%	900
3	12 – 24 months	20% in Year 1	1200
		30% in Year 2	1800

5.3. Bible College and Study Grants for Mission Partners

For approved candidates attending Bible College with a view to mission service, Duke Street Church will consider covering the cost of tuition fees and a grant towards accommodation costs for the second term of each academic year. Requests for study grants for existing Duke Street Mission Partners will be considered by the GWC and should be applied for separately.

5.4. Support from Church members and others

All Mission Partners, but particularly Career or long-term Mission Partners, are strongly encouraged to broaden their prayer and financial support base as follows:

- By developing a personal constituency of active prayer supporters within Duke Street Church as a vital foundation for Mission Work.
- By using part of the period of candidature and future home assignments to raise interest and establish links with individuals from outside Duke Street Church and with other churches.

Appendix 1

GlobalWorks Partnership Agreement

Duke Street Church agrees to support _____.

This agreement will be reviewed after five years, or if/when your circumstances or job alter during your service.

To demonstrate our commitment to you, we agree to support you by:

1. Commissioning you at a church service.
2. Praying for you regularly, at the Prayer Gathering, in services and at link Home Group meetings.
3. Supporting you financially. We undertake to give financial support via your sending agency in accordance with the current GWC policy.
4. Linking you with a fellowship group for regular contact and support.
5. Maintaining regular contact.
6. Providing you with an annual self-appraisal form to aid you in your work (this will remain confidential within the GlobalWorks Council).
7. Co-operating as appropriate with your sending agency, especially in caring for you during home leave.
8. The GlobalWorks Council will meet with you and debrief you during your home leave.
9. Providing opportunities to share your experience with the church family during your time at home.

We ask that you demonstrate your commitment to Duke Street Church family by agreeing to the following:

1. Maintaining regular contact with the GlobalWorks Council and your link fellowship groups (at least on alternate months).
2. To report to the GlobalWorks Council each home leave for a review undertaken by at least 2 members of the Council.
3. To discuss with the GlobalWorks Council any proposed significant change in agency or work conditions before any decisions are taken.
4. When on home leave to be available to report back to the church family in some or all of the following ways:
 - by Sunday service interview,
 - by talking in a World View slot at the Prayer Gathering,
 - by spending an agreed time at Duke Street Church, with your supporting and link Home Groups.

Signed (on behalf of GlobalWorks Council)

Signed by Mission Partner(s)

Date: _____

Date: _____

Appendix 2

Members of the GlobalWorks Council

Members of the GlobalWorks Council have a wide range of experience in Christian service and some have personal experience of cross cultural work.

Members of the GlobalWorks Council offer help and advice to anyone considering the possibility of long or short term Christian Service in the United Kingdom and overseas.

Members of this group can be contacted by the church pigeon holes or by phone. The names of current members may be found in the members' area of Duke Street Church's website.

Team Projects

The GWC will endeavour to create opportunities for members of the church & congregation to take part in short-term cross-cultural projects for the empowering of other Christians or the propagation of the gospel.

Personal Funds for these projects will be the responsibility of the participants, but GWC will consider grants towards other costs as funds permit.

Appendix 3

How to support your link Mission Partner – A guide for Fellowship Groups

“Jesus came and said to them, “All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.” (Mathew 28:18-20)

The driving force for the mission vision in Duke Street church is that the Great Commission is addressed to every follower of Jesus Christ and that mission is an inescapable biblical imperative. It is the responsibility of the Church leadership and the Church as a whole to endeavour to ensure we remain committed to world mission. All we do is out of concern for God’s glory and the extension of His kingdom. The main effect of missionary work will be towards evangelism, the making and maturing of disciples, but this will also entail the need for supporting roles.

The support our Fellowship Groups provide to our Mission Partners is invaluable. It gives the opportunity for MP’s to get to know a small group of people more intimately and visa versa. Whether the MP is working in the UK or the other side of the world, it lets them know that Duke Street is remembering them, praying for them and taking an interest in their ministry.

So what does it look like to support your link mission partner? What practical things can you do? Here are some ideas...

- Pray – it may be stating the obvious, but praying for your link mission partner regularly in your fellowship group is one of the best ways of supporting them. Share the fortnightly ‘prayer requests from mission partners’ sheet with your group so you can pray for specific needs. If you don’t receive this currently please contact one of the GlobalWorks Team who will ensure you get added to the distribution list.
- Encourage and Communicate - 1 Thes 5:11 exhorts us to “Encourage one another and build each other up.” Missionaries often feel completely disconnected from the life, churches, people, and the community they left. A lot can change at home while missionaries are on the field so communicating with them reduces the feeling of being homesick or being left out. Personal communication helps the missionary feel supported, connected, and cared for. Communication can be done by social networking, e-mail, letters, or even the telephone. We encourage you to maintain regular contact with your link Mission Partner.
- Invite them to attend your Fellowship Group – not always easy when your Mission Partner is half way across the world. However for those who are closer to home, consider inviting them to your fellowship group regularly so they can meet your group and build new friendships. For those who live further away, consider inviting them to join your group when they are on home furlough. You could even have them join your group via Skype!

- Remember important dates – it's often around Birthdays, Christmas and other significant times of the year that Mission Partners can feel most homesick or disconnected so remembering to send them a card at these times can mean a lot.
- Visits back to the UK – if your link MP lives far away and therefore comes back to the UK on home assignment from time to time, can your fellowship group offer any practical support during this time? Link in with the GlobalWorks Link Person (details below) to see how your group can help.
- Material support – find out if your Mission Partner has a specific need, whether that be for resources, funding for a special trip or project, or another particular need. Consider how your fellowship group can provide practical and material support at these times.
- Gift Packages – by no means a must but Mission Partners always appreciate receiving a package from home. Often the little things are the BIG things—it doesn't have to be expensive. Find out what they miss from home and send this to them – it could be anything from food, to a DVD of a TV programme they miss watching. Often just receiving a letter or card from someone at home is the best present, so they feel part of the church family still.

Appendix 4

Mission Partner Self-Appraisal

Mission Partner Self-Appraisal

Name:

Date:

These questions are designed to help you think through the past year - your work and personal life. They are only a guide - you may want to use some, all or none of them.

1. What was the most satisfying aspect of your work over the last year?

Was this a new development or an extension of previous work?

How are you planning to take this forward?

What do you need to do make this happen?

2. What were the more difficult aspects of your work over the last months?

Can you identify the reasons for the difficulties?

Can or have you resolved or surmounted these difficulties?

3. What encouragements have you experienced in either your personal life or ministry?

4. What could make your ministry more effective? (training, resources, etc.)

5. Have you been adequately supported in your ministry? (Mission Agency, Field oversight, colleagues etc.)

If not what might be done about it?

6. Your family life: what were the high and low points?

7. Has Duke Street been supportive?

If so, can we do better? How?

If not, can you identify the reason?

8. What have been your spiritual challenges over the last months?

9. One final thing I'd like to say.....