

**GLOBAL MISSION HANDBOOK**

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15. **INTRODUCTION**

CRC Churches International Inc is fully committed to the Biblical mandate of global mission. This includes active evangelism and church planting in Australia as well as in all other nations so that the Gospel of Jesus Christ may be taken to all people, even to the ends of the earth.

As a movement we have a vision of a Presence in Every Nation by 2045, our centenary. A presence in a nation is defined as an active on-going ministry of making disciples of Christ thus fulfilling the Great Commission of Mathew 28:18-20.

We encourage short term (2-3 weeks) mission trips to various nations. Short term Mission Teams are sent out by the local church working in cooperation with the National leader of the Field to be visited and the Field Supporter. Assistance is also available from the A.M.D. (Australian Missions Director).

The guidelines churches are to follow in sending out short term Mission Teams are available on the CRC Mission International Website. A training program is also available via the Australian CRC Missions Office.

This Handbook focuses on Medium/Long Term Missionaries. Medium/Long Term Missionaries are sent out by their local church with the endorsement of the AIMT (Australian International Missions Team) and the National Leaders of the receiving country.

The experience of a long term missionary is quite different from that of a short term missionary. Hence a much more rigorous preparation is needed. It is helpful to do short term mission trips prior to committing to long term missionary service.

1. **BIBLICAL BASIS FOR GLOBAL MISSION**

The living God is a Missionary God.

Genesis 12:1-4 When God called Abram it was to bless him, so that he would be a blessing to all people on earth.

Exodus 19:5-6 The whole nation was to function on behalf of the Kingdom of God in a mediatorial role in relation to the nations.

Isaiah 49:6 Your horizons are too small – extend them.

Acts 1:8 We are witnesses in Jerusalem and Judea and Samaria and the ends of the earth.

Matt 28:18-20

& Mark 16:15 The mandate to go to all nations (people groups)

Matt 22:37-40 It all begins with our relationship with God and love for others. It is our Biblical responsibility to be involved in Global Mission.

Luke 4:18-19 This is our mandate in following Jesus.

Eph 4:11-12 Finally, as we go, we are to empower others.

1. **CRC & GLOBAL MISSION**

The CRC has been involved in mission activity from the early 1960’s. The first CRC missionaries were ‘seconded’ to the “International Church of the Foursquare Gospel” in Papua New Guinea. This arrangement continued until the late 1980’s. In 1972 the first CRC Church was commenced in Port Moresby under the leadership of Barry Silverback. The work in PNG grew rapidly through the 1970’s, 1980’s and 1990’s as well as in Hong Kong, the Solomon Islands, Fiji, the Philippines, Sri Lanka. Other nations have since been pioneered and are growing strongly.

The International Vision of a presence in every nation by 2045 gave increased prominence and sharp focus to our mission involvement. International Strategic Directions (ISD) were first established in 2005 for 2005-2010. Since then the ISD have been established with input from the Leaders of each of the Member Nations of CRC Churches International. The ISD have been set in 5 year blocks. Each nation is then to take the broad ISD and set specific goals for their nation. Each local church is then to make more detailed goals to contribute to the broader picture.

See on the CRC Missions International website the CRC Missions Policy 1.0 International Vision – February 2013.

Over recent years at least 90% of Australian CRC churches have been involved in global mission to some degree or other.

1. **CRC GLOBAL MISSION STRUCTURE**

The CRC Churches International form of church government is self-governing, self-supporting and self-propagating. It is NOT central controlled nor independent, but rather interdependent. Consequently, our global structure also reflects the same values.

Our interdependence requires a global structure that maintains the autonomy of each individual nation, but also includes a cooperative working together on a global scale. The practics of this is currently an evolving process, being spearheaded by Australia.

The recognition of new nations, ministry credentials and mission leadership is outlined in the CRC Missions Policy 2.0, 2.1 and 2.2 which are all available on the CRC Missions International Website.

1. **SHORT TERM MISSION TEAMS**

Short term mission trips, of typically 2-3 weeks, are a significant way to gain initial experience of working in a different culture. Short term mission teams are sent out by the local church working in cooperation with the National Leader of the Field to be visited, and the Field Supporter. The Australian Missions Director is also available for assistance.

**The Guidelines for churches to follow in sending out Short Term Mission Teams are available on the CRC Missions International Website. A training program is also available via the Australian CRC Missions Office.**

The training and preparation of all participants in a Short Term Missions Team is vitally important, so that the trip is a positive experience for both those going and the receiving country.

1. **THE MISSIONARY CALL**

The word “Missionary” comes from the Latin for “I send” (mitto). It has the same meaning as the Greek word “I send” (apostello) from which we get the word “Apostle”. Biblical examples of missionaries include Abraham, Joseph, Moses, Jonah, the Twelve, Phillip and Paul.

Those called to missionary service are seldom half-hearted Christians. They are normally key people in Churches, not necessarily in public ministry, but those with a heart and mind to serve the Lord. All missionary service is following the pattern of the Lord Jesus who left His home to become one of us (Phil 2:5-11).

The missionaries “call” from God needs to be clarified as “the need” is not necessarily “the call”. Wherever there are lost souls to be saved, there is the need and the call to witness. However, there is a specific call of God for each person on this earth (Isaiah 6; Jeremiah1; Eph 2:1-10) and this needs to be distinguished.

* 1. **General Call**

Every believer is called to witness for Christ whenever and wherever there are lost souls to be saved.

“Go into the world…preach the Gospel to every person” (Matt 28:18-20; Mark 16:15-20; Acts 1:8)

All are called to be His witnesses.

* 1. **Particular Call**

Over and above the general call, individuals will have a particular call to a specific region in the world and/or a specific area of ministry.

Confirmation of a particular call needs to be sought.

Confirmation may come through any number of the following:

* The Bible
* Vision/dream or strong personal conviction of the Holy Spirit
* Godly counsel
* Spiritual leadership recognizing the potential
* Prophetic word
* A call from a specific field
* Other ways as God sees fit.
  1. **The Call of God is Often Specific**

It may be to a country, city, even family, and is usually to a specific service. Often the call will be in line with the type of Christian service the person is already engaged in.

* 1. **The Call of God is a Call to Sacrifice**

It is self-evident that most missionary service is in areas where conditions are vastly different from what we expect in Australia or New Zealand. The cost of missions to the Church in monetary terms may be quite low, but in human terms quite high. Only 150 years ago missionaries to the Ivory Coast of Africa took their coffins with them as essential baggage. One mission station there had an average life expectancy for missionaries of six months.

* 1. **The Call of God is Relentless**

A true missionary call is not a spur of the moment decision, but the culmination of months, even years, of God’s tender leading. It is normal that prospective missionaries have given much thought and prayer to their call.

* 1. **The Call of God may not always be Recognized by Others**

There are several stories of great heroes of the faith who were rejected by the established Church and forced to trust God alone. Jackie Pullinger and Bruce Olsen, missionaries highly regarded today, were unacceptable to mission boards. Situations such as these are extremely rare.

There needs to be clear evidence of the call of God on one’s live.

1. **REQUIREMENTS FOR CRC MISSIONARIES**

It is important that all who believe they are called to global missions have the necessary qualifications. The normal expectations for CRC Missionaries are:

* 1. **Discuss with the Local Church Leadership**

The first action for any person in the CRC believing there is a missionary call on his/her life is to approach the Local Church leadership. The elders or leaders of the local Church are in the best position to evaluate any call to Christian service. This applies to both long and short term missionaries. The expectation is that only such persons who display adequate maturity, aptitudes and a servant heart will be recommended to formally apply for missionary service.

The onus is quite clearly on the local Church to work through the prospective missionary’s understanding of the call, and counsel the prospective missionary if the call is seen to be unrealistic or unreasonable.

* 1. **Local Church Involvement**
* Consistent in attendance at your local church for a least a year, normally more.
* A partner/member of your local church
* Actively involved in a Small Group
* Involved in some effective and fruitful expression of ministry in the congregation:
* Small group leader or assistant
* Children’s ministry
* Community outreach
* Youth etc.
* Administration
* Missions support
* If the Missionary candidate is to be sent out for a ministry involving leadership, discipling and training they should already have served in a leadership capacity within their local church appropriate to their area of intended ministry.
  1. **Training**
* Should have completed basic Christian Foundation Courses
* Should have completed CRC Specialist Minister (Mission) Competencies
* Should have completed approved missionary awareness training, including Short Term Mission Training Course.
* Whichever area of ministry the applicant is to be involved in, the candidate will need to have appropriate educational qualifications and skills.
  1. **Personally**
* Must have a firm conviction of self-sacrifice and to serve those you are going to, not to compare them with Australia or the seek to control them.
* Must be prepared to abide by the leadership standards as set out by CRC Missions.
* Must adhere to the fundamental doctrines of the faith as set out in the CRC Charter.
* Should have a good reputation inside and outside the church community.
* Needs to be in good health physically, mentally and emotionally.
* Needs to have their finances in proper order.

In the case of a couple all of the above should apply equally to each spouse.

1. **PRE-APPLICATION PROCEDURE**

Potential Missionary candidates (hereafter referred to as “candidates”) are encouraged to take the following steps in defining their call and vision prior to making a formal application for recognition by the CRC AIMT.

* 1. **Develop a World Christian Perspective**

People enquiring about missionary service are encouraged to become aware of God’s global purpose to reach every nation, tribe and tongue with the Gospel. This is best achieved through prayer, reading the Bible from a Global Mission perspective, attendance at the course “Kairos” on World Christian Movement or other equivalent Mission Awareness Courses, reading Global Mission books including biographies and training material.

* 1. **Support Existing Missionaries**

Potential candidates are encouraged to become actively involved in praying, giving, practically supporting and corresponding with existing Global Mission workers through Small Groups adopting Missionaries and involvement in a Support Group (See 11.6 &12.)

* 1. **Short Term Mission Trips**

Potential candidates are strongly encouraged to raise their own funds and go on a short term mission trip. This will further develop a global perspective and help them assess whether God wants them to be more actively involved in going to another nation.

1. **APPLICATION PROCEDURE**

The main steps in the application process are as follows. Further detail is given in the items following.

* 1. Recommendation from your local church Senior Minister and Elders which attests to the candidate’s character, level of church involvement and suitability for Global Missions ministry.
  2. Meet with AMD & representatives of the AIMT.

Well established and fruitful missionary organisations have proven that many mistakes are made when personnel are hastily deployed to the mission field without adequate preparation. Within the CRC we have also experienced difficulties because of hasty deployment.

The interview is only the beginning of the process in selecting missionaries and a successful interview is not an open door to the mission field. As a result of the interview, recommendations will be made to the Local Church concerning the next steps.

Generally, these recommendations would fall into one of these five categories.

* The applicant does not have a missionary call. This needs to be communicated in a clear and loving way. The applicant needs to be told why and given direction in other ways they can find an avenue of service.
* The applicant possibly has a missionary call but needs more Christian maturity. Encourage the applicant to be more involved in the life of the Local Church. A further application may be considered in due time.
* The applicant has a missionary call and now needs training to develop the call. Please assist the applicant to enrol in the CRC Training or other approved training facility.
* The applicant has a missionary call but existing personal problems preclude us from sending the applicant to a field. Please work through the problem areas with the applicant at Local Church level. A further application may be considered in due time.
* The applicant has a missionary call. Please assist the applicant to arrange necessary financial support and plan to depart for the field of service. In this case the AMD will advise the approval. Endorsement of the applicant as a missionary in the CRC is granted and will be given in writing.
  1. Once endorsed by the AIMT, the AMD will formally recommend the candidate to the International Missions Director, the Field Supporter and National Leader of the relevant country.
  2. Application Requirements - See Point 10

1. **APPLICATION REQUIREMENTS**

The AIMT will see that the following confidential due diligence assessments are completed by each applicant prior to them going out as a missionary.

* Complete detailed Application Form
* Complete Training Requirements
* Independent Professional Psychological & Personality Assessment by a CRC approved Psychologist.
* National Police Check
* Employment References
* Pastoral Reference
* Working with Children’s Card
* Child Safety Training up to date
* Personal Financial Planning – Will, Power of Attorney, Relative to be Notified in case of emergency.
* Passport
* Visa
* Work Permits
* Insurance – Medical, Travel & Life insurance
* Taxation Clearance
* Risk Assessment
* Budget Form completed and approved by the Field Supporter and/or other appropriate authority.

1. **RAISING SUPPORT**

**11.1 Financial Support**

Missionaries must learn to trust the Lord for their financial support. Whom God calls, He equips, and whom He equips, He supports. Hudson Taylor said, “God’s will done in God’s way will never lack God’s supply”. (Founder of China Inland Mission).

**11.2 Sources of Finance**

Finances for support may come through several avenues:

* God’s Sovereignty

E.G. China Inland Mission and other Faith Missions, who looked entirely to the Lord for their support.

* Home Church

Support from the missionary’s home church would need to be discussed with the Senior Minister.

* Other Churches

Support may come from other churches who catch the vision of the missionary going out.

* Friends/Congregation Members

Funds sent personally or designated funds by friends sent through the Local Church.

* Fundraising

Support groups may organise fundraising events.

* Own investments

Funds from one’s own investments for one’s personal support.

* Own employment on the Field

Spoken of as “tent-maker” (like Paul) where one supports oneself on the field by employment (Acts 18:3; 20:32-35; 1 Cor 9:6, 14, 18 etc.). E.G. English teacher, accountancy, engineering, trade and industrial skills.

**11.3 Missionaries Finance**

The amount of the allowance is to be in line with other missionaries serving on the Field & with some consideration given to what the national workers receive. The actual allowance will be determined by the National Leader in discussion with the Field Supporter, AMD, and the local sending church Eldership.

A budget must be prepared by the Missionary and approved by the National Leader, their respective home country Local Church and the AMD. (see Budget Form Appendix 3)

**11.4 Raising Finance**

Raising the missionary’s allowance is the primary responsibility of the endorsed missionary. There is no pool of funds in the CRC to provide missionaries’ allowances or any other expenses. The AMD can advise endorsed missionaries of appropriate procedures and arrange introductions if necessary, with ministers of churches for the purpose of raising support.

Australian Missions Office may circulate news of the endorsed missionary’s need to churches if appropriate, but the responsibility of raising/finding finance for missionary service rests with the endorsed missionary.

**11.5 Responsibility**

All costs associated with the missions endeavour are also the responsibility of the endorsed missionary. Medical expenses in some Third World locations are high, as are air fares to and from the Field of service. It is also the responsibility of the missionary to raise finance for repatriation on completion of service. The Australian Mission Office can assist in setting up funding/banking/accountings systems to facilitate the forwarding of finances.

Missionary applicants may rest assured that if the call to serve is from God, He will provide the finance in His time. However, it is incumbent upon the endorsed missionary to share details of the call and do the appropriate groundwork to ensure their finances are in place. When raising financial support it must be borne in mind that support for the FULL TERM (including furlough) needs to be raised. That is, those who promise support on a regular basis must be willing to make a full term commitment which is normally three (3) years plus 3 months of furlough. The missionary must have at least 70% of their support committed before dates are finalized for going to the Field.

Normally it is expected that at least one (1) month’s support in advance will be forwarded (through the appropriate channels – i.e. Missions Office in Australia) to be available at the Field before the missionary arrives on the Field.

**11.6 Finance Support Team**

Details of promised financial support (from Local Churches, individuals, etc.), must be given in writing to the Local Church Eldership/Support Team prior to any travel arrangements being made.

It is necessary to establish a procedure for collecting promised support for the missionary (e.g., monthly direct debit) and the forwarding of funds to the missionary. In Australia, these funds are forwarded through the Missions Office and not sent directly to the missionary. Details of this procedure will be documented and agreed in discussions with AMD and the National Leader of the Field of service.

At the Local Church level, a small team or committee must be appointed to promote and monitor the receipt of funds for the missionary. This team could be called the “Financial Support Team” (or some similar name). In some cases, the finance team of a Local Church may assume this responsibility.

**11.7 Annual Financial Statement**

An annual Financial Statement must be prepared for each missionary and submitted to AMD or the appropriate authority. This may be done by the CRC Missions Finance Department in conjunction with the National Leader of the relevant country.

**11.8 Preparing for the Worst**

The CRC in Australia (or other nation) cannot accept responsibility for the safety of missionaries. Similarly, the CRC in any nation where missionaries may serve, while accepting responsibility to care for the family pastorally, cannot be responsible for a missionary’s health or safety.

Missionary service and risks go hand in hand. It is therefore a requirement that all missionaries serving with the CRC take out accident, injury, travel and life insurance. Endorsed missionaries from Australia may obtain details of appropriate policies for missionaries from the Australian Missions Office. Funds for these policies must be raised by the endorsed missionary. The missionaries “Financial Support Team” will be advised how to pay the premiums for these policies.

It is NOT the policy of CRC Missions to enter into negotiations with kidnappers or terrorist groups, nor to pay ransom to such people.

**11.9 Superannuation**

Long term missionaries (over 2 years) should have some form of superannuation into which regular contributions are made so that they have an asset to help them in retirement.

**11.10 Missionary Resettlement Fund**

A “Missionary Resettlement Fund” is provided for endorsed Australian missionaries who have served more than three (3) years on the mission field, to assist in repatriation.

The Fund invests an amount annually which is available to the missionary only upon resettlement in Australia. Funds for this are raised through an offering at the annual conference and from gifts by churches that are specifically designated as gifts towards the Missionary Resettlement Fund. This fund is available to help Australian missionaries resettle when they return permanently from the Field and resettle in Australia. Endorsed missionaries will become eligible for benefits from this fund after they have completed three (3) years qualifying service.

Details on the Missionary Resettlement Fund are in the CRC Missions Policy 3.0.

1. **SUPPORT GROUP**

After receiving formal approval from the AIMT, the candidate should spend 3-6 months setting up a support group with their Local Church before they leave for the Field. The support group will provide the new missions worker with prayer and practical back-up at home, while they are on the Field.

Support groups are a group of volunteers who are committed to providing practical and spiritual support for missionaries in particular fields. Members of the support group commit themselves to being involved for at least one (1) term of the missionary’s assignment.

**12.1 Support Group Activities**

Support Group responsibilities will depend on the missionary and field of activity. However, the types of activities that the support group would undertake include:

* Providing the link between the missionary and the Local Church
* Coordinating relevant celebration activities
* Assisting the missionary in preparing project proposals to submit to the AIMT on an annual basis.
* Promoting short term trips to their region in liaison with the Local Church leadership.
* Organising a regular prayer input/update for their missionary/Field
* Screening correspondence
* Ensure adequate communication to small groups that are committed to involvement with the missionary and mission field.
* Purchasing and sending out gifts to missionaries on significant occasions (birthdays and Christmas)
* Coordinating farewell and welcome home events when their missionary leaves/returns.
* Help make the necessary practical arrangements for the missionaries furlough ie accommodation, vehicle, food and finance for when they first arrive and initially set up in Australia.
* Managing the personal affairs of the missionary in Australia as appropriate.
* Organise fundraisers.

**12.2 Setting up a Support Group**

A Support Group should be set up in consultation with the Eldership. Once the initiative has been agreed on the group can be developed through such avenues as:

* Contacts with friends
* Notices in the church newsletter
* Contact with small groups
* Other contacts God may bring about

In some cases, a Support Group will function within a small group as part of the ministry and outreach activities of the small group.

**12.3 Visiting the Field**

Support Group leaders in consultation with the Local Church Eldership and the AIMT are encouraged to visit the missionary on the Field. However, it is NOT recommended that the family members or Support Group member to visit the missionary in the first 12 months on the Field. This may be too disruptive and unsettling.

1. **RESPONSIBILITY & ACCOUNTABILITY ON THE FIELD**

Where the CRC is established in a nation and has a National Leadership Team and National Leader, all Australian missionaries are to be accountable to that Leader and Team and whoever else they may appoint.

Australian missionaries are also to work in consultation with the Field Supporter of that nation, the AIMT, as well as their Local Church Senior Minister in Australia.

All these levels of leadership are also to give assistance and help to the missionary to adjust to the new situation and be supportive to them.

**14. MAINTAINING CONTACT WITH THE LOCAL CHURCH & MISSIONS OFFICE**

**14.1 Local Church Responsibility to the Missionary**

* Communication – emails, phone calls, church news, texts etc.
* Prayer Support
* Send teams and support ministry (when appropriate)
* Help establish the initial work (according to the Field situation)
* This step will be outworked by the missionaries support group, the Local Church Pastor, and the AMD.

**14.2 The Missionary’s Relationship to their Local Church.**

All CRC Missionaries are to maintain a strong relationship between them and their Local Church. E.G. Communication via regular text messages, Facebook, WhatsApp etc

Six monthly ministry reports are to be sent to the Local Church Eldership and the AMD in the months of July and January. These reports are to include:

* An overview and update of ministry
* Highlights and testimonies
* Practical needs and prayer requests
* Photographs of the work and activity where possible.

On furlough the missionary is encouraged to be available for sharing in church services, Children’s Church involvement, Small Groups etc. Visual presentations are always helpful on furlough seasons.

The missionary would be accountable in all areas to the AIMT & then to the Local Church.

Fulfilling these things enables the home church to support the missionary in prayer, vision and pastorally.

**14.3 Financial Accountability on the Field**

The missionary needs to learn how to budget, and live within their income, avoiding debt, bank overdrafts etc.

The missionary should keep proper banking records of receipts, expenditures, and balances. A budgeting program should be kept to be good stewards of their finances.

Missionaries must not borrow money from church members on the field.

1. **BEING SENT OUT**
   1. **Commissioning**

Once the full support level has been raised, the Support Group is functioning effectively and travel preparations made, the missionary will be formally sent out from their Local Church after being commissioned at a Sunday service, preferably with a member of the AIMT being present. The Support Group should be able to organise a commissioning fundraising event preferably 2-4 weeks prior to the candidate’s mobilisation.

* 1. **Length of Term & Furlough**

Before departing for the Field an endorsed missionary & Field Supporter will have agreed on the length of service which the missionary will complete, and the appropriate length of furlough. Missionaries traditionally do not take annual leave, due to the high cost of travel from the Field to home base. Normally three (3) years of service is followed by three (3) months of furlough. Furlough is not holidays in the normal sense, but a time of refreshment for the missionary, and a time for deputation. Details of the above must be in writing prior to departure for missionary service.

1. **FURLOUGH**
   1. **Missionary Furlough**

Missionaries on furlough need a time to renew, refresh, and refill before being sent out again to the Field. Missionary families must face the need of education for their children, and other adjustments in the home church.

* 1. **Re-Entry**

The adjustment of re-entry to the home country can be a major issue for missionaries and their families.

It is expected that all CRC returning missionaries and their families will avail themselves of the AIMT recommended resources and debriefing to assist in the process of re-entry.

* 1. **Furlough Arrangements**

The following are general guidelines for missionaries’ furlough.

* Time of Furlough

The missionary may return on furlough upon receiving approval from National Leader, Field Leader if relevant, AIMT and the Local Church. The timing of this should be of least disruption to the ministry on the Field. The missionary must complete the allotted term unless a legitimate cause may justify an earlier furlough. They may be asked to stay beyond their normal term if necessary.

* Re-appointment

The final decision for re-appointment of any missionary shall be made by National Leader, AIMT, and the Local Church Eldership in conjunction with the missionary and their family. Before the missionary returns to the Field, the vision and policy of the missionary will be reviewed and updated as necessary.

* Length of Furlough

The furlough period is as follows unless otherwise defined by AIMT in consultation with the missionary, National Leader, and home local church Pastor:

* Two year term – 2 months
* Three year term – 3 months

Rest & recuperation as well as receiving spiritual input will be needed over this period.

* The Missionary on Furlough

The local sending church and the missionaries Support Team in consultation with the AIMT are responsible to assist the missionary on furlough with personal support, accommodation, car, schooling for children etc. These things need to be discussed 6 months before they return for furlough.

* The three weeks at the beginning and three weeks at the end of the furlough should be free of all ministry responsibility to allow time for rest and personal preparation to return to the Field.
* For balance, discussion will ensue between the missionary , Local Church Eldership and the AIMT regarding what they could be involved with to further the goals of global mission for us as a movement and also what will benefit them personally.
* Upon return from the Field, the missionary will meet with the AIMT representatives to share on their work, accomplishments, victories, problems, working relationships, marital, finances, living expenses, and other needs.
* Ministry While on Furlough

Missionaries should consult their Local Church regarding their activities in their homeland. They may be requested to spend some of their furlough time working in the Local Church, ministering in special areas E.G. Mission classes etc.

* Health Examination and Medical Expenses.

Immediately after the missionary returns home, a medical examination is expected to be arranged and the health report presented to the Local Church Eldership and filed in the missionary’s personal file. The AMD is to be advised of any health concerns.

1. **MISCELLANEOUS**
   1. **Missionary Will**

Each missionary should make a Will and should deposit a (sealed) memorandum of its location with the church office. Since missionaries in foreign lands are at a great distance from relatives, there are special legal difficulties in dealing with their effects if they die without having made a valid Will.

The Will should cover all possessions both in their own country and in the country of service. However, if real estate is owned outside Australia the missionary should bequeath the property in a Will that will be recognized by that country. It should be remembered that marriage invalidate a previous Will and necessitates the making of another.

* 1. **Missionary Retirement**

Retirement age will be determined on a case by case basis.

Endorsement granted at the beginning of a missionary career is not a guarantee of missionary service till retirement. Should a missionary’s agreed length of service be nearing its end and the missionary wishes to remain in that service, a decision will be made between the missionary, the Field Supporter, and their Home Church and if applicable, in consultation with the National Leader/Executive.

* 1. **Marriage**

Should a missionary marry someone who is not already an approved CRC missionary, the spouse will need to also apply to be sent out by CRC. As each case will be quite different it is difficult to provide a standardised set of guidelines for such situations. However, it is expected that missionaries will be flexible and transparent in working through this application process and that marriage plans will be notified to the National Leader and the AIMT well in advance.

* 1. **Limits of Endorsement as a Missionary**

Endorsement as a missionary in the CRC is not the conferring of a Ministry Credential. Granting of an endorsement means that a prospective missionary is free to approach Churches to raise missionary support as an endorsed missionary. Upon completion of missionary service, the endorsement lapses, it is not transferable to pastoral or any other service. This endorsement is simply given in the form of a Certified Overseas Volunteer Card, or if relevant, a Specialist Credential (Missionary) applicable while in that area of ministry.

**APPENDIX ONE**

**APPLICATION FORM FOR LONG TERM MISSIONARY WORK**

1. Name(s)…………………………………………………….. Spouse………………………………………………….

Surname……………………………………………………

Applicant Date of Birth……………………………… Spouse Date of Birth………………………………

Children

Name…………………………………………………………Date of Birth……………………………………………

Name…………………………………………………………Date of Birth……………………………………………

Name…………………………………………………………Date of Birth……………………………………………

Name…………………………………………………………Date of Birth……………………………………………

1. Has your marriage ever suffered serious difficulties or has either party been married before?..............................Please give details on a separate sheet.
2. Address………………………………………………………………………………………………………………………

Postcode……………..

1. Phone number: Home……………………Mobile………………………..Email……………………………..
2. Occupation/s………………………………………………………………………………………………………………
3. Name & Address of Local Church………………………………………………………………………………..

……………………………………………………………………………………………………………………………………

1. Name of Pastor…………………………………………………………………………………………………………..

Pastor’s phone numbers: Home……………………………….Mobile…………………………………….

Email…………………………………………………………...

1. Date of Salvation

Applicant……………………………………………… Spouse……………………………………….

NOTE: Please supply a 250 word written testimony each detailing your salvation experience and the subsequent results in your life/lives.

1. Date of Water Baptism

Applicant……………………………………………… Spouse……………………………………….

1. Date of Baptism in the Holy Spirit according to Acts 2:4

Applicant……………………………………………… Spouse……………………………………….

1. Do you believe God has called you to missionary service? Please supply a typewritten statement of at least 500 words (not more then 1000 words) detailing the Call of God as you understand it.
2. Have you had any training for Christian service?.....................Supply details
3. Are you willing to more training if so required?...................
4. Please provide details of your current ministry or service roles in your Local Church

…………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

1. Do you have any special skill or specialized training? (Carpentry, mechanical, music, cooking etc. Please give details…………………………………………………………………………………..

…………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

1. Are their any areas in your life/lives that may cause concern or impact negatively on your testimony or service (e.g. character weaknesses, temper, debt, habits, relationship tensions etc.)?

Please give details……………………………………………………………………………………………………….

…………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

1. Do you own (or are you buying) your home? If so, is there debt on it and what plans do you have for it?

Please give details……………………………………………………………………………………………………….

……………………………………………………………………………………………………………………………………

1. Have you travelled or lived in a third world culture before: If so, please give details.

………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

1. What action do you intend to take to raise your financial support? Please give details…………………………………………………………………………………………………………………………

…………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

1. Referees. Please provide the names of two referees who have known you well for at least five years. They will be contacted to provide written statements for the processing of this application.

Name:………………………………………………………….Email Address:……………………………………..

Name:………………………………………………………….Email Address:……………………………………..

Signed…………………………………………….......................Date………………………………….

**APPENDIX TWO**

**REFEREE FORM**

This form can be found: https://crcchurches.org/resources/credential-compentencies under Application & Referee forms. The relevant form will be sent by the AMD to the Referees named by the applicant.

**APPENDIX THREE**

**BUDGET FORM**

This form is to be filled out ONLY when requested to do so by CRC Missions International or the appropriate authority. It is the responsibility of the missionary applicant to get budget details, in writing, from the Field Director/Supporter or appropriate authority.

MONTHLY COSTS:

Monthly Allowance $...........................................................................

Monthly Education Costs $...........................................................................

Monthly Overheads $...........................................................................

Monthly provision for Furlough $...........................................................................

Monthly cost of insurances, medical etc. $...........................................................................

Monthly provision for repatriation $...........................................................................

Other Costs $...........................................................................

TOTAL REQUIRED MONTHLY $...........................................................................

AIR FARES & SHIPPING COSTS $...........................................................................

Details of travel & shipping costs are:

……………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………….

Total Shipping Costs $...........................................................................

Bank details used by Support Team

……………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………….

Budget prepared by:………………………………………………….Date…………………………………….

Budget approved by:………………………………………………….Date…………………………………….

**APPENDIX FOUR**

**DISCLAIMER FORM:**

I hereby indemnify the CRC Churches International Inc. & any and all of its associates, officers, staff, employees, etc. from any and all liabilities related to any missionary related service that I may be involved in.

Signed…………………………………………………Name………………………………………. Date……………………..

Witness…………………………………………………Name………………………………………. Date……………………

**APPENDIX FIVE**

**Check List**

1. A recommendation for missionary service has been given in writing from your Local Church oversight.
2. A formal application has been lodged with CRC Missions International, AIMT.
3. Endorsement has been received in writing.
4. Required training has been completed.
5. Independent Professional Psychological & Personality Assessment completed.
6. Communication procedures have been decided and are in writing.
7. A “Financial Support Team” has been appointed and knows its responsibility.
8. Insurances are in place for:

* Medical
* Life Insurance
* Travel Insurance

1. A disclaimer form has been completed.
2. Length of service and furlough details have been discussed and are in writing.
3. Legal matters have been attended to:

* A Will
* Power of Attorney
* Relative to be notified in emergency

1. Taxation details have been given to the appropriate authority.
2. Travel Documentation. Documents are in place :

* Passport/s
* Visa/s
* Work permit/s

1. Budget form completed and approved by the Field Director/Supporter and/or appropriate authority.
2. Risk Assessment has been submitted to AMD
3. Employment References received by AMD
4. Referees Forms completed and received by AMD.
5. National Police Check submitted to AMD
6. Working with Children’s Card submitted to AMD.
7. Child Safety Training up to date.

**APPENDIX SIX**

**CRC MISSIONS INTERNATIONAL – POLICY DOCUMENTS & GUIDELINES**

These are all available on the CRC Missions International website.

**Policy Documents**

Policy 1.0 International Vision February 2013

Policy 2.0 Recognition of Fields & Ministry Credentials March 2017

Policy 2.1 Field Supporters March 2017

Policy 2.2 Missions Leadership March 2017

Policy 3.0 Finance March 2017

**Guidelines**

Guideline 1.0 Short Term Mission Teams Recommended Guidelines 2015