



Partnership in Mission

Mark 3

Policies, Practices and Documents

of

The Australian Presbyterian World Mission

January 2011

* Please note that throughout this document you will see references to 'Mission Partners'. That was our former name. Where you see 'Mission Partners' please read it as 'The Australian Presbyterian World Mission'.



Foreword

Partnership in Mission Mark 3 is a compilation of the current policies of **Mission Partners**—the Australian Presbyterian World Mission. The original document, *Advance in Mission*, was produced in 1991. Subsequent policy changes led to the publication of *Partnership in Mission* (1997) and *Partnership in Mission Mk 2* in 2001.

The present edition not only incorporates several amendments to policies expressed in *Partnership in Mission Mk 2*, but also includes several new policies which it is incumbent upon church organisations to articulate, in keeping with expectations in the community at large. *Partnership in Mission Mk 3* also provides readers with access to the various documents prepared by **Mission Partners**. Among other applications, these documents will be invaluable for those wishing to apply for various avenues of mission, and for local churches planning to commission their missionaries, and preparing services of thanksgiving and recognition on their return from service.

It is intended to incorporate the contents of this volume in the updated (2011) web site of **Mission Partners**. Future amendments to this document will be readily accessed via the web site: www.missionpartners.org.au.

Acknowledgment:

During his time as National Director of **Mission Partners** Rev Bill Lutton, with his wife Jenny, endeavoured to develop the awareness of missions within the Presbyterian Church of Australia. One major contribution was the ongoing development of the *Partnership in Mission* handbook. They oversaw much revision culminating in *Partnership in Mission Mark III*. They have done an excellent job in putting this handbook together making it so much easier for local churches, missionaries and prospective missionaries to be aware of how they go about member care from initial interest to retirement.

I wish to acknowledge their hard work and diligence with this ongoing project and on behalf of the Australian Presbyterian World Mission Federal Committee thank them for this valuable contribution to the life of the church.

Alex Shaw
Convener,
Mission Partners Federal Committee.
January, 2011

Mission Partners
Australian Presbyterians partnering
with Presbyterian Churches abroad
and with interdenominational
Mission Agencies
to take the Gospel to the world.



The logo of **Mission Partners** consists of the logo of the Presbyterian Church of Australia, together with the words '**Mission Partners**', with or without the words, 'The Australian Presbyterian World Mission'.

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1. THE AUSTRALIAN PRESBYTERIAN WORLD MISSION COMMITTEE

The Australian Presbyterian World Mission Committee is appointed by the Presbyterian Church of Australia for the purpose of facilitating the church's obedience to the great commission of our Lord Jesus Christ to "go and make disciples of all nations". In some situations this results in the support and development of Presbyterian churches, and in other situations, making contributions within interdenominational mission teams whose aim it is to draw people to the truth as it is found in Christ alone, and nurture them within the body of Christ at a local level. In order to achieve this purpose, partnerships are formed with approved Mission Agencies and with Presbyterian and Reformed Churches overseas whose Biblical, theological, and ecclesiastical understandings are in harmony with those of the Presbyterian Church of Australia.

Nationally, the work of the Australian Presbyterian World Mission Committee is carried out under the working title of **Mission Partners**. In each state, a Committee of the Australian Presbyterian World Mission has been established with accountability to its respective State Assembly. Each State Committee is represented on the Federal Committee. **Mission Partners** takes responsibility, with the assistance of the State Committees, for encouraging our Australian Presbyterian churches to be obedient to their Lord in respect to mission, calling out, giving direction for training, and providing administrative systems and support for missionaries. In all of this there is also a close working relationship with local congregations, presbyteries, Partner Mission Agencies and Partner Churches overseas. For detailed information on the responsibilities and regulations of the Australian Presbyterian World Mission see Documents C1, C2, C3 (pages 83 - 87).

2. A HISTORY OF THE AUSTRALIAN PRESBYTERIAN WORLD MISSION

From early in their history, the Presbyterian Churches of the Australasian colonies were involved in cross-cultural mission; in Australia, among the Aborigines, Chinese and Kanakas; and overseas in the New Hebrides (now Vanuatu), Korea and South India. After the formation of the Presbyterian Church of Australia in 1901, the Australian Presbyterian Board of Mission (APBM) undertook the oversight of this work. This later became the Board of Ecumenical Mission and Relationships (BOEMAR).

In 1977, most missionaries serving under BOEMAR transferred their membership to the Uniting Church of Australia (UCA) at its formation and continued to serve in mission through that church. There remained no continuing Presbyterian missionaries in Korea or India and only three families with the Presbyterian Church of New Hebrides (now the Presbyterian Church of Vanuatu), namely: Pastor Bill and Mrs Sue Camden, Pastor Walter and Mrs Rosemary Zurrer, and Mr Leon and Mrs Sue Thorpe. The former extensive Presbyterian work among Aborigines also became part of the UCA mission.

It was realised however, that there were many Presbyterians serving in various parts of the world with Mission Agencies. Prior to 1977 these missionaries had received little help or recognition from the Presbyterian Church. The 1977 General Assembly set up a special Committee on World Mission to supervise the few remaining BOEMAR workers and to make contact with the many Australian Presbyterians working with interdenominational Mission Agencies.

With much hard work and some helpful guidance and information from the Presbyterian Church in America (PCA) a system of developing partnership with Mission Agencies, and dual-membership for the missionaries, was established. This resulted in a situation whereby Presbyterians serving in these Agencies gained assurance of the prayerful concern, encouragement, and financial support from their own Church. This new initiative gave substance to the church's obedience in mission, and opened the way for rapid development in advancing the cause of Christ to make disciples in all the world. The first *Missionary Directory* (Nov 1978) listed a total of 85 missionaries. Over the years, there has continued to be a steady flow of Presbyterians into cross-cultural mission, the majority serving through the Partner Mission Agencies, and others serving our Partner Churches directly through **Mission Partners**. The latter have served in Australia, Vanuatu, South Africa (Venda), Japan, and more recently, in Sudan and Myanmar.

In 1991 the GAA gave the Australian Presbyterian World Mission Committee authority to appoint a National World Mission Coordinator to work with the State Australian Presbyterian World Mission Committees in promoting the cause of world mission within the denomination. In 1993 the Federal Committee of the Australian Presbyterian World Mission appointed a National Coordinator. The title was changed in 1997 to National Director whose job description is set out under Section 14.

3. THE ENVIRONMENT FROM WHICH MISSIONARY CANDIDATES ARISE

3.1 The Church and the Candidate

The local Church should be actively engaged in encouraging involvement in the Great Commission, through preaching and teaching the duty of all Christians to be “witnesses for Christ” in the normal course of Christian life. The local church should also search out the gifts of its membership and encourage the use of these gifts in every part of the Church’s mission at the local, national and international levels.

The Acts of the Apostles affirms the scriptural role of the Church as the sending authority, and in that respect, the prayer and financial base for mission. It is significant that in the sending of missionaries in the Acts of the Apostles the emphasis was upon the initiative of the local church leadership, directed by the Holy Spirit (Acts II:22, 25-26; I3:1-4; I5:39-40; I6:2). It was a wonderful day when, on hearing the news of the growth of the church at the hand of ordinary Christians, the church leaders identified the appropriate giftedness of Barnabas, and sent him off from the local congregation to serve elsewhere. Equally wonderful was the fact that “when he saw the evidence of the grace of God he was glad and encouraged them to remain true to the Lord with all their hearts,” and after a year or two, by the sovereign movement of the Spirit of God, he was moved again to introduce Christ to nations overseas. This Biblical pattern is replicated in our own Church’s mission strategy. Local church leaders will ideally seek out and foster this kind of movement under God.

Mission Partners and State Committees of the Australian Presbyterian World Mission will continue to bring possibilities for service before the church. When a Session or Presbytery encourages an individual to respond to opportunities for missionary service, the church accepts the responsibility to provide for that person in prayer, giving, encouragement and commissioning. The missionary is then seen to be a normal extension of the Church’s ministry. The church should receive regular reports from the missionary and take an active interest in the work, encouraging regular communication with the missionary.

Missionaries working overseas come back periodically to their sending country for ministry assignments at home (Home Assignment). While recognising the special responsibilities and administrative arrangements of Partner Agencies, the missionary’s main responsibility is to the church and presbytery from which he/she was sent. Through cooperation with **Mission Partners**, opportunity will be provided for the missionary to share with a significant part of the denomination, thus helping to enlarge the missionary vision of the whole church (Acts I4:26-28). The National Director of **Mission Partners**, the relevant State Committee and missionaries on Home Assignment should constantly stir enthusiasm for world mission through prayer, regular visitation, mission education and publications.

3.2 The Candidate

The seeds of mission thinking are sown in the general course of faithful Gospel ministry. The potential candidate is being prepared through the challenge to be obedient to the Great Commission, accumulation of knowledge of the world, missionary speakers, reading, prayer, the encouragement of other Christians and the ongoing direction of the Spirit of God. As the possibility of serving as a missionary develops, the potential candidate initially approaches the local church leadership, and then the chosen Partner Agency’s State representative and/or the appropriate State Committee of the Australian Presbyterian World Mission. Ultimately this progresses to a formal application in which several parties are involved, namely: the applicant, the local church leadership, and representatives of the Partner Agency and/or **Mission Partners**.

4 MISSIONARIES OF THE PRESBYTERIAN CHURCH OF AUSTRALIA

For practical purposes there are three designations of Presbyterian missionaries who work under the banner of **Mission Partners**. All these missionaries are commissioned by the Church and their support (prayer, finance and encouragement) is primarily the responsibility of the Church.

4.1 Partner Church Missionaries are missionaries of the Presbyterian Church who are commissioned to undertake missionary service and who are deployed directly by **Mission Partners**. In terms of *Articles of Agreement: Article 5* (page 83), **Mission Partners** establishes mission relationships between the Presbyterian Church of Australia and approved Presbyterian and other overseas churches with whom mission work can proceed by mutual agreement. Thus Partner Church missionaries serve our Partner Churches and are under their direction in missionary duties. Partner Church Missionaries may be appointed to undertake a variety of ministries and activities including support roles at home or abroad and appropriate full time or part time study courses under the guidance and with approval of **Mission Partners** (and the Partner Church, if continuing to reside in that country during the course of study.) (see Section 9 – Financial considerations).

4.2 Partner Agency Missionaries are missionaries of the Presbyterian Church who are assigned to membership of, and service with, one of our Partner Agencies. These missionaries are approved by both **Mission Partners** and the chosen Partner Agency, and in their regular ministry are under the authority of their Partner Agency. Notwithstanding the ambiguity within Regulation 4a, as amended by overture (GAA 2001,2004), mission / ministry agencies previously listed as Partner Agencies, whose ministry takes place solely in Australia, and for Australians, do not fall under the jurisdiction of **Mission Partners** and may not become Partner Agencies. Partner Agency Missionaries may be appointed to a variety of ministries, including support roles, all of which have a place in planting and building up the church. When seeking approval for extended study, Partner Agency Missionaries may be appointed by their Agency to undertake a variety of ministries and activities including support roles at home and abroad, and part time study courses under the guidance, and with the approval, of the Mission Agency. The missionary should inform **Mission Partners** of any change in deployment.

4.3 Associate Missionaries. These missionaries minister in Australian or overseas situations in which no Partner Agency or Partner Church is necessarily involved. While not directly deployed by **Mission Partners**, they are **Mission Partners** missionaries and are therefore commended to the people of the Presbyterian Church of Australia for prayer, encouragement and, where necessary, voluntary financial support.

4.4 Fields of Service

4.4.1 Mission Partners has already established partner relationships with several overseas churches and mission organisations and will seek to maintain these while actively undertaking to form further partnerships with overseas Presbyterian and Reformed national churches and mission organisations. (See Appendices A1.1—A1.3 [page 27] for current lists of Partner Churches and Partner Agencies [Jan 2011])

4.4.2 Mission Partners has an open door field policy, particularly in regard to unreached people groups, and will attempt to keep our denomination informed as new challenges for ministry emerge.

4.4.3 In some cases members of the missionary team will be permitted or encouraged to participate in tent-maker ministry, but only in consultation with **Mission Partners** and/or the Partner Agency.

5. APPLICATION FOR MISSIONARY SERVICE

The process of application for missionary service involves the applicant, his/her home church, the relevant Presbytery, the relevant State Committee of the Australian Presbyterian World Mission and the Federal Committee, and in the case of Partner Agency Missionary Applicants, the relevant Partner Agency.

5.1—5.3 deal with the responsibilities of the various parties in an Application for **Partner Church** Missionary status.

5.4—5.6 deal with the responsibilities of the various parties in an Application for **Partner Agency** Missionary status.

5.7—5.8 deal with the responsibilities of the various parties in an Application for **Associate Missionary** status.

5.1 PARTNER CHURCH MISSIONARY APPLICATIONS: The Applicants' responsibilities

Formal application should proceed in the following manner:

5.1.1 Recognising that the local Church leadership has primary responsibility in mission, applicants should always, after conferring with the parish Missions Committee, approach their local minister and elders to seek confirmation of their sense of the Holy Spirit's leading, as well as counsel regarding the possibility of cross-cultural ministry.

5.1.2 Applicants, after meeting with their minister and elders (Session), shall request a letter of reference and recommendation from their Session, to be submitted to the relevant State Committee of the Australian Presbyterian World Mission, requesting application papers and other documentation and information from the relevant State Committee. Following the completion of medical and psychological assessments and of the appropriate Application papers, return the Application papers to the State Committee, which may make specific recommendations for the applicants' guidance. (Psychological and Medical evaluations should be returned to the committee by the Practitioners carrying out the assessments.) No missionary shall serve the Church in Australia or overseas without all appropriate vaccinations.

5.1.3 Applicants will then be interviewed by their State's Committee and will await further direction.

5.1.4 Upon recommendation, favourable or otherwise, from the State Committee, all information on the applicants will be remitted to the Federal Committee, where an interview may sometimes be conducted. At this point the applicant becomes a candidate. Further training may be recommended.

5.2 PARTNER CHURCH MISSIONARY APPLICATIONS: The State Committee's responsibilities

In the course of application procedures, **the State Committee** of the Australian Presbyterian World Mission will:

5.2.1 bring recommendations to the Federal Committee for the overseas Presbyterian or Reformed Church with which the missionary is planning to serve to be considered for Partner Church status, if that Church does not have a formal Partner Church Agreement with **Mission Partners**;

5.2.2 receive application papers and the report of the State Committee's Medical Officer;

5.2.3 interview the prospective missionaries;

5.2.4 where necessary, examine the applicants further in the following areas: their medical condition, theological beliefs, ministry gifts, stability, and performance in service;

5.2.5 make appropriate recommendations concerning the applicants' proposed service with the Partner Church, and convey these recommendations to the Federal Committee of the Australian Presbyterian World Mission;

5.3 PARTNER CHURCH MISSIONARY APPLICATIONS: **The Federal Committee's responsibilities**

In the course of application procedures, **the Federal Committee** of the Australian Presbyterian World Mission will:

5.3.1 at the conclusion of its considerations of recommendations from a State Committee concerning any Applicant for Partner Church Missionary Service, request the Director to notify the Partner Church of the outcome of its deliberations. On receipt of approval or otherwise from the Partner Church, the Director will also notify: [1] The new Candidate [2] The new Candidate's sending church [3] The new Candidate's Presbytery and [4] The new Candidate's State Committee of the Australian Presbyterian World Mission. Should an Applicant be unsuccessful, or should there be prerequisite conditions to be met before the Applicant is accepted as a missionary the Director will convey this information to the above parties;

5.3.2 normally require all Partner Church Candidates to undertake Transition Training prior to departure for their field of service;

5.3.3 normally require all Partner Church candidates to undertake a Missionary Transition and Re-entry retreat following retirement from their field of service, or in transition from one location or task to another.

5.3.4 Final acceptance is the responsibility of the Federal Committee. The missionary will receive final acceptance only when he/she has been approved by both **Mission Partners** and the Partner Church (or such body within it that has the authority to do so), according to the standards and needs of each. Final appointment (and Terms of Appointment) will be made by the Partner Church after consultation with **Mission Partners**.

5.3.5 Upon final acceptance, the Federal Committee shall be responsible for the establishment of the salary package, communication with the Partner Church, and pastoral and organisational oversight of the missionary. (See also Financial Considerations, Section 9)

5.4 PARTNER AGENCY MISSIONARY APPLICATIONS: The Applicant's responsibilities

Formal application should proceed in the following manner:

5.4.1 Recognising that the local Church leadership has the primary responsibility in mission, an applicant, after conferring with the parish Missions Committee, shall approach the local minister and elders to seek confirmation of his / her sense of the Holy Spirit's leading, and counsel regarding the possibility of cross-cultural ministry.

5.4.2 An applicant, after meeting with his minister and elders (Session), shall request a letter of reference and recommendation from his Session to be submitted to the Partner Agency and the relevant State Committee of the Australian Presbyterian World Mission.

5.4.3 The applicants shall then request application papers from the Partner Agency, and once completed, shall return them to the Partner Agency. With the concurrence of the Partner Agency, the applicant shall send copies to the relevant State Committee of the Australian Presbyterian World Mission. **Mission Partners** National Application Form B (Doctrine) must also be completed and submitted to the relevant State Committee of the Australian Presbyterian World Mission.

5.4.4 Should the Partner Agency not be able to make completed application papers available, the State Committee of the Australian Presbyterian World Mission shall require the applicant to complete **Mission Partners** National Application Form A [General]. Form B is always required; References must be supplied, on Form C or from the Partner Agency, together with medical assessments and completed Child Protection requirements.

5.4.5 The local Session, in consultation with the State Committee of the Australian Presbyterian World Mission, will initiate contact with the Partner Agency in order to build a strong partnership between the applicant / candidate, the Partner Agency and the Church. Further training may be required prior to acceptance by the Partner Agency.

5.4.6 During the above application processes of the Partner Agency, the State Committee of the Australian Presbyterian World Mission will consider the application, and make a recommendation to the Federal Committee regarding the applicant's acceptance as a Partner Agency Missionary in Dual Membership with ***Mission Partners***.

5.4.7 While the State Committee of the Australian Presbyterian World Mission will cooperate with the Partner Agency in building a strong support base, through the local church and presbytery, including that of finance, the Partner Agency Missionary will be bound by the financial policies of the Partner Agency;

5.4.8 No Partner Agency Missionary will be accepted as a missionary of the Presbyterian Church of Australia until finally accepted by the Partner Agency.

5.5 PARTNER AGENCY MISSIONARY APPLICATIONS: The State Committee's responsibilities

In the course of application procedures, the relevant **State Committee** of the Australian Presbyterian World Mission will:

5.5.1 receive application papers and the report of the State Committee's Medical Officer;

5.5.2 interview the prospective missionary;

5.5.3 where necessary, examine the applicant further in the following areas: his /her medical condition, theological beliefs, ministry gifts, stability, and performance in service;

5.5.4 make appropriate recommendations concerning the applicant's proposed service with the Partner Agency, and convey these recommendations to the Federal Committee of the Australian Presbyterian World Mission.

5.6 PARTNER AGENCY MISSIONARY APPLICATIONS: The Federal Committee's responsibilities

In the course of application procedures, **the Federal Committee** of the Australian Presbyterian World Mission will:

5.6.1 consider the recommendations brought by the relevant State Committee;

5.6.2 at the conclusion of its considerations of recommendations from a State Committee concerning any applicant for Missionary Service, request the Director to notify all parties of the outcome of its deliberations. The Director will accordingly notify: [1] The new Candidate, [2] The new Candidate's sending church, [3] The new Candidate's Presbytery, [4] The new Candidate's State Committee of the Australian Presbyterian World Mission, [5] the relevant Partner Agency. Should an applicant be unsuccessful, or should there be prerequisite conditions to be met before the *applicant* is accepted as a *candidate for missionary service*, the Director will convey this information to the above parties.

5.6.3 Final acceptance is the responsibility of the Federal Committee.

5.7 ASSOCIATE MISSIONARY APPLICATIONS: The Applicant's responsibilities

Formal applications should proceed in the following manner:

5.7.1 Recognising that the local Church leadership has the primary responsibility in mission, an applicant, after conferring with the parish Missions Committee, approaches the local minister and elders to seek confirmation of his / her sense of the Holy Spirit's leading, and counsel regarding the possibility of cross-cultural ministry, before formalising membership with any Missionary Agency or accepting any missionary appointment.

5.7.2 The applicant, after meeting with his minister and elders (Session), shall request a letter of reference and recommendation from his Session to be submitted to the relevant State Committee of the Australian Presbyterian World Mission, requesting National Application Forms A, B, and C, and other necessary documentation and information, and once the appropriate papers are completed, return them in order to proceed with the application.

5.8 ASSOCIATE MISSIONARY APPLICATIONS: The State and Federal Committees' responsibilities

In the course of application procedures, the **Federal Committee and the relevant State Committee** of the Australian Presbyterian World Mission will observe the following guidelines:

5.8.1 The relevant State Committee of the Australian Presbyterian World Mission may cooperate with missionary applicants in respect to conferring with any relevant body in relation to their ministry involvement, and offer advice to the applicants.

5.8.2 The relevant State Committee and the Federal Committee of the Australian Presbyterian World Mission may discuss issues of salary package with applicants and in some cases, with the organisations (if any) with which applicants intend working. While not taking responsibility in the underwriting of salaries the State and Federal Committees will publicise any financial needs, and support applicants in building their prayer and financial support base.

5.8.3 Following its consideration of an application, the relevant State Committee will make a recommendation to the Federal Committee in regard to acceptance, or otherwise, of the missionary.

5.8.4 Final acceptance is the responsibility of the Federal Committee of the Australian Presbyterian World Mission. Should an Applicant be unsuccessful, or should there be prerequisite conditions to be met before the Applicant is accepted as a Candidate for missionary service, the Director will convey this information to the above parties.

5.9 MISSIONARY CANDIDATES

5.9.1 Candidates are potential members who have been accepted by the Partner Agency and/or **Mission Partners**, who request, or who are required to complete training before engaging in their planned ministry, or who are awaiting deployment. Commissioning and financial support from **Mission Partners** would normally take place after the satisfactory completion of such training and/or a departure date is finalised.

5.9.2 Following the acceptance of missionary candidates, the National Director will be responsible for notifying the Missionary, Session, Presbytery, and the Partner Agency where applicable.

5.10 GENERAL COMMENTS REGARDING MARITAL STATUS

5.10.1 Married Applicants:

5.10.1.1 *Mission Partners* regards a missionary couple as a single unit with complementary roles in the missionary task, and in normal circumstances both parties are considered to be fully recognised missionaries.

5.10.1.2 When a married couple is applying for missionary service, both must be recommended by their minister and session. Where both husband and wife are being considered for membership by *Mission Partners* for Partner Church/ Partner Agency/ Associate status, and wish to exercise their own designated cross-cultural ministries, all Application Forms should be completed by both partners. When one partner's role is intended to be the helpmate of the husband or wife who is the one designated to exercise the cross-cultural ministry:

Application Form A (General) should be completed with all required information common to both partners, and with all variant information for the second partner clearly indicated on the form or attached to it.

Application Form B (Doctrinal) may be jointly completed, with personal observations, if appropriate;

References, on Form C or in writing, may apply to husband and wife jointly, or separately, as appropriate.

Both husband and wife should be interviewed by the relevant State's Committee of the Australian Presbyterian World Mission. When one marriage partner is not a member of the Presbyterian Church of Australia that partner is entitled to be granted the same status as their spouse upon request, and to be listed as such in the Mission Directory. If the non-Presbyterian spouse does not wish to be regarded as such, *Mission Partners* will respect that choice and that spouse will be listed in brackets in the Mission Directory.

5.10.1.3 While *Mission Partners* recognises that children should be the first priority for missionary mothers, nevertheless it is expected that mothers will have a role to play in ministry alongside their husbands, and therefore appropriate Bible, theological, and cross-cultural training is recommended.

5.10.1.4 As far as it is practicable, both partners should be involved in deputation before leaving for their sphere of service and during Home Assignment ministry.

5.10.1.5 *Mission Partners* recognises that in some instances, one partner in marriage may be involved in a ministry or work situation for which recognition as a *Mission Partners* missionary would be inappropriate, and therefore would normally list that spouse in brackets in the Missionary and Prayer Directory.

5.10.2 Marriage after acceptance as a missionary of *Mission Partners*:

5.10.2.1 It is expected that an approved missionary will keep *Mission Partners* fully informed regarding any plans for marriage.

5.10.2.2 When a *Mission Partners* missionary marries a fellow missionary, and the partner joins his/her spouse in missionary service, *Mission Partners* is open to welcoming this couple together as members. *Mission Partners* will communicate with them, will welcome the new spouse, and will enquire whether or not they wish to become members as a family unit.

5.10.2.3 When a Partner Agency missionary marries, and in so doing loses membership in the Partner Agency of which he /she was a member, if they so desire the couple will be recognised as Associate members of *Mission Partners* for the period in which they continue in a *Mission Partners* approved ministry, provided the spouse concerned meets the requirements of *Mission Partners*.

5.10.2.4 In some instances when a missionary marries, the new spouse may be involved in a ministry or work situation for which recognition as a *Mission Partners* missionary would be inappropriate. In this instance the new partner would not be recognised as a member of *Mission Partners*, and would normally be listed in brackets in the Mission Directory.

5.11 Commissioning and Thanksgiving Recognition of Missionaries

Mission Partners will request the Presbytery within whose bounds the outgoing missionary generally resides, to ensure that all missionaries are commissioned close to the time of their departure and that their missionary service is adequately and formally recognized, including a Service of Thanksgiving, after their term of missionary service is completed.

NOTE: Suggested forms of Commissioning and Thanksgiving Services are found on pages 41- 47 of this book.

6. PARTNERSHIP WITH PARTNER CHURCHES & PARTNER AGENCIES

Mission Partners will actively seek to establish mission relations with Presbyterian and Reformed Churches in other countries and mission agencies and fellowships worldwide, with a view to cooperative activity in a variety of ministries.

6.1 Mission Partnerships: Dual Membership

6.1.1 As the Presbyterian Church (the local church through the presbytery and **Mission Partners**) is the sending body and the Partner Church or Partner Agency is the receiving body, all **Mission Partners** missionaries have dual membership. Therefore they remain members of the Presbyterian Church (ministers under jurisdiction of their presbytery, or others under the jurisdiction of the local session). However, where appropriate, all missionaries should extend their membership to the local church where they are working, while retaining their home membership. Sessions are urged to make appropriate provision to maintain the membership of missionaries from their congregations.

6.1.2 There should be a formal signed agreement of dual membership between **Mission Partners** and each Partner Agency. (See Appendices A2.2b pages 32 - 35).

6.1.3 All original signed Partner Church and Partner Agency Agreements normally reside in the possession of the National Office.

6.1.4 It is important that all missionaries be made aware of the responsibility of their Dual Membership of the Presbyterian Church of Australia and the Partner Church or the Partner Agency.

6.1.5 Because of this partnership in mission, it is desirable for missionaries to state in their information brochures and other communications that they are missionaries of both the Presbyterian Church of Australia and the Partner Agency or Church. **Mission Partners** requests the use of the **Mission Partners** logo (page 1) alongside the Agency's logo on all brochures and communications, except where this is inappropriate due to security issues.

6.2 Partner Church Missionaries: General Considerations

6.2.1 The Federal Committee and the relevant State Committee of the Australian Presbyterian World Mission are the primary sponsoring bodies for financial and prayer support for the missionary. In this role full use should be made of the resources of the National Office and the National Director. Partner Church Missionaries are required to have 100% of their support promised before being eligible to be sent out. The Partner Church shall keep the National Office and Federal Committee and the relevant State Committee fully informed of all changes in financial matters relating to the missionary. The Federal Committee will endeavour to keep the Partner Church informed of all developments in the missionary's financial support. The Partner Church is encouraged to participate in all aspects of the support of the missionary.

6.2.2 The State Committee will supervise the obtaining of visas and other documentation necessary for the commencement of active missionary work, but may seek the advice and help of the Partner Church.

6.2.3 The missionary will work under the authority and direction of the Partner Church. The Partner Church will inform **Mission Partners** of all changes in job allocation.

6.2.4 The Partner Church may exercise discipline over such missionaries as are working within it. It should, in all such cases, fully inform the Federal Committee of the Australian Presbyterian World Mission of the details of the matter, with the understanding that **Mission Partners** will make a careful assessment of such decisions made by the Partner Church. **Mission Partners** may enter into a process of consultation with the Partner Church with a view to a reassessment of the missionary's current status. Discipline within Australia can only be exercised through the Rules applicable within the Presbyterian Church of Australia.

6.2.5 The missionary's support quota shall be stated in the Terms of Appointment, in consultation with the Partner Church.

6.2.6 The missionary's support quota will include provision for superannuation benefits and health cover for the missionary.

6.3 Partner Church Missionaries: Conditions and Agreements

Preamble

These conditions and agreements concern missionary personnel who are members of the Presbyterian Church of Australia and who work in an agreed and clearly defined role in partnership with a Partner Church. The relationship may be terminated by any one of the parties but only after consultation with all others and with at least one month's notice in writing.

6.3.1 Concerning the Missionary

6.3.2 The missionary is appointed subject to the approval of both **Mission Partners** and the Partner Church (or such body within it that has the authority to so approve), according to the standards and needs of each. Final appointment (and Terms of Appointment) will be made by the Partner Church after consultation with **Mission Partners**.

6.3.3 The missionary shall participate in such programmes of training and orientation as may be required by **Mission Partners** and the Partner Church in consultation.

6.3.4 Jurisdiction over the missionary while travelling to and from the sphere of service shall be determined solely by **Mission Partners**.

6.3.5 While in the field of service the missionary shall be under the jurisdiction and authority of the Partner Church and subject to its standards. In all cases where discipline is exercised, the Partner Church should advise **Mission Partners** of its action. In serious cases, **Mission Partners** should be consulted by the Partner Church if possible before definitive action is taken.

6.3.6 **Mission Partners** policy decisions which directly affect the cross-cultural ministry team and the church or community in which they are cooperating or ministering will be finalised only after discussion with appropriate people who are closest to the place where the decisions are to be executed.

6.3.7 The missionary shall have liberty in the full and free presentation of the Gospel as expressed in the Basis of Union (1901) of the Presbyterian Church, subject always to the standards and authority of the Church within which the missionary work takes place.

6.4 The Missionary's Home Assignment

6.4.1 The frequency and length of the missionary's Home Assignment is subject to the Terms of Appointment of the Partner Church arrived at in consultation with **Mission Partners**. Information regarding this must be forwarded to the relevant State Committee of the Australian Presbyterian World Mission as soon as possible after field (Partner Church) decisions are made.

6.4.2 On Home Ministry Assignment the Partner Church missionary is under the jurisdiction of the relevant State Committee which will give consideration to assignment projects or additional study leave in close consultation with both the Partner Church and the missionary and shall be responsible for arranging accommodation.

6.4.3 The relevant State APWM Committee in consultation with the Partner Church missionary will arrange:

- Medical examinations to be conducted soon after the missionary's return from the field;
- A psychological evaluation by a qualified and preferably Christian psychologist soon after the missionary's return from the field; and following these assessments;
- A trained de-briefer to conduct a de-briefing session; the results of which are then passed on to the relevant State Committee and the Federal Committee, for review and action as appropriate. Where there are children involved a separate de-brief for the children is recommended;
- The costs of medical and psychological examinations and de-briefing should be provided for within the missionary's total support figure. Where this is not included in the missionary's support figure, the sending church and the relevant state committee of APWM should meet the cost.

6.4.4 Prior to the Partner Church missionary's return from the field suitable arrangements must be made for the returning missionary to meet with the relevant State Committee; with the National Director and where possible with the Federal Committee.

6.4.5 On Home Assignment the missionary will undertake deputation among the Presbyterian Church of Australia constituency as a primary responsibility. This will be arranged and paid for by the relevant State Committee having regard to the missionary's need for rest and to be ministered to by the sending church. It is the shared responsibility of the local church and the State Committee to ensure that a missionary on Home Assignment is able to set apart sufficient time for rest and recreation, particularly at the beginning and at the end of the Home Assignment period. Travel costs should be met from the missionary's Home Assignment Support Allocation. Gifts specified as "personal" may be kept by the missionary; other gifts should be put towards their support, and processed by the mission.

6.4.6 All information relating to the missionary's Home Assignment shall be forwarded to the Federal Committee by the State Committee, through the National Office. If the National Office of **Mission Partners** is given sufficient notice, it may be able to provide assistance when required.

6.5 Partner Churches and Federal / State Committees

It is important that clear lines of communication exist between Federal and State Committees and our Partner Churches in the development of Partner Church relationships. It is essential that all parties understand and adhere to basic principles and operating procedures in this three way relationship if successful and God honouring Partnerships are to be formed and maintained with Presbyterian and Reformed churches overseas.

6.5.1 Federal—State Partnership in Development of Partner Churches

6.5.1.1 Basic Principles Governing Relationships between State and Federal Committees and Partner Churches

The Federal Committee is the body which is responsible to the GAA and thus the PCA for the adoption and operation of Partner Church relationships. The State Committees were set up as directed by the GAA to act under the Federal Committee. (References: APWM Articles of Agreement – Section V11, Constitution, Procedure and Practice of the Presbyterian Church of Australia). The older partnerships (Japan and Vanuatu) have been administered directly by the National Office as the agent of the Federal Committee. As the missionary program has expanded, various State Committees have been encouraged to assist and provide support in this role with new mission fields.

This not only enhances the activities of State Committees, but also has the great advantages of expanding prayerful interest and financial support, not only of the Committees involved but also of the congregations within their States. Because the Federal Committee carries the ultimate responsibility to the GAA, the State Committees are responsible in the matter of Partner Church relations to the Federal Committee and not to the State Assemblies, and all policies and operational procedures in this area must be approved by the Federal Committee.

6.5.1.2 Basic Operating Rules Governing Relationships between State and Federal Committees and Partner Churches

All involved in the missionary enterprise of the PCA recognize that the Federal Committee is the body that is responsible to the GAA for all activities in relation to missionary partnerships with overseas churches.

In close cooperation with the Federal Committee, State Committees are to be encouraged to be actively involved in the support of our ministries with existing Partner Churches.

State Committees may take the initiative in exploring the possibilities of developing new relationships, always in close cooperation with the Federal Committee. There will not be any form of commitment regarding a formal relationship until approval is given by the Federal Committee, which shall give sympathetic consideration to the opinion of the State Committee, but the final decision must be made in consideration of the total mission commitment of the PCA. All relationships must be made in the name of the Federal Committee.

Whenever a State Committee becomes actively involved in the support of our ministries with a Partner Church, a formal reporting arrangement must be implemented so that the Federal Committee will maintain involvement in all decisions regarding the partnership.

No missionary partnership will be entered into with any overseas church or with any other mission society except by the Federal Committee. No state committee is authorised to enter into any such partnership.

If a state committee wishes to explore the development of a missionary partnership with an overseas church or another mission society, it must first seek the approval of the Federal Committee. No formal exploration shall be conducted, and no undertaking shall be given to any other party, except with the prior and explicit approval of the Federal Committee.

Once a missionary partnership has been established with an overseas church or another mission society, the Federal Committee may invite a state committee to manage that relationship subject to the continuing oversight of the Federal Committee.

Before the management of a missionary partnership may be delegated to a state committee, that state committee must enter into a formal reporting arrangement with the Federal Committee that facilitates planning, assessment and monitoring of matters associated with that partnership. State committees entrusted with the management of a missionary partnership must maintain an open and informative engagement with the Federal Committee so that – as far as possible – no matter will arise to the surprise of the Federal Committee.

Delegation of the management of a missionary partnership does not imply any surrendering by the Federal Committee of any part of its authority in relation to all such matters. Rather, the delegation of management responsibilities permits the engagement of additional personnel and recognises and gives effect to the obligation of the Federal Committee to supervise all missionary activities of the Presbyterian Church of Australia, its component state assemblies and their committees. For that reason, no state committee may argue that it has an exclusive jurisdiction in any area delegated to it. Nor will any delegated agency be permitted not to report to the Federal Committee as required by the Federal Committee. (Failure to submit reports as required may result in a request to the Trustees for the suspension of funding for the relevant missionary partnership, and/or reconsideration of the management delegation.)

Reports to the Federal Committee should accurately describe the development of work through the missionary partnership against the planned outcomes and their timetable; explain and justify any proposed new initiatives or extension of existing initiatives in the field under consideration; report any proposed movements of key personnel; disclose any developing tensions between persons involved in the missionary partnership (whether in Australia or overseas) and include an analysis of the significance of those tensions, their causes and possible outcomes.

It is recognised that situations may sometimes arise in field operations where an immediate response is required. Should such a response become necessary and unavoidable, the decisions made by the state committee (or its sub-committee as later provided in these regulations) and the actions taken (with their consequences) must be reported to the Federal Committee by the state committee at the earliest opportunity.

When reporting to the Federal Committee, particular care must be taken by state committees to disclose any proposed or actual changes to operational procedures that could have implications for APWM policies. Occasionally, the Federal Committee may have concerns with actions reported by a state committee. In spite of any delegation that may be in place, the Federal Committee retains the power to: (a) call upon the state committee for further information to justify its actions, or (b) initiate its own investigation by whatever means it may determine, or (c) in exceptional cases, countermand those actions. Should the Federal Committee seek further information as in (a) or (b), it may exclude one or more particular persons from participation in the inquiry and reporting process, whether or not that person may be a member of the Federal Committee or a state committee or a member of the staff of such a committee. The Federal Committee also remains authorised to suspend from field activities the involvement of any person under its jurisdiction and/or to suspend financial or personnel support until either the proposed action is amended or the Federal Committee is satisfied that such involvement or support is appropriate and justified.

A state committee to which the management of a missionary partnership has been delegated must ensure that all members of the committee are so adequately informed of the operation of the partnership that the committee as a whole may fulfil its governmental responsibility for the partnership assigned to it. Notwithstanding that governmental responsibility shall rest with the state committee as a whole, the state committee may establish a sub-committee to facilitate efficient administration of the missionary partnership. Any such sub-committee will consist of not less than three members of the executive of the state committee. Other persons, with relevant experience or qualifications, may also be appointed to the sub-committee provided that the chairman must be a member of the executive of the state committee and that no member may act alone.

A sub-committee, if formed, must meet at least quarterly (and preferably more frequently) either in person or by phone or internet, and submit the minutes of each meeting, with or without an explanatory report, to the next succeeding meeting of the state committee. The minutes of the sub-committee and any relevant report must be sent to the Federal Committee as an attachment to the state committee's report and as a basis for any specific recommendations that might be made by the state committee. Reports of state committees may be used to ensure full awareness by members of those committees of matters under their jurisdiction and may also be used by the Federal Committee, through its National Office, to inform the wider church of mission matters as a basis for broader personal and prayerful involvement. Where the management of a missionary partnership is delegated to a state committee, that state committee will appoint a member of its executive to liaise with the Federal Committee on any matter of developing concern. Where a state committee has appointed a sub-committee to manage a missionary partnership, the liaison officer will be appointed from that sub-committee. The Federal Committee may appoint a member of its own executive to be the primary point of contact for such a liaison officer thus providing an informal forum for cross-fertilisation of ideas and avoiding conflicts between the state and Federal committees.

Where it is proposed that one or more persons, in the name of the Presbyterian Church of Australia or its component state churches, might visit the field encompassed by a missionary partnership, the committee managing that missionary partnership must ensure that any such proposed visitor is fully briefed before such a visit. This briefing must include direct personal conversation (which need not be face-to-face), and may also include the provision of additional material by print or electronic media.

7 PRINCIPLES in FORMING PARTNERSHIP with PARTNER AGENCIES

When a member of the Presbyterian Church of Australia wishes to serve with one of the Mission Agencies, the Federal Committee of the Australian Presbyterian World Mission will consider entering into partnership with that Agency with the following criteria in mind:

- 7.1 that it is an evangelical Agency of recognised repute;
- 7.2 that examination of the principles and practices of the Agency reveals no mandatory requirement for its members contrary to Biblical doctrine and practice as understood by the Presbyterian Church of Australia and expressed in its Basis of Union (1901);
- 7.3 that the Agency must allow Presbyterian missionary members to exercise the distinctives of Presbyterian / Reformed theology as understood in the doctrinal standards of the Presbyterian Church of Australia;
- 7.4 that the Agency has, and adheres to, policies which ensure adequate member care in terms of ministry, pastoral supervision, and financial provision on Field Assignment and Home Assignment, during service and on retirement;
- 7.5 that if a prospective Partner Agency Missionary wishes to work with an Agency which has not yet entered into partnership, the appropriate State Committee of the Australian Presbyterian World Mission will present (as early as possible) a report to the Federal Committee recommending that **Mission Partners** offer or decline to offer to enter into partnership with that Agency. The report should indicate the State Committee's reasons for its recommendation in terms of Partnership in Mission 7.1—7.4 above.
- 7.6 The Federal Committee ultimately will be responsible for entering into partnership arrangements with the Agencies which meet the criteria as stated by **Mission Partners**. These agencies are then referred to as Partner Agencies.

8 LIAISON BETWEEN MISSION PARTNERS AND PARTNER AGENCIES

Mission Partners believes the Biblical principle that the church is the primary sending agency of any missionary. In affirming this principle **Mission Partners** is in agreement with Missions Interlink's *Croydon Declaration*. Therefore the local church, and to a lesser extent, the Presbytery and the State and Federal Committees of the Australian Presbyterian World Mission, should have primary responsibility in the sending and support processes of any missionaries, whether Partner Church or Partner Agency.

Therefore Mission Partners requests:

- 8.1 that the Partner Agency does not proceed in assessing the applicant until a recommendation has been received from the Session of the church of which the applicant is a member;
- 8.2 that at an appropriate time in the process of evaluation and acceptance (where this is legally possible), the Partner Agency agrees to send to the State Committee of the Australian Presbyterian World Mission copies of the Agency's completed Application Papers, and the medical papers (only to the medical officer of the relevant State Committee). These documents will be treated confidentially in accordance with our Privacy Policy;
- 8.3 that the Partner Agency consults with the Session of the applicant's local church in respect to potential movements relating to the applicant / candidate;
- 8.4 that there be good cooperation between the local church, the appropriate State Committee of the Australian Presbyterian World Mission and the Partner Agency in respect to building a support base for the candidate;
- 8.5 that the candidate be accepted for service by both the Partner Agency and **Mission Partners** before proceeding to commissioning;

8.6 that the relevant presbytery arrange for the commissioning of the missionary, with the cooperation and participation of the local congregation, the Partner Agency and **Mission Partners**;

8.7 that the Partner Agency communicates with **Mission Partners** through the National Director, providing up to date reports on the level of financial support received for the missionary, on request.

8.8 In the course of application procedures, the State Committee of the Australian Presbyterian World Mission will:

8.8.1 bring recommendations for recognition of Agency partnership to the Federal Committee, if the Agency with which the missionary is planning to serve has not been previously recognised as a Partner Agency;

8.8.2 receive application papers and the report of the State Committee's Medical Officer; ascertaining that a satisfactory medical report has been received by the relevant Partner Agency;

8.8.3 interview the prospective missionary;

8.8.4 where necessary, examine the applicant further in the following areas: their medical condition, theological beliefs, ministry gifts, stability, and performance in service;

8.8.5 make appropriate recommendations concerning the applicant's proposed service with the Partner Agency, and convey these recommendations to the Federal Committee of the Australian Presbyterian World Mission.

8.9 THE FEDERAL COMMITTEE WILL:

8.9.1 Normally require all Partner Agency Candidates to undertake Transition Training prior to departure for their field of service, unless their partner Agency provides its own equivalent training;

8.9.2 Normally require all Partner Agency Candidates to undertake an Missionary Transition and Re-Entry retreat following retirement from their field of service, or in transition from one location to another, unless their Partner Agency provides its own equivalent training;

8.9.3 At the conclusion of its considerations of recommendations from a State Committee concerning an *Applicant for Missionary Service*, request the Director to notify all parties of the outcome of its deliberations. The Director will accordingly notify:

- The new Candidate;
- The new Candidate's sending church;
- The new Candidate's Presbytery of the bounds;
- The new Candidate's State Committee of the Australian Presbyterian World Mission;
- The new Candidate's relevant Partner Agency in the case of a Partner Agency Missionary.

Note: Should an *Applicant* be unsuccessful, or should there be prerequisite conditions to be met before the Applicant is accepted as a *Candidate* for missionary service, the Director will convey this information to the above parties.

9 FINANCIAL CONSIDERATIONS.

9.1 GENERAL: All parties in the missionary task must look to the Lord as the ultimate Provider.

9.1.1 *Mission Partners* through its Committees (Federal and State) is the appropriate agency of the sending church for accepting responsibility for the care of all missionaries. Therefore the Federal Committee of ***Mission Partners*** seeks to coordinate the loving and responsible financial support by the whole church, recognising that it is the church and not the missionary who has the primary responsibility of raising the necessary missionary finances.

9.1.2 When a missionary is accepted by ***Mission Partners*** the local congregation will be informed of the fact, and encouraged to develop a support team to assist the missionary in the various stages of preparation for service. The missionary's congregation is encouraged to work in close consultation with the appropriate State Committee of the Australian Presbyterian World Mission in this regard.

9.1.3 Each State Committee will attempt to build up a team of churches and members who will provide support not only in finance but also in prayer and encouragement. In this task, it will cooperate closely with the missionary, and where applicable with the Partner Church or Agency.

9.1.4 While the whole church is properly regarded as the financial support base for the missionary team, nevertheless **the local congregation and presbytery will be viewed as the primary base for financial support.** ***Mission Partners*** will undertake to make known throughout the Church the financial requirements of its missionaries.

9.1.5 The State Committees of the Australian Presbyterian World Mission will monitor the level of each of their missionaries' individual support, and inform the church membership through the appropriate local presbyteries, in order that where there is a short-fall in financial support, the situation may be redressed.

9.1.6 Local congregations are urged to form a Mission Committee and appoint a Mission Coordinator. This arrangement will facilitate the raising of sufficient support monies by the church, as ***Mission Partners*** missionaries should not be expected to take a heavy responsibility in raising their support.

9.1.7 Missionaries should not make personal appeals in Australia for project funding without the authority of the Church or of the Agency with which they are working, and the approval of ***Mission Partners***.

9.1.8 The respective State Committees of the Australian Presbyterian World Mission will assist in building a support base by encouraging the missionary's sending church to participate strongly in prayer, care and financial support; by assisting that church to introduce the missionary to other churches within its presbytery and encouraging other churches to support the missionary, especially where such churches have no missionary of their own.

9.2 PARTNER CHURCH MISSIONARIES: The following principles will be observed.

9.2.1 The required support level in a specific field of service will vary according to the economic circumstances of that field, and will be determined by the Federal Committee of the Australian Presbyterian World Mission, in consultation with the Partner Church and having in mind its ultimate responsibility to see that provision is adequate. In calculating the missionary's total support level, an administration fee of 10% will be added to the required support level for that missionary's sphere of service.

9.2.2 The Federal Committee has the responsibility to underwrite the support of each Partner Church Missionary and will need all possible help from State Committees in order to fulfil this responsibility.

9.2.3 Ordinarily, the total support level of each Partner Church missionary must be raised/pledged before that missionary may leave for the field of service for the first time, or return to the field after Home Assignment. When determined by the Federal Committee as being necessary, and where finances currently allow, the Federal Committee may consider contributing to the missionary's support up to (but not more than) 25% of the total support figure.

9.2.4 In the case of a Partner Church Missionary being financially over-subscribed, the missionary will be asked to agree to the use of these funds to cover **Mission Partners** administrative expenses and to meet the needs of others of the team who are under-subscribed.

9.2.5 When a Partner Church Missionary resigns, any surplus support accumulated by that missionary and held by **Mission Partners** will be allocated according to the following formula: one third to a project suggested by the missionary; one third to **Mission Partners** Administration costs; one third to the missionary.

9.2.6 When seeking approval for extended study, the Partner Church Missionary will apply to the Federal Committee through his/her State Committee. The State Committee will examine the application and may interview the missionary. The recommendation of the State Committee will be forwarded to the Federal Committee which has the responsibility of final approval. The State APWM Committee shall include in its recommendations to the Federal Committee, a support figure appropriate to the missionary's changed circumstances. The Federal **Mission Partners** Committee shall be responsible for all support arrangements and may require the missionary to fund all, or some, of the agreed support figure. Ordinarily, **Mission Partners** will not contribute financially, nor underwrite the support of a missionary undertaking extended study.

9.2.7 **Mission Partners** undertakes to make the appropriate superannuation and workers' compensation payments for Partner Church Missionaries. Other Presbyterian missionaries are encouraged to make their own superannuation arrangements, where such arrangements are not undertaken by the Agency with which they are working.

9.2.8 **Mission Partners** undertakes to meet medical and dental expenses and also emergency evacuation expenses incurred for medical or other reasons while Partner Church Missionaries are in the field, and it will effect insurance cover to assist it in meeting these obligations.

9.2.9 A Resettlement Fund has been established in order that each Partner Church Missionary unit will receive on final return from an overseas assignment a sum to assist in meeting the expense of relocating to Australia. At present it provides \$1000 for each year of completed service, to a maximum of \$10000 per missionary unit.

9.2.10 State Committees can assist by building a pool of funds through State budgets, bequests and income generating ventures, thus securing a more generous support base for its Partner Church missionaries.

9.3 PARTNER AGENCY MISSIONARIES: The following principles apply.

9.3.1 The level of financial support will be determined by the Partner Agency's regulations.

9.3.2 Partner Agency missionaries are encouraged to make their own superannuation arrangements, if not provided for by their Partner Agency.

9.3.3 When a Partner Agency Missionary seeks approval for extended study, application for **Mission Partners** approval will be according to the process outlined in 9.2.6 above, except that there will be no financial considerations undertaken by **Mission Partners**. The approval of the Mission Agency should be sought in accordance with that Agency's rules and policies.

9.4 ASSOCIATE MISSIONARIES: The following principles apply.

9.4.1 The level of financial support will be according to the receiving organisation's commitment in consultation with the missionary. The relevant State Committee of the Australian Presbyterian World Mission will cooperate with the missionary in regard to building a support base in a way similar to that of a Partner Society Missionary, if the salary received is deemed insufficient by the missionary and State Committee in consultation with the sending church.

9.4.2 Missionaries should not make personal appeals in Australia for project funding without the authority of **Mission Partners** and the Church or the Agency with which they are working.

9.4.3 Associate missionaries are encouraged to make their own superannuation arrangements where no such provision is in place.

9.4.4 An Associate Missionary intending to undertake extended study should make arrangements with the Agency or church with which he/she is working. Mission Partners cannot undertake to assist with finances for such study.

10. TRAINING AND ORIENTATION OF MISSIONARIES

10.1 **Mission Partners** has established standards required of missionary candidates. Through the use of application papers and interviews **Mission Partners** will explore all aspects of the applicant's conversion experience, sense of call, soundness in the faith and understanding of Christian doctrine, experience in witness and ministry, sensitivity to and appreciation of other people, initiative and ability in professional or trade qualifications, health in all its aspects and personal discipline.

10.2 In general, missionary applicants are expected to have undertaken Bible College or theological training at a College acceptable to **Mission Partners**. The NSW Presbyterian Theological Centre and the Victorian Presbyterian Theological College have special missionary training programs. Most of the Bible Colleges of Australia have significant focus on the training of candidates for missionary service. (Further information is available from the National Director in respect to venues for missionary training).

10.3 The Federal **Mission Partners** Committee will give careful direction to **Partner Church Missionaries** in regard to:

- a programme of orientation, cultural adaptation and introduction to missionary life.
- the particular culture and history of the receiving country and church, through a course of reading and attendance at private tuition or courses (where possible);

10.4 **Mission Partners** expects **Partner Agency Missionaries** to fulfil the conditions for service in respect to courses of training, as set by the Partner Agency under which the missionary serves. Occasionally the State or Federal Committee may consider it necessary to recommend to the Partner Agency that an applicant undertake some specific study or training in addition to that which has been mandated by the Agency. In the process of application interviews, **Mission Partners** may also require an applicant to undertake some specific study or training in addition to that which has been mandated by the Agency, before the applicant is approved as a candidate in dual membership with **Mission Partners**.

10.5 **Mission Partners** expects that **Associate Missionaries** will be appropriately trained for their sphere of service in accordance with the requirements of the agency or church with which the Associate Applicant intends to work. State and Federal Committees will advise in the following areas:

- further courses of training
- cultural adaptation and missionary life
- the particular culture and history of the receiving country.

10.6 **Mission Partners** Federal and State Committees assume responsibility (in consultation and co-operation with the Partner Agency and/or local church) for the pastoral care and debriefing of all missionaries. State Committees will make available appropriate professional Christian counselling and/or debriefing to missionaries on request, or if considered advisable by the Committee.

11. RESPONSIBILITIES OF MISSIONARIES ON FIELD ASSIGNMENT

Some of the responsibilities of the missionary include:

11.1 working diligently in the ministry they have received from the Lord (Col. 4:17), consistent with the aims of the Presbyterian Church of Australia and under the direction and control of the appropriate body with whom they are working;

11.2 maintaining good communication with **Mission Partners** so that matters of praise or special difficulty can be brought to the notice of the wider fellowship of the Church, for prayer and encouragement;

11.3 forwarding information and prayer letters at least six times per year to supporters and the relevant Presbytery, State and Federal **Mission Partners** Committees;

11.4 writing to all donors to acknowledge support gifts.

11.5 **Partner Church Missionaries** are required to send a report to the Federal and relevant State **Mission Partners** Committees at least once per year, in time for presentation at the Annual General Meeting.

12. RESPONSIBILITIES OF MISSIONARIES ON HOME ASSIGNMENT

Some important issues for consideration by the missionary on Home Assignment include:

12.1 ISSUES OF RE-ENTRY

12.1.1 **Mission Partners** requires that at the beginning of Home Assignment for overseas and distance missionaries, the missionary will take adequate time for rest and readjustment to the culture of origin.

12.1.2 State Committees of the Australian Presbyterian World Mission may request that the missionary attend conferences such as "Re-entry", and conventions like those held at Belgrave Heights, Mt. Tamborine, Katoomba and the CMS Summer Schools.

12.1.3 At both the beginning of Home Assignment, and at the termination of service, **Partner Church Missionaries** will undertake a debriefing process arranged with a qualified de-briefer by the Federal Committee of the Australian Presbyterian World Mission, and it is expected that the **Partner Agency Missionaries** will participate with the Partner Agency in a similar process. **Associate Missionaries** should confer in this regard with their State Committee of the Australian Presbyterian World Mission.

12.1.4 As early as possible after re-entry all missionaries should undergo a comprehensive medical examination. The Federal Committee of Australian Presbyterian World Mission will be responsible for financing this for **Partner Church Missionaries** (if not included in their total support figure) while for **Partner Agency Missionaries** it is expected that the Partner Agency will act in this regard according to their own regulations. **Associate Missionaries** are urged to ensure that they arrange a comprehensive medical examination.

12.2 ISSUES OF DEPUTATION

12.2.1 During Home Assignment **Partner Church Missionaries** will undertake a programme of deputation arranged by their State Committee in order to foster prayerful interest and encouragement among the churches in the work God has given them to do. The missionary is encouraged to participate actively in these arrangements. It is the mutual responsibility of the missionary and the State Committee to take the initiative to begin to make these arrangements several months prior to the commencement of Home Assignment.

12.2.2 During Home Assignment **Partner Agency Missionaries** will have responsibilities to the Partner Agency, but it is expected that there will be close cooperation between the missionary, the sending church, the Partner Agency and the State Committee of the Australian Presbyterian World Mission in respect to deputation ministry.

12.2.3 During Home Ministry Assignment **Associate Missionaries** will undertake a programme of deputation arranged with the assistance of their State Committee in order to foster prayerful interest and encouragement among the churches in the work God has given them to do. The missionary is encouraged to take the initiative in these arrangements with the State Committee.

12.2.4 Congregations visited will be expected to contribute towards the travelling and speaking costs of **Mission Partners** speakers and to provide or arrange suitable accommodation.

13 SHORT-TERM MISSIONARY SERVICE

13.1. **Mission Partners** recognises as Short-Term Mission, service that lasts up to one year.

13.2. **Mission Partners** recognises and encourages involvement in four main types or categories of Short-Term Mission, namely:

13.2.1 Ministers or other theologically trained persons who make short-term visits overseas to:

- conduct a teaching ministry;
- survey possible ministries and / or assess the local situation;
- attend conferences, meetings or assemblies;
- undertake temporary ministry between more permanent appointments.

NOTE: Short Term Adult Application Form (S-T 2 pages 70—74) applies to this category.

13.2.2 Members of work parties visiting a country to carry out some specific job. These would be organised in cooperation with personnel serving in that country. Youthpartners and Tradespartners are examples of this category. NOTE: Short Term Adult (S-T 2 pages 70—74) and Short Term Youth (S-T 1pages 64—69) Application Forms apply to this category.

13.2.3 Those going on independent visits, including organised study tours and missions by students from theological and Bible colleges. NOTE: Personal Profile Form (P.P. 1 pages 75 -76) for those undertaking Short-Term Ministry and/or Study Tours Independently or with Partner Mission Agencies applies to this category.

13.2.4 Young people, and those preparing for early retirement, testing the waters with a view to possible longer involvement in missionary service should choose the appropriate application form.

13.3 It would be normal for all participants in Short-Term Mission to be interviewed and recommended by the session (and Mission Committee where applicable) of the local congregation, and prayerfully supported in these ventures by the local congregation. Anyone going out as a short term worker with Mission Partners must complete the appropriate Application Form (13.2.1-4 above). Normally, applications will be processed by the relevant State Committee in consultation with the applicant's church.

13.4 Youthpartners and Tradespartners apply directly to the Federal Committee. When the short term ministry is conducted at the request of **Mission Partners** at either the State or Federal level, approval should be given by the respective Committee. In all other cases, the State and Federal Committees should be informed of the proposed Short-Term Mission. Normally the Federal Office will notify State Committees regarding those from their state who are going on Tradespartners and Youthpartners missions.

13.5 When the Short-Term ministry is commissioned by State or Federal Committees, financial support may be offered by that Committee. All other categories would generally be self-funded, but in both cases strong encouragement would be given by the Committee to the local congregation and presbytery to support the intended ministry prayerfully and financially.

13.6 In addition to the above regulations, any proposed Short-Term Mission to a Partner Church proposed to be undertaken by an individual or group must observe the following protocols:

- A) The National Office must be informed of the proposed visit/program at an early stage
- B) The appropriate leadership within the Partner Church must be approached for their agreement and advice.
- C) The Short-Term Visitor/Team must ensure that the Partner Church or **Mission Partners** do not have to bear any financial cost for the Short-Term Visitor/Team's visit. The Team must pay all its accommodation, food, transport and project costs.

13.7 Mission Partners subscribes to Missions Interlink Australia's Short-Term Best Practices protocols. This document is reproduced in the Appendices as B1 78 - 82..

14. THE NATIONAL DIRECTOR

The National Director is an appointee of the General Assembly of the Presbyterian Church of Australia and is accountable to that Assembly through the Federal Committee of the Australian Presbyterian World Mission.

14.1 The Duties of the National Director include:

14.1.1 pastoral care of missionaries returning on Home Assignment or final return from the field; and of those who are preparing to leave for the field initially or following Home Assignment. (These tasks are to be shared on a common-sense basis with the local church, the Convener of the Federal Committee, and the relevant State Committee);

14.1.2 liaison between the Federal Committee and the State Committees of the Australian Presbyterian World Mission;

14.1.3 liaison with Partner Churches and Partner Agencies, and development of relationships in terms of the **Mission Partners** Policy Document, *Partnership in Mission* Mk3;

14.1.4 mission education programmes in parishes and presbyteries Australia-wide;

14.1.5 training courses for missionaries through our own Church and/or in association with existing courses of Partner Agencies;

14.1.6 missions study, applying and assessing mission trends, and teaching missiology;

14.1.7 broad-based missionary publicity;

14.1.8 meeting correspondence;

14.1.9 meetings with other PCA Committees as required;

14.1.10 visitation of missionaries in their sphere of service;

14.1.11 research and planning for the development of **Mission Partners** strategy.

14.2 The National Director's Spouse

If the National Director is married, where applicable and practical, and particularly where pastoral ministry is involved, the Director's spouse should travel with the Director; the annual maximum cost will be determined by **Mission Partners** Federal Executive from time to time, and included in the annual budget.

15. THE ROLE OF THE LOCAL CHURCH MISSION COMMITTEE

Mission Partners encourages local churches to form their own Mission Committee to raise the awareness and involvement of the local congregation in supporting missionary work inside and outside Australia, and suggests the following guidelines for such a committee:

15.1 Membership

- Members of the committee should demonstrate a heart for the salvation of the lost, and a commitment to growth in knowledge of, and prayer for, the mission task of the church.
- Efforts should be made to ensure that the eldership, members of both genders and a wide range of ages be represented on this committee.
- The committee should cooperate with the Session in seeking out members of the church who show giftedness for cross-cultural mission.

15.2 Working with the congregation

- The committee should disseminate information on the world in which Christ's mission takes place, world situations in which our Church is involved, and missionaries in whom the congregation is particularly interested.
- It should specifically educate the congregation concerning our Partner Churches and promote prayer for mission, and particularly for the needs of our Partner Churches and Partner Church Missionaries. Full use should be made of annual MISSIONChallenge promotional material from the National Office.

15.3 Working with the Session to develop potential missionaries

- The committee must display enthusiasm for the missionary cause, and encourage applicants in respect to training, Christian growth and prayerfulness.
- It must support the candidate in preparation for departure and building his/her support base. Select committee members should accompany the candidate on his/her visits to the local presbytery meeting, as well as the congregations of the presbytery, for the purpose of introduction and support.

15.4 Working with the missionary on Field Assignment

- The committee and its individual members will keep in touch with their missionary in a variety of ways and encourage the congregation to do likewise.
- The committee and its individual members will encourage the missionary through prayer and practical support, and urge the congregation to do likewise.
- The committee will seek information from **Mission Partners** and the relevant Mission Agency where appropriate, on the level of the missionary's support, and inform the relevant supporting bodies and individuals for their prayerful response.
- If possible have a member of the committee visit the missionary on the field, mid-term.

15.5 Working with the missionary on Home Assignment

- The committee will prepare for the missionary's Home Assignment by becoming aware of and assisting in the development of all plans and programs for the missionary whilst on Home Assignment.
- The committee will ensure that some members of the committee and/or the congregation meet the missionary on his/her arrival in Australia.
- It will seek and provide advice and assistance in regard to children's education if required.
- It will help to provide housing, a vehicle, opportunities for rest, spiritual refreshment and recreation on the missionary's return from the field for Home Assignment.
- It needs to creatively reintroduce the missionary family into its congregation and Presbytery.

16 THE ROLE OF THE SUPPORT COORDINATOR

Mission Partners encourages local churches to appoint a Support Coordinator for each missionary. It is appropriate that this person be one of the members of the Church Mission Committee.

16.1 The Support Coordinator

- should be a personal friend of the missionary;
- should be passionate for the salvation of the lost and building the Church of the Lord Jesus Christ;
- should be specifically interested in the missionary's sphere of service.

16.2 The appointment of the Support Coordinator

- should be made by the Session of the local church, with recommendations from the missionary, and where there is a local church Mission Committee, by that Committee as well;
- should be made known to the local congregation, the Presbytery and the State and Federal Committees of the Australian Presbyterian World Mission.

16.3 During the time of application for missionary service, the Support Coordinator will:

- build a deepening relationship with the missionary;
- be constantly prayerful, encouraging and supportive of the missionary during the days of interviews, medicals, etc;
- take the initiative to help in practical ways;
- in consultation with the missionary, keep information flowing through the local congregation for the purpose of building interest, prayer, and partnership commitment with the missionary;
- inform the Session, the local congregation and the committee/board of management of the required financial support figure for the missionary, and encourage that committee/board to commit to contribute to the missionary's agreed support.

16.4 After official acceptance as a candidate for missionary service the Support Coordinator, in consultation with the Mission Committee, will:

- seek permission to inform the congregation of the missionary's financial and other needs;
- seek permission to visit the local presbytery to introduce the missionary and inform the presbytery of the missionary's financial and other needs;
- contact each congregation within the presbytery with a view to visiting each congregation, so as to broaden the support base for the missionary.

16.5 While the missionary is in his/her sphere of service, the Support Coordinator, in consultation with the Mission Committee, will:

- regularly inform individuals, congregations, the presbytery, and the relevant State Committee and the Federal Committee of the Australian Presbyterian World Mission, of the missionary's movements, difficulties and prayer concerns (making appropriate use of the missionary's newsletters);
- respond to requests for information about the missionary;
- keep up-to-date with the missionary's support level, and inform relevant bodies when there is a surplus or a short-fall;
- if possible, visit the missionary mid-term in the field of service.

16.6 While the missionary is on Home Assignment, the Support Coordinator will cooperate with the local church Mission Committee in respect to ministering to the needs of the missionary, and renew and maintain close personal contact with the missionary/ missionary family.

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A1.1 PARTNER CHURCHES (Jan 2011):

BANGLADESH	- Reformed Presbyterian Church
JAPAN	- Presbyterian Church of Japan
MALAWI	- Church of Central Africa Presbyterian (Blantyre Synod)
MYANMAR	- Evangelical Reformed Church (ERC)
	- Free Reformed Church of Myanmar (FRCM)
SUDAN	- Presbyterian Church of Sudan
VANUATU	- Presbyterian Church of Vanuatu
ZAMBIA	- Church of Central Africa Presbyterian (Zambia Synod)

A1.2 FRATERNAL RELATIONSHIPS (Jan 2011):

The Evangelical Presbyterian Church, Timor Leste

The Presbyterian Reformed Church, India

A1.3 PARTNER AGENCIES (Jan 2011):

AOI	- Asian Outreach International
ACROSS	- Association of Christian Resource Organisations Serving Sudan
AEF	- Aboriginal Evangelical Fellowship
AIM	- Australian Indigenous Ministries
AIM Int	- AIM International (formerly African Inland Mission)
BARNABAS	- The Barnabas Fund
CCC(A)	- Campus Crusade for Christ (Australia)
CCM(A)	- Chinese Christian Mission (Australia)
CLC	- Christian Literature Crusade
CMS	- Church Missionary Society Australia Inc
CNEC/PI	- Christian National Evangelism Council/ Partners International
CWI	- Christian Witness to Israel
ECM	- European Christian Mission
GAIN	- Global Aid Network (within CCC)
GRNA	- Global Recordings Network Australia
HCJB	- (Heralding Christ Jesus Blessings) The Voice of the Andes
IICS	- International Institute for Christian Studies
IRFA	- Indian Reformed Fellowship—Australia
IT	- International Teams
I'SERVE	- Interserve
MAF	- Mission Aviation Fellowship
MECO	- Middle East Christian Outreach
MERF	- Middle East Reformed Fellowship
NAV	- The Australian Navigators Ltd.
OAC MINISTRIES	- (Previously Open Air Campaigners)
OM	- Operation Mobilisation
OMF	- OMF International
ORBUS	- Christian NGO in Malawi
PIONEERS	- Pioneers of Australia
ReachAcross	- ReachAcross (formerly Red Sea Teams International - RSTI)

SEWAH	- Society for Education and Welfare Activities in the Himalayas
SIM	- Serving in Mission
SU	- Scripture Union
Tahlee	- Tahlee Ministries Inc
TLM	- The Leprosy Mission
UAM	- United Aborigines Mission
WEC	- WEC International (Australia)
WBT & SIL	- Wycliffe Bible Translators & Summer Institute of Linguistics

APPENDICES: Section A2 - PARTNERSHIP DOCUMENTS

A2.1 PROTOCOLS for FORMING PARTNERSHIPS with PARTNER CHURCHES

This section outlines the characteristics of Partner Church Agreements, and is the format to be used in establishing and renewing them.

In investigating and establishing of Partner Church Agreements the following steps will normally be taken by the National Committee through the Director. (State Committee personnel may be involved in Stage 1, if delegated to do so.)

Stage 1: APPROACH AND ENQUIRY

A contact is made between **Mission Partners** and an overseas church.

EITHER **Mission Partners** identifies a *prospective* Partner Church

OR A prospective Partner Church approaches **Mission Partners**, seeking assistance

In the course of brotherly communications, including face-to-face contact, **Mission Partners** enquires into the appropriateness, value and significance of a formal relationship between our churches, assessing the church's -

- Evangelical Commitment to God's Word as its Rule of Faith and Life;
- Reformed Doctrinal Basis - in profession, and in practice; (WCF or equivalent)
- Presbyterian Church Government, with relevant administrative statistics
- Priorities of Need in the areas of leadership development; church planting; theological training; material aid and finances.
- Internal Resources [existing and potential] to meet those needs;
- Integrity of Leaders;
- Also, the impact of existing Partner Churches, if any;
- Other specifics, peculiar to the situation.

In this process, **Mission Partners** also invites the prospective Partner Church, and assists it to evaluate the appropriateness, value and significance of a formal relationship between our churches, assessing the Presbyterian Church of Australia under similar criteria to those above.

The review by **Mission Partners** would also include an assessment of its own resources available to maintain a meaningful relationship to meet the expectations of the members of both our Church and the prospective Partner Church.

Stage 2 Option A: WHERE THERE APPEAR TO BE NO PRESENT PROSPECTS OF ESTABLISHING A PARTNERSHIP AGREEMENT.

If the enquiry reveals to us that such a relationship may be either inappropriate or of dubious value, (although the churches may share a basic *evangelical* commitment), **Mission Partners** will simply agree to

"acknowledge [Name] Church as a true church in the gospel, and embrace the fellowship that this offers."

This includes the possibility of our having some ongoing input into that church's struggles to mature in understanding and Christ-likeness. This may mean that, at some future time, we may be able to renew the enquiry of Stage 1, with the possibility of a different outcome.

Stage 2 Option B : FRATERNAL RELATIONSHIP AGREEMENT

However, when the enquiry reveals to both churches that a formal relationship is likely to be both appropriate and valuable, but that **Mission Partners** is unlikely to have the resources available to maintain a meaningful relationship in terms of interchange of personnel or concrete forms of aid, **Mission Partners** offers to enter into a formal agreement to recognize our relationship as sister churches within the world-wide family of Reformed and Presbyterian churches, and to develop the Fraternal Relationship that this allows.

This will take a form similar to the following:

"Recognising our shared membership in the Reformed and Presbyterian family of churches, we [Name] Church and **Mission Partners** - the Australian Presbyterian World Mission (within the Presbyterian Church of Australia), agree to enter into Fraternal Relationship with each other, for the mutual encouragement of our churches in our respective lives and ministries.

Accordingly we undertake to -

- Exchange communications concerning the life and ministries of our respective churches;
- Distribute the information we receive appropriately;
- Urge our churches to pray for each other's welfare, witness and growth in grace."

*This document should be completed and signed by appropriate representatives of **Mission Partners** and the Partner Church as partners to the agreement, and a copy retained by each partner.*

Stage 2 Option C : A SPECIFIC PARTNER CHURCH AGREEMENT

Further, when the enquiry reveals to both churches that a formal Partnership Relationship is likely to be both appropriate and valuable, and there appear to be no hindrances to proceeding, **Mission Partners** offers to enter into a formal Partnership Agreement. This will take the following form:

"Affirming that the Presbyterian Church of Australia and [Name] Church are equal members in the Reformed and Presbyterian family of churches, we declare: [Name] Church and the Presbyterian Church of Australia to be Partner Churches for the mutual up-building of each other in brotherly love (Eph 4:16), to the glory of God.

Accordingly, the Partnership of our churches is expressed in, and developed through, the following means :

- (1) (**Common to all Partner Church agreements**)
 - (a) We will urge our churches to pray for each other's welfare, witness, and growth in grace.
 - (b) To that end we will exchange communications concerning the life of our churches, to be distributed as widely and appropriately as possible.
 - (c) We will encourage the development of mutual contacts for mutual edification of our churches, specifically we will seek to facilitate a growing network of relationships that may include -
 - Personal communication, and ministry visits; and/or
 - Parish-to-Parish communication, and ministry visits; and/or
 - Presbytery-to-Presbytery communication, and ministry visits; and/or
 - Moderatorial communication, and ministry visits; and/or
 - The sending of short-term, and/or long-term personnel for study and/or ministry purposes

2) (**Specific to each Partner Church agreement**)

We will respond to each others needs according to our abilities and our resources; specifically, at this time-

[Name] Church undertakes to: (Insert details of Partner Church specific contributions to the Partnership)

Mission Partners on behalf of The Presbyterian Church of Australia undertakes to: (insert details of **Mission Partners** specific contributions to the Partnership)

*This document should be completed and signed by appropriate representatives of **Mission Partners** and the Partner Church as partners to the agreement, and a copy retained by each partner.*

Stage 3: REVIEW AND DEVELOPMENT

All agreements will be reviewed three-yearly by both parties, preferably in the face-to-face context of a visit in – country by a Moderator, or a **Mission Partners** Executive or of a visit to Australia by a Partner Church Leader. A similar review should occur when development from a Fraternal Relationship to a Partner Church Relationship is under consideration.

A2.2 PROTOCOLS for FORMING PARTNERSHIPS with PARTNER AGENCIES

*The following **principles** should be kept in mind in considering, establishing and reviewing Partner Agency Agreements.*

A 2.2.1 Concerning the Missionary: The missionary is appointed subject to the approval of both **Mission Partners** and the Partner Agency in accordance with the standards of each. The missionary applicant will be assessed by **Mission Partners** on the basis of the Partner Agency's application forms, advice of their medical referee and personal interview by the State Committee of the Australian Presbyterian World Mission. If the Agency cannot supply the application forms and medical referee advice, the applicant will complete Mission Partners Application Form A. In any case, an applicant must complete Form B and supply general references which may utilize Mission Partners Form C.

The missionary shall participate in the training and orientation programme as required by the Partner Agency in consultation with **Mission Partners**.

While in the location of ministry and while in transit, the missionary shall be under the jurisdiction of the Partner Agency. While in the location of ministry, the missionary as an integral member of the ministry staff, shares equally in the privileges and responsibilities of such and is subject to the policies and direction of the Partner Agency.

The missionary shall have liberty in the full and free presentation of the gospel as expressed in the Basis of Union (1901) of the Presbyterian Church of Australia, provided that the manner of its presentation in the field of service is deemed to be consistent with the field policies of the Partner Agency.

A2.2.2 Concerning Home Assignment: On Home Assignment the missionary is under the jurisdiction of the Partner Agency who, in close consultation with the relevant State Committee, will give consideration to recuperation and rest, deputation, assignments, projects or additional study leave. Partner Agencies are requested to allow appropriate time for the missionary to be ministered to by the sending church.

Where possible, a primary responsibility of the missionaries on Home Assignment will be to undertake deputation among the Presbyterian Church of Australia constituency. This should be arranged by the relevant State Committee of the Australian Presbyterian World Mission in consultation with and always in consideration of the needs of the Partner Agency. Details and finances of deputation to a wider constituency and other requirements, will remain the responsibility of the Partner Agency.

A2.2.3 Concerning Federal and State Committee Responsibilities Regarding Partner Agencies

A2.2.3.1 Federal and State Committees of the Australian Presbyterian World Mission share responsibility with the Partner Agency for prayer and financial support for the missionary. Adequate deputation will be arranged within congregations of the Presbyterian Church of Australia in preparation for field assignment, and during Home Assignment.

A2.2.3.2 Similarly, there will be cooperation with the Partner Agency in deputation to a wider constituency. The aim of the Presbyterian Church of Australia is to increase our financial responsibility towards Partner Agency missionaries.

A2.2.3.3 The Partner Agency will supervise the obtaining of visas and making other arrangements that are necessary for the commencement of the new ministry.

A2.2.3.4 The Partner Agency will be the directing body in relation to missionary activity in the field of service and will inform the relevant State Committee of the Australian Presbyterian World Mission regarding significant changes in the missionary's job allocation. The State Committee will keep the Federal Committee informed.

A2.2.3.5 Discipline in all matters is the prerogative of the Partner Agency, but it shall be exercised only after consultation with the relevant State Committee and **Mission Partners** National Director. Where necessary such cases will also be dealt with in accordance with the rules of discipline of the Presbyterian Church of Australia.

A2.2.3.6 The missionary's support quota is established by the Partner Agency in accordance with their regulations. Funds received by **Mission Partners** will be forwarded regularly to the Partner Agency which will inform the Federal or State Committee of the Australian Presbyterian World Mission of the missionary's current financial status when requested.

A2.2.3.7 Normally the Partner Agency will make provision for superannuation benefits for its missionaries.

A2.2.3.8 A Partner Agency Agreement may be terminated by either party after due consultation with the other party and with one month's notice in writing.

**A2.2b The following documents are used in establishing and reviewing
Partner Agency Agreements.**

This section (pages 32—34) outlines the characteristics of Partner Agency Agreements. The section which follows this (page 35) is the format to be used in establishing and renewing these Agreements.

Mission Partners Document:
Characteristics of Partner Agencies Page 1

NATURE AND PURPOSE OF PARTNERSHIPS

Presbyterian missionary applicants who wish to maintain an involvement with the Presbyterian Church's mission agency, called **Mission Partners**, may apply to **Mission Partners** to serve either as Partner Agency missionaries, Partner Church missionaries, or Associate missionaries.

PARTNER CHURCH MISSIONARIES

A Partner Church missionary will be accepted by **Mission Partners** to serve under the direction of one of our Partner Churches, on request from that church. At October 2010, **Mission Partners** has Partner Church agreements with the following denominations:

BANGLADESH	Reformed Presbyterian Church
JAPAN	Presbyterian Church of Japan
MALAWI	Church of Central Africa Presbyterian (CCAP) Blantyre Synod
MYANMAR	Evangelical Reformed Church Free Reformed Church of Myanmar
SUDAN	Presbyterian Church of Sudan
VANUATU	Presbyterian Church of Vanuatu
ZAMBIA	CCAP Zambia Synod

Mission Partners is the sole sending agency for Partner Church missionaries.

PRESBYTERIAN MISSIONARIES IN DUAL MEMBERSHIP WITH PARTNER AGENCIES

Presbyterian Missionary applicants who do not wish to serve with one of our Partner Churches - or who are led to serve in an area of ministry not offered through our Partner Church relationships, or in a region of the world not served by one of our Partner Churches - are encouraged to apply to become a member of one of our existing Partner Agencies. If the applicant is accepted by that agency, the applicant may apply to **Mission Partners** to be accepted as a Partner Agency missionary in dual membership with **Mission Partners** and that Partner Agency. If the applicant is led to apply for membership of a mission agency that is presently not one of our Partner Agencies, **Mission Partners** may pursue the possibility of establishing a Partner Agency agreement with that agency. If such an agreement is reached, and if the Presbyterian applicant is accepted by that agency, the applicant may apply to **Mission Partners** to be accepted as a Partner Agency missionary in dual membership with **Mission Partners** and the Partner Agency.

APPLICATION PROCESS:

1. THROUGH THE LOCAL CHURCH

Presbyterian missionary applicants, recognizing the fundamental role of the home church as the primary sending agency, are expected to approach their local minister and elders in the first instance, to seek confirmation of the Holy Spirit's leading into cross-cultural mission, and to receive counsel regarding the possibility of being endorsed and supported by the local church for such a ministry. If the result of the applicant's meetings with minister and elders is affirmative, the applicant will request a letter of reference and recommendation from them to be submitted to the appropriate mission agency and to the state branch of **Mission Partners** (the State Committee of the Australian Presbyterian World Mission / APWM), with a copy to the National Director.

2. TO THE MISSION AGENCY AND MISSION PARTNERS STATE COMMITTEE

The applicant next requests application papers from the mission agency, and submits completed forms for consideration by the agency. With the agency's concurrence, the applicant will also forward a copy to the relevant State Committee of **Mission Partners** for their consideration, and a copy to the Federal Committee for their information. If the mission agency's policy does not allow the applicant to forward copies of their application papers to **Mission Partners**, or if the state mission committee requests that the applicant complete some or all of **Mission Partners** own application forms, the applicant will need to follow this procedure. **Mission Partners** does not normally require full duplicate medical reports; but requests that the applicant or the mission agency confirm that a doctor's general medical approval has been gained for the specific mission service contemplated.

As the application enters the selection processes of the mission agency, the State Committee of **Mission Partners** will also begin to give consideration to the suitability of the applicant, both for the service contemplated and for the agency chosen. As part of this consideration, the State Committee will meet on at least one occasion with the applicant, where applicable. The State Committee will keep the Federal Committee informed of its deliberations and of the applicant's progress. The State Committee will also keep the Partner Agency informed of its deliberations, and may invite a representative of that mission agency to attend some or all of its meetings concerning the applicant. It is hoped that a similar courtesy may be able to be extended by the interviewing panel of the Partner Agency, towards a representative of the relevant State Committee of **Mission Partners** or the National Director.

Appropriate measures may be devised also for dissemination of information and exchange of concerns, if any, in the review processes undertaken in connection with the missionary's Home Assignment.

3. FROM STATE TO FEDERAL MISSION PARTNERS

Following the applicant's acceptance by the Partner Agency, the State Committee will give its final consideration to the application and make a recommendation to the Federal Committee regarding the acceptance or otherwise of the applicant as a Partner Agency missionary. The applicant receives final endorsement as a Partner Agency missionary from the Federal Committee, reflecting the fact that all **Mission Partners** missionaries are missionaries of the Presbyterian Church of Australia not merely missionaries of a parish or state. Final dual membership approval is given by the Federal Committee when the Partner Agency has approved the applicant's membership.

Identifying Dual Members

It is requested that missionaries who have received dual membership through this process (i.e. with both a mission agency and **Mission Partners**) will display the logo of **Mission Partners** as well as that of their mission agency on prayer cards, profiles and other communications. **Mission Partners** expects the missionary to keep the National Office and his/her State Committee informed of progress, problems and needs through regular prayer letters, and other contact as necessary.

Mission Partners' Role: Federal Committee

The Federal Committee of *Mission Partners* will use the information it has received from the missionary to bring the missionary's service and prayer needs before the Presbyterian Church of Australia. It will do this through the inclusion of the missionary's photograph, biographical notes, and contact details in the *Mission Partners Directory* which is supplied to all parishes (and to others on request) and is updated twice yearly; also through brief entries at significant times in the *Email Update* circulated to interested ministers and church members throughout Australia; and through occasional reference in the *Mini Magazine*, as appropriate. The missionary's photograph will also be displayed with others on static displays taken to churches and conferences, and particular current needs will be brought personally to churches during the Director's deputation visits, as well as including emergent concerns in the publications mentioned above.

Mission Partners' Role: State Committee

The State Committee of *Mission Partners* will maintain contact with the missionary and with the missionary's sending church. In cooperation with them, and with the Partner Agency, the State Committee will contribute what it can to assist the missionary through the period of preparation and embarkation, while serving on the field, and especially during times of home assignments and final re-entry. The Federal Committee may be called upon to support the State Committee in some cases. It is the responsibility of the State Committee in the first instance to work closely with the missionary's sending church and mission agency to assist in the development of a strong support base for the missionary; however, *Mission Partners* recognizes that the missionary will always be bound by the financial policies of the Partner Agency.

The Parish's Role:

The missionary's parish will be expected to arrange with the missionary, the State Committee of Mission Partners, the Presbytery and the State Director of the Partner Agency, for an appropriate Commissioning before embarkation, a Service of Thanksgiving and Recognition on final re-entry. The parish mission committee should maintain close contact with their missionary and liaise with the Partner Agency as needed.

The previous section - pages 32 - 34 - outlines the characteristics of Partner Agency Agreements, and the following section - page 35 - is the format to be used in establishing and renewing them.

This agreement concerns missionary personnel who are members of the Presbyterian Church of Australia and who have been accepted as missionaries of an approved Partner Agency.

Mission Partners (the Australian Presbyterian World Mission) and **(Agency)** agree (or confirm our existing agreement) to establish and maintain active and supportive communication with each other wherever possible in regard to (Agency's) applicants / candidates / members who are members of the Presbyterian Church of Australia and who have, or are seeking to have, Dual Membership of our two mission agencies.

This will extend to, without being limited to: application processes, candidate training, field assignments, ongoing member care, home assignment and re-entry.

This agreement is made in accordance with the policies of **Mission Partners** and **(Agency)**, and in fulfilment of the terms of the Partnership Outline (attached). To this end, **(Agency)** will:

1. seek to develop and maintain effective relationships with **Mission Partners** at both National and State levels for the exchange of information and views regarding our dual membership missionaries;
2. urge Presbyterian applicants to follow procedures described in the Partnership Outline and in *Partnership in Mission Mk 3*;
3. liaise with **Mission Partners** regarding personal, pastoral and financial concerns that may be experienced with/by dual member missionaries;
4. require dual member missionaries to display the **Mission Partners** logo and the phrase: "in dual membership with **Mission Partners** - the Australian Presbyterian World Mission" on Prayer Cards, Profiles etc;
5. not require of its members any doctrinal assent that would hinder the full and free adherence of dual membership missionaries to their Presbyterian and reformed distinctives.

Mission Partners & **(Agency)** agree to enter into or affirm a Partnership of our mission agencies, ("Partner Agencies") in order to support and encourage the following missionaries (Name / State / Starting Year / Field of Service) as approved missionaries of the Presbyterian Church of Australia, who are members of **(Agency)** and in dual membership with **Mission Partners** - the Australian Presbyterian World Mission.

To this end, **Mission Partners** will:

1. develop and maintain productive relations with **(Agency)** at National and State levels for the exchange of information and views regarding our dual membership missionaries;
2. invite representatives of **(Agency)** to attend **Mission Partners** meetings during business relating to the application of appropriate new candidates, and to Homecoming reviews;
3. liaise with **(Agency)** personnel staff and home churches in relation to pre-departure deputation, team building, in-country needs, Home Assignment deputation program; accommodation and transport needs, commissioning and re-entry into Australia etc;
4. encourage our dual membership missionaries' full adherence to **(Agency's)** financial, member care and other policies;
5. commend the ministry of **(Agency)** generally to the Presbyterian Church of Australia.

To this end, **(Agency)** will:

1. seek to develop and maintain effective relationships with **Mission Partners** at both National and State levels for the exchange of information and views regarding our dual membership missionaries;
2. urge Presbyterian applicants to follow procedures described in the Partnership Outline and in *Partnership in Mission Mark 3*;
3. liaise with **Mission Partners** regarding personal, pastoral and financial concerns that may be experienced with/by dual member missionaries;
4. require dual member missionaries to display the **Mission Partners** logo and the phrase: "in dual membership with **Mission Partners** the Australian Presbyterian World Mission" on Prayer Cards, Profiles etc;
5. not require of its members any doctrinal assent that would hinder the full and free adherence of dual-membership missionaries to their Presbyterian and reformed distinctives.

SEXUAL CONDUCT POLICY

1. Preamble

Mission Partners is the missionary body for the Presbyterian Church in Australia. Its missionaries seek to live by Christian principles within the context of a local culture. Since the personal lifestyles of **Mission Partners** missionaries and employees are integral to its purpose, objectives, and activities, this Policy document expresses both standards of sexual conduct applicable to all **Mission Partners** members and employees and the principles which lie behind them. Although **Mission Partners** missionaries members and employees are subject to both criminal and civil law in the countries in which they live and work, **Mission Partners** may need to take action of its own if standards have been breached.

2. Principles

Mission Partners believes that the Bible is the final authority for life, and that all people everywhere should live by its teaching. It recognises that Christians are called to be holy, as God is holy, and that a Christian's manner of life should reflect to the world both God's holiness and love. As part of its commitment to holy living, **Mission Partners** upholds the biblical principles of chastity before marriage and faithfulness within marriage, and believes that both committed heterosexual relationships and celibate single lives are part of God's pattern for human beings. Both ways of life can and should be equally God-honouring. **Mission Partners** desires that the relationships of its members and employees be characterised by respect, trust, and love, and that its members and employees be committed to helping each other in their personal and spiritual growth, believing that the Christian gospel makes forgiveness and restoration possible for those who fail. **Mission Partners** aims to demonstrate these biblical principles in all its policies and procedures.

3. Definitions In this Policy:

"**Mission Partners**" means the Federal Committee of the Australian Presbyterian World Mission

"Candidate" means a candidate of **Mission Partners**.

"Convener" means the Convener of **Mission Partners** Australia.

"National Director" means the person appointed as National Director of **Mission Partners**.

"Manual" means the **Mission Partners** *Partnership in Mission* and its revisions.

"Member" means a missionary of **Mission Partners** as defined in 4.1, 4.2, 4.3 of the **Mission Partners** Manual.

For the purposes of this Policy:

'Sexual misconduct' includes, but is not limited to, premarital sex, adultery, sexual assault, homosexual activity, indecent exposure, bestiality, the sexual abuse of children, sexual harassment and the promotion or use of pornographic material.

'Sexual harassment' means unwelcome sexual advances, requests for sexual favours, or other unwelcome conduct of a sexual nature, made or engaged in by a member or employee to or in relation to another person. Without limiting the generality of this description, sexual harassment includes the following conduct:

- Ongoing pressure to enter into a relationship after receiving a negative response;
- Displaying pornographic material, staring sexually and delivering unwelcome love letters or notes;
- Telling sexually explicit jokes, making sexual comments about a person's anatomy or dress, and making other offensive, derogatory, or demeaning remarks of a sexual nature about a person; and with sexual intent restricting a person's freedom of movement or brushing up against a person; unwanted sexual touching, pinching, patting and physical assault or stalking.

4. Candidate Interviews

(1) Questions concerning sexual behaviour: In any interview of a candidate conducted by a member, employee, or agent of **Mission Partners**, the candidate must respond truthfully to any reasonable and relevant question concerning the candidate's past or present sexual behaviour, or the candidate's views concerning matters of sexual morality.

(2) Restrictions on disclosure: Any member, employee, or agent of **Mission Partners** who receives information in response to a question referred to in sub-clause (1) must not disclose that information to any other person unless:

- (a) the information is relevant to the candidate's application; and
- (b) the disclosure to that person is reasonably necessary in the circumstances.

5. Dress and Behaviour

Members and employees must dress modestly and carefully, taking special note of the standards of the culture in which they live and work. Interpersonal behaviour must always conform with the principles of Scripture in the light of the culture in which they live and work.

6. Prohibition on sexual misconduct (members)

A member must not engage in sexual misconduct.

7. Prohibition on sexual harassment (employees)

(1) Prohibition: An employee must not engage in sexual harassment.

(2) Unavailability of certain 'defences': It is no defence to a finding of sexual harassment that a person implicitly or explicitly agreed to submit to sexual harassment in their contract of employment, or that a person's work-performance or general ability to cope with the daily experiences of life was not materially affected by the sexual harassment.

8. Prohibition on false allegations of sexual misconduct

A member or employee must not maliciously make false allegations of sexual misconduct or sexual harassment against another member or employee.

9. Procedures for lodgement or reporting of sexual misconduct or sexual harassment complaints.

(1) Members or employees: Where a member or employee alleges sexual misconduct or sexual harassment against toward them by another member or employee, he or she is to submit the allegation in writing to the National Director.

(2) Alleged sexual misconduct or sexual harassment by another: Where a member or employee has had reported to him or her, an allegation of sexual misconduct or sexual harassment to another that member or employee, he or she is to submit the allegation in writing to the National Director.

(3) Alleged sexual misconduct or sexual harassment against the National Director: In the event a complaint of sexual misconduct or sexual harassment is against the National director, such allegation is to be submitted in writing to the Convener.

10. Procedures for dealing with allegations or reports of sexual misconduct or sexual harassment.

(1) Allegation: Any allegation or report of sexual misconduct or sexual harassment must be reported to the National Director, or if the misconduct concerns the Director to the Convener.

(2) Notification: On receipt of such an allegation or report, the Director shall without delay notify the Convener that the allegation or report has been received.

(3) Investigation: Subject to sub-clause (4), an allegation or report that a member has engaged in sexual misconduct, or that an employee has engaged in sexual harassment, must be promptly investigated and otherwise dealt with by the National Director.

(4) Panel: Apart from any preliminary investigation made by the National Director, a panel consisting of a minimum of three persons shall be appointed by the Director and Convener. Both sexes will be represented on this panel.

- (5) Standing down of member or employee: The panel may require a member or employee who is the subject of an allegation or report to stand down from normal duties, or to serve in some other appropriate location or capacity, until the investigation into the allegation or report is completed.
- (6) Restriction on disclosure of information: Subject to the provisions of this clause, and to what is reasonably necessary in the circumstances, the National Director or panel, or a member or employee, must not disclose any information relating to an allegation or report to a person not personally involved in the matter. In particular, the identity of persons personally involved in the matter must not be disclosed. However, where it deems it to be necessary, the panel may obtain confidential expert advice.
- (7) (a) Disclosure pursuant to legal duty: The National Director or panel must comply with any relevant legal duty to disclose information concerning an allegation or report, to the police, a government authority, or any other person.
- (b) Other authorities: Where the subject matter of the allegations, or part, is under investigation by some other competent person or body or is the subject of legal proceedings then the National Director or the panel will co-operate with those authorities.
- (c) Suspension of action: In some circumstances the panel may be required or deem it expedient to suspend their action.
- (8) Duty to co-operate with investigation: All members and employees must co-operate fully with the National Director or panel in relation to an allegation or report, and must not conceal information or knowingly give false or misleading information.
- (9) (a) Duty to consider all relevant facts: The National director or panel must take into account all relevant, known facts in relation to an allegation or report in determining whether a member has engaged in sexual misconduct, or whether an employee has engaged in sexual harassment, and, if so, how the matter should be dealt with.
- (b) Duty to proceed fairly: That the person against whom an allegation is made shall be afforded procedural fairness and in particular shall be told the details of the allegation, shall be given reasonable opportunity to put his or her case and shall be asked to respond to any proposed discipline.
- (10) Appeal Provisions: Where a member or employee who is the subject of an allegation is dissatisfied with the determination of the panel, the individual may present his or her position to the Executive Committee for consideration.
- (11) Notification of determination: The panel must promptly notify the Director, the Convener, and every person personally involved in the matter, of its determination concerning an allegation or report.
- (12) Provision of support for victims etc: If the National Director or panel determines that a member has engaged in sexual misconduct, or that an employee has engaged in sexual harassment, the National director or panel must make reasonable efforts to provide or arrange pastoral support and counselling for any person who has suffered as a result of the sexual misconduct or sexual harassment, including, if appropriate, the removal of that person from a position of ongoing contact with the member or employee;
- (13) Provision of support for the accused member of staff: If the National Director or panel determines that a member has engaged in sexual misconduct, or that an employee has engaged in sexual harassment, the National Director must make reasonable efforts to:
- (a) provide or arrange pastoral and counselling support for the accused member or staff, and
- (b) bring about the repentance of the member or employee (which includes not only contrition, but also restoration to a condition of obedience) and, if appropriate, reconciliation between the member or employee and any person who has suffered as a result of the sexual misconduct or sexual harassment.
- This may also require pastoral and counselling support.
- (14) Discipline: A member or employee who has engaged in sexual misconduct, or sexual harassment, must be disciplined in a manner that is appropriate in all the circumstances (including whether the member or employee has previously engaged in sexual misconduct, or sexual harassment as a member or an employee). This may include a reminder of the terms of this Policy, censure, suspension from membership, or dismissal from membership or employment. The member or employee, if not dismissed from membership or employment, may also be transferred to another place of service.

(15) Notification to sending church: The Director must personally notify a member's sending church Pastor of a determination that the member has engaged in sexual misconduct, and of the manner in which the member has been disciplined.

(16) Effect of legal proceedings on investigation: The procedures set out in this clause may be carried out even if the allegation or report is or becomes the subject of legal proceedings, or if a court or tribunal delivers a verdict in favour of the member or employee in relation to the allegation or report.

(17) Attitudes to the victim and accused: The Committee and those investigating must remember both parties are fellow members of Christ's body and need to be treated with respect, honesty and compassion. The ultimate goal of discipline is always to be reconciliation to the Lord and a renewal of fellowship with all concerned as far as possible.

11. Endorsement of this Policy

Every candidate, member, and employee must be given a copy of this Policy, and give a written endorsement of its contents.

12. Provision of opportunities for instruction and relationship-enrichment

Mission Partners will make reasonable efforts to provide, or recommend, courses of instruction concerning sexual conduct, and marriage or relationship enrichment courses, for its members and employees. Members and employees are encouraged to undertake relevant courses from time to time.

Member's Acknowledgement

*I acknowledge that I have read the **Mission Partners** Sexual Conduct Policy, and agree to adhere to this Policy during my **Mission Partners** candidacy, membership, or employment, or membership of any entity to which I may be seconded by **Mission Partners**. I recognise that a failure to adhere to the standards set forth in the Policy may result in disciplinary action. I also recognise that, in certain cases, **Mission Partners** may be required to report allegations of sexual misconduct or sexual harassment to appropriate authorities.*

Signature

Date

Name

CHILD PROTECTION POLICY

Mission Partners has adopted the provisions of *Breaking the Silence* as its approved Child Protection Policy to apply to missionaries from all churches of the Presbyterian Church of Australia. Missionaries and Applicants from Queensland who have previously completed the *Child Safe* requirements adopted by the Presbyterian Church of Queensland are not required to undertake the provisions of *Breaking the Silence*.

In all other instances Applicants/Candidates must complete the provisions of *Breaking the Silence* before final approval for entry into their field of service. It is the duty of each State Committee of the Australian Presbyterian World Mission to ensure that Applicants are aware of this requirement, in the course of Applicant interviews. If Applicants have not already fulfilled Child Protection provisions, it is the further duty of the State Committee to furnish the Applicant with the necessary documentation and to ensure that the provisions are fulfilled, preferably before the Application comes to the Federal Committee. If this is not possible, it is the duty of the Candidate and the State Committee to ensure that the provisions are fulfilled after acceptance as a Candidate and before departure for the field.

PRIVACY POLICY

Mission Partners the Australian Presbyterian World Mission acknowledges and respects the privacy of individuals.

- We will collect personal information from you only with your prior knowledge and consent;
- We will only use personal information provided by you for the purposes (for which it was collected) or for example mailing you information we believe will interest you, prayer alerts, news about missionaries you support, informing missionaries you support about your interest in their work.
- We will not disclose your personal information to a third party without your consent;
- We will not disclose your personal information to other institutions and authorities except if required by law;
- We will provide you with a copy of your personal information in our records within 14 days of your written request, for which an administration fee may apply;
- We will protect the personal information that we have under our control from unauthorised access, improper use, or alteration by restricting access to our files and database to only those personnel responsible for their maintenance and use.

Our Privacy Officer may be contacted at: 8 Sylvan Grove, Picnic Point. Phone: (02) 9792 1373
or email: national@missionpartners.org.au

APPENDICES: Section A4 - SAMPLE ORDERS of SERVICE

The following samples of the core elements of Commissioning or Recommissioning Services are available as guides only. Feel free to rework and reword the appropriate sample according to your own needs, experience and personal understanding of how to relate the Scriptures to the sending out of your missionary.

SAMPLE 1: THE COMMISSIONING OF A SINGLE MISSIONARY
(Suitable for PARTNER CHURCH OR PARTNER AGENCY MISSIONARY)

PREAMBLE: *The minister or other person leading the service says something to the effect:*

In this act of [re-] commissioning our Church acknowledges that Jesus Christ our Lord calls all of His people to be witnesses to Him, both at home and in spheres of mission service overseas.

[Christian Name]has heard the gracious call from Jesus to follow Him.

He / she has prayed for labourers to be thrust out into the harvest and has become convinced that the LORD of the Harvest now wants him / her to labour in those "fields which are white and ready for harvest" as a missionary with[specific Partner Church or Partner Agency]..... ministering in [specific ministry location and details].....

And so, [Christian Name], our dear Brother / Sister and fellow worker in Christ: with you, we rejoice that you have heard the command of the Master to go and serve in His kingdom. In His name, we are about to [re-] commission you to the work to which you are designated, and to commend you to the gracious care of Jesus, whose commission you will bear. Your Supporters – your family, your friends, and especially your church family – will soon be asked to pledge in the presence of God, their support for you as they send you to be their missionary. But first, we ask you to reaffirm your faith, and integrity of Godly purpose by answering the questions I now put to you. *(Ask the congregation to stand as witnesses.)*

***THE QUESTIONS to the Missionary / Candidate:**

1. Do you believe in one God, Father, Son and Holy Spirit, and do you confess anew that the Lord Jesus Christ is your Saviour and Lord? *(I do)*
2. Do you believe in the Gospel of love and grace of God, which declares that only through Jesus Christ, His only Son our Lord, He freely offers forgiveness and eternal life, and calls us into the fellowship and service of His kingdom? *(I do)*
3. Are love for the Lord Jesus Christ, and a desire to commend Him by your word and life, so far as you know your own heart, your chief motives for accepting this opportunity to serve? *(They are)*
4. Do you promise, with the strength of the Lord Jesus Christ, to walk worthily of your calling, to discharge faithfully and cheerfully the duties of your office, and to yield yourself to the authority of those to whom the Church has committed the direction of your work? *(I do)*

* [In the event of a missionary being a candidate for ordination (or is already ordained as a minister of the church), use the QUESTIONS AT ORDINATION AND INDUCTION as set out in the respective State Code.]

The Supporters' PROMISE:

And do you, [Missionary's / Candidate's]family members and friends, and you, the members of his / her Church Family, promise to support [Christian Name]faithfully,
by praying for him / her regularly - in prayer both corporate and private;
by giving financially, as you are able, for his / her ministry and personal material needs; and
by consistent, caring contact with him / her, both at home and on his / her field of service?

(We do)

Since no-one alone is able to perform all these things, we [or appointed person/s].....
will now pray for God's strengthening Grace for [Missionary's Christian Name]
and also for those who have pledged to stand in spiritual solidarity with him / her.

(Those appointed to lay hands on the Missionary / Candidate may gather at this point. They may choose to lay on hands through the Prayer BUT they will be called to do so during the Declaration and Aaronic Blessing which follow the prayer.)

PASTORAL PRAYER for Missionary:

(Here, direct those gathered at front to surround the Missionary / Candidate, and lay hands on him / her; ALSO invite the congregation to prepare the Aaronic Blessing to follow the Declaration.)

DECLARATION:

In the Name of the Lord Jesus Christ, the King and Head of the Church, we declare you [Missionary's Full Name]to be [re-] commissioned for your ministry of [specifics]
.....in [Mission Field -Place or Region].....

You are commissioned as a missionary of the Presbyterian Church in dual membership with both [specific Partner Church or Partner Agency], and the Presbyterian Church of Australia through your membership of your home congregation of, in the Presbytery of

We commend you to the grace of God in the fulfilling of your loving service for your Lord and Saviour. And following the pattern of the Scriptures of the New Testament and as a sign of our partnership with you, we [re-] commission you to God, with the laying on of hands.

The AARONIC BLESSING:

"The Lord bless you and keep you. The Lord make His face to shine upon you, and be gracious unto you.
"The Lord lift up His countenance upon you and give you peace. Amen."

ANNOUNCE Congregational Praise, inviting congregation to greet their missionary during the Praise, or at some other time as arranged by missionary and church.

**SAMPLE 2 THE COMMISSIONING OF A MISSIONARY COUPLE
(Suitable for PARTNER CHURCH OR PARTNER AGENCY MISSIONARIES)**

PREAMBLE: *The minister or other person leading the service says something to the effect:*

In this act of [re-] commissioning our Church acknowledges that Jesus Christ our Lord calls all of His people to be witnesses to Him, both at home and in spheres of mission service overseas.

[Full names].....have heard the gracious call from Jesus to follow Him.

[Anecdotal detail / Personal Testimony may be included here.]

They have prayed for labourers to be thrust out into the harvest and have become convinced that the LORD of the Harvest now wants *them* to labour in those "fields which are white and ready for harvest" as missionaries with [specific Partner Church / Partner Agency]....., specifically, to minister in [location / ministry details]

And so, [Christian Names]....., our dear Brother and Sister and fellow workers in Christ, we rejoice with you that you have heard the command of the Master to go and serve in His kingdom. In His name, we are about to [re-] commission you to the work to which you are designated, and to commend you to the gracious care of Jesus, whose commission you are to bear. Your Supporters – Family, Friends, and especially your Church Family –will soon be asked to pledge in the presence of God, their support for you, as they send you out to be their supported missionaries. But first, we ask you both to reaffirm your faith, and integrity of Godly purpose by answering the questions I now put to you.

[Ask the congregation to stand as witnesses.]

THE QUESTIONS to the Missionaries / Candidates:

1. Do you believe in one God, Father, Son and Holy Spirit, and do you confess anew that the Lord Jesus Christ is your Saviour and Lord? *(We do)*
2. Do you believe in the Gospel of the love and grace of God, which declares that only through Jesus Christ, His only Son our Lord, He freely offers forgiveness and eternal life, and calls us into the fellowship and service of His kingdom? *(We do)*
3. Are love for the Lord Jesus Christ, and a desire to commend Him by your word and life, so far as you know your own hearts, your chief motives for accepting this opportunity to serve? *(They are)*
4. Do you promise, with the strength of the Lord Jesus Christ, to walk worthily of your calling, to discharge faithfully and cheerfully the duties of your office / respective offices, and to yield yourselves to the authority of those to whom the Church has committed the direction of your work? *(We do)*

* [In the event of a missionary being a candidate for ordination (or is already ordained as a minister of the Church), use the QUESTIONS AT ORDINATION AND INDUCTION in the respective State Code]

The Supporters' Promise:

Do you, [Christian Names].....'s family members and friends, and do you, the members of their Church Family, promise to support [Christian Names] faithfully,

by praying for them regularly - in prayers both corporate and private;
by giving financially, as you are able, to provide for their ministry and personal material needs; and
by consistent and caring contact with them, both at home and on their field of service?

(We do)

Since no-one alone is able to perform all these things, we **[or appointed person/s]**
.....will now pray for God's strengthening Grace for
[Christian Names] and also for those who have pledged to stand in spiritual
solidarity with them.

*[Those appointed to lay hands on the Missionaries / Candidates may gather at this point. They may
choose to lay on hands through the prayer BUT they will be called to do so during the Declaration and
Aaronic BLESSING which follow the prayer.]*

PASTORAL PRAYER for the Missionary Couple:

*[Here, direct those gathered at front to surround the missionary / candidate, and lay hands on him / her;
ALSO invite the congregation to prepare the Aaronic Blessing to follow the Declaration.]*

DECLARATION:

In the Name of the Lord Jesus Christ, the King and Head of the Church, we declare you **[Missionaries' Full
Names]**to be **[re-]** commissioned for your ministry of
[specifics]working with **[Partner Church or Partner
Agency]**in **[Mission Field-Place or Region]**
.....You are commissioned is as missionaries of the
Presbyterian Church in Dual Membership with both **[specific Partner Church or Partner Agency]**
.....and the Presbyterian Church of Australia
through your membership of your home congregation ofin the Presbytery
of

We commend you both to the grace of God in the fulfilling of your loving service for your Lord and Saviour.
And following the pattern of the Scriptures of the New Testament and as a sign of our partnership with
you, we **[re-]** commission you to God, with the laying on of hands.

The AARONIC BLESSING:

"The Lord bless you and keep you; The Lord make His face to shine upon you, and be gracious unto you.
The Lord lift up His countenance upon you, and give you peace." Amen

ANNOUNCE Congregational Praise, inviting congregation to greet their missionaries during the Praise, or at
some other time as arranged by missionaries and the church.

SAMPLE 3 THE COMMISSIONING OF SOMEONE UNDERTAKING SHORT-TERM MISSION (ie any period up to 12 months)

PREAMBLE: *The Minister or other person leading the worship will say something to the effect:*

"During this service of worship, we take time to recognize the validity and value of the mission experience into which **(name/s)**will soon be entering. While this venture is of relatively short duration, it is nevertheless a gospel oriented, cross-cultural mission experience, and as such, it has much in common with the first stages of longer term mission work into which Christians are called and to which the church commissions them. Because **(name/s)**..... will be entering upon this ministry in the name of this church, and because **he/she is (they are)** sent to this Gospel (**--supporting**) task at the prompting of, and with the encouragement of the church's leadership, it is fitting that here, in the midst of the Church family at worship, **he/she/they** should be commissioned to this task by this church that **he/she represents (they represent).**"

A BRIEF NARRATIVE of events to date may be delivered by the Missions Convener, Session Clerk or Minister.
AND / OR

A BRIEF TESTIMONY may be related by the short term missionary of his/her leading to this work . In the case of a team venture, the Team Leader will usually present an account of God's leading on the Team. (PowerPoint, DVD, or other visual aids may be used here, or at a time of Fellowship after the Service.)

PLEDGES *The Minister, Session Clerk, or Missions Convener will ask the Short Termer/s:*

- "Do you confess your faith in Jesus Christ as the Son of God, your Saviour and Lord?" (I do)
- "Are love for the Lord Jesus Christ and a constraint to share His gospel with the lost; a concern for the growth of the Kingdom of God - , within you and throughout the world; and a desire to use the gifts that God has given you, with others in the Body of Christ your chief motives in this mission ?" (They are)
- "Are you willing to depend fully on the leading of the Holy Spirit, and to submit cheerfully to the leadership of those who are placed over you, and to serve humbly those to whom you go?" (I am)

The Minister, Session Clerk, or Missions Convener will ask the congregation:

- "Do you promise to encourage **(name / s)**by your prayers, your interest in **his / her / their** progress, and your financial support if so prompted by the Lord?" (We do)

PRAYER OF COMMISSIONING led by the Minister, with assembled Elders (and Missions Team)

The AARONIC BLESSING may be sung.

GREETINGS and VERBAL ENCOURAGEMENTS will be offered by the Minister, Session and Missions Team.

(The congregation may be invited to come forward to greet during the singing of the following Praise.)

The following is a sample of the core elements of a Service to acknowledge the completion of a missionary's service and to recognise its value. It is offered as a guide only. Feel free to rework and reword it according to your own needs, experience and personal understanding of how to relate the Scriptures to the recognition and appreciation of your missionary.

A SAMPLE SERVICE OF THANKSGIVING TO ACKNOWLEDGE THE COMPLETION OF MISSIONARY SERVICE

PURPOSE: *The minister or other leader of the service says something to the effect:*
" What follows now are acts of worship, in which we acknowledge our missionary/ missionaries (**Name/s**).....
.....as (a) good and faithful servant/s in cross-cultural Christian Ministry, serving as
(**Ministry**)in (**Place**)for
(**Period of service**)..... In doing so, we give thanks to God for His goodness and faith-
fulness towards (**Name/s**)and towards us, as He has called us to support and
encourage **him/her /them** as our missionary throughout those years.

"We will recall together the events which led (**Name/s**)into missionary service,
some of the major events of his/her service, and his/her/their recent return to our midst. Giving credit where it is
due, we will hear tributes from those who have worked closely with (**Name/s**)
in his/her/their years of cross-cultural ministry, and something of his/her/their own reflections on God's good-
ness and faithfulness during that period.

"Finally, we will take the opportunity - personally, sincerely and specifically – to release (**Name/s**)
.....from the duties and obligations of missionary service that he/she/they carried for so long;
and also - personally, sincerely and specifically - to welcome him/her/them home, receiving him/her/them into
our renewed fellowship."

PRAISE at this point allows those who will be participating to move to their places at the front of the church.

NARRATION: *This is an account of the missionary's leading into Christian service, his/her significant contribu-
tions to the church's cross-cultural gospel ministry, and his/her eventual return home. It acknowledges the parts
played by various others (individuals and organisations), at home and "on the field", in enabling and supporting
the missionary at various stages of his/her Ministry.*

TRIBUTE/S: Here may be included brief testimonial/s by *one or more** of the following persons, as appropriate:
Partner Church or Partner Agency Mission representative
Parish Missions committee convener or other representative
Home Support Coordinator
State **Mission Partners** Committee Convener or other representative
National Director or Federal **Mission Partners** Committee member
Family member/s and /or friends
(Presbytery, in the case of an ordained minister)]

**[In the interests of time, some Tribute speakers etc may be scheduled in the Fellowship time which should fol-
low the Worship Service.]*

PRAISE at this point allows missionaries to collect their thoughts and emotions before speaking.

TESTIMONY: *The missionary may express thanks to God, and also to those to whom special gratitude is felt..*

PRAYER OF THANKSGIVING FOR GOD'S FAITHFULNESS

ACTS OF RELEASE AND RENEWAL: In this 2-part step –

(a) *Representatives from the missionary's church [as Sending Church], mission agency, and **Mission Partners** (and Presbytery, in the case of an ordained minister) individually release the missionary from his/her previous missionary duties. This may simply involve each person stepping forward to speak a brief appropriate sentence, together with a handshake or other personal greeting. Gifts and tokens of appreciation may also be given at this point.*

(b) *Following this, representatives of the missionary's church [as Home Church] (also Presbytery, in the case of an ordained minister), family members and friends individually step forward to greet and reassure the missionary of their renewed fellowship within the home church, and circle of family and friends. Gifts and tokens of appreciation may also be given at this point.*

PRAISE It may be appropriate to sing one of the missionary's favourite hymns at this point OR during the acts of release and renewal.

THE AARONIC BLESSING may be sung.

Application for Dual Membership of *Mission Partners*
(for Partner Church and Partner Agency Missionaries) **Form A Page 1**

**Mis-
sion
Part-**

ners

The Australian Presbyterian World Mission

To be completed by applicants for **Dual Membership** with ***Mission Partners***
ie **Partner Church** status or **Partner Agency** status.

Where a copy of the relevant Partner Agency's general application form is available for *Mission Partner's* use,
it may be submitted instead of this form.

State Conveners:
Add return address
and contact details
here.

Part A – PERSONAL and GENERAL

State and Federal Committee to complete:

Date received : _____ State Committee recommendation: _____ Date: _____

Federal Committee action: _____ Date: _____

PERSONAL IDENTIFICATION & CONTACT DETAILS

Maiden Name (if applicable): _____

APPLICANT'S SUMMARY for processing convenience:

Full Name: _____

Best Contacts: _____

Sending Church: _____ Presbytery: _____

Proposed Partner Agency (or Church): _____ Country _____

Proposed Ministry: _____

Proposed Date of Embarkation: _____

Permanent Address: _____

Telephone: (____) _____ Mobile: _____

Present Address: _____

Telephone:(____) _____ Mobile: _____

Email address: _____

Citizenship _____

Application for Dual Membership of *Mission Partners*
(Partner Church and Partner Agency Missionary) Form A Page 2

Applicant's Name _____

Passport Number _____ Expiry Date _____

Date of Birth: _____ Place and Country of Birth: _____

Marital status: (please tick): Uncommitted Single ___ An understanding that may lead to an engagement ___

Engaged ___ Married ___ Widowed ___ Divorced ___ Separated ___ Remarried ___

If divorced, separated or remarried, please give details separately.

Note: (a) If you are married, your spouse's separate application should accompany yours.

(b) One member of an engaged couple may be conditionally accepted pending receipt and consideration of the other's application.

FAMILY DETAILS:

Details of Children:

1. Name: _____

Date of birth: _____ Place and country of birth: _____

2. Name: _____

Date of birth: _____ Place and country of birth: _____

3. Name: _____

Date of birth: _____ Place and country of birth: _____

(If insufficient space, please attach further details)

If your father is still living; His name: _____ His approx age: _____

His Address: _____

His Ph:(_____) _____ Does he have good health? Y / N

If your mother is still living: Her name: _____ Her approx age: _____

Her Address: _____

Ph:(_____) _____ Does she have good health? Y / N

Is there anyone (other than your children) dependent on you, financially or otherwise? Y / N

If so, give details: _____

(If insufficient space, please attach further details)

Application for Dual Membership of *Mission Partners*
(Partner Church and Partner Agency Missionary) Form A Page 3

Applicant's Name _____

Do your parents/children have any objection to your becoming a missionary? Y / N

If so, please give details _____

(If insufficient space, please attach further details)

Have you encountered any problems in your home background which would be likely to affect your relationships on the mission field? Y / N If so, please give details: _____

(If insufficient space, please attach further details)

Is there any situation (family/financial etc) which may interfere with your service or cause you to return prematurely from the field? Y / N If so, please give details: _____

(If insufficient space, please attach further details)

HEALTH DETAILS

Include a current doctor's letter certifying your ability to undertake your proposed mission work.

Do you usually have good health? Y / N

Please, supply basic information regarding any physical disabilities you may have: _____

(If insufficient space, please attach further details)

Have you been in a serious accident or suffered any severe shock? Y / N

If so, please give details. _____

(If insufficient space, please attach further details)

Have you ever had a dependency problem with alcohol or other drugs? Y / N

If so, please give details. _____

(If insufficient space, please attach further details)

EDUCATION & EMPLOYMENT DETAILS

Have you attended -(please tick & supply details-institution/s, year/s, course/s, qualification/s or award/s)

University _____

Bible/theological college _____

Technical/commercial school _____

Other tertiary institution _____

Current Studies: _____

Application for Dual Membership of *Mission Partners*
(Partner Church and Partner Agency Missionary) Form A Page 4

Applicant's Name _____

Have you studied any language other than English? Y / N Which language/s? _____

What level/s did you attain? _____ Have you studied phonetics? Y / N

Indicate your main previous place/s of employment since leaving school/ college/ university?

Please give details: Organisation, Address, Length of employment:

What is your profession or trade? _____

What is your present occupation? _____

Give name and address of your present employer _____

Have you any objection to their being asked for a character reference? Y / N
(No request will be made without your consent.) (**Please enclose** copies of any testimonials you possess.)

If still employed, are you at liberty to leave your employment? Y / N What notice is required? _____

Have you ever had to leave a job or course of study because of inability to cope? Y / N

If so, please give basic facts. _____

Are you entirely free from debt, or other financial liabilities? Y / N

If not, to what extent are you committed? _____

GENERAL SKILLS & INTERESTS

Please list below any general skills you have acquired.

What are your main areas of recreation and hobbies? _____

Do you hold a current driver's licence? Y / N If so, what class/es? _____

What books have been of particular help to you?

(a) Christian _____

(b) secular _____

Have you travelled abroad? Y / N If so to where? _____

For how long? _____ For what purpose/s? _____

Application for Dual Membership of *Mission Partners*
(Partner Church and Partner Agency Missionary) Form A Page 5

Applicant's Name _____

COMPULSORY CHILD PROTECTION QUESTIONS

- Have you ever been accused of sexual abuse? Y / N
- Have you ever been charged with sexual abuse? Y / N
- Have you read and understood the Child Protection Policy of *Mission Partners* — *Breaking the Silence (or Childsafe in Queensland) ?* Y / N
- Are you willing to subscribe to and abide by its conditions? Y / N

CHURCH & CHRISTIAN EXPERIENCE

When and how did you come to know the Lord Jesus Christ as your Saviour?

(Give your answer in some detail on a separate sheet.)

- In what denomination do you hold membership? _____ Since: _____
- In which congregation is your current membership? _____ Since _____
- Are you a communicant or adherent member? _____

Please give contact information for the Pastor of that congregation:

Name: _____

Email: _____ Phone Number: _____

Postal Address: _____

Please give contact information for that church's Missions Secretary/Committee Convener

Name: _____

Email: _____ Phone Number: _____

Postal Address: _____

Which church/congregation do you now attend? _____

If different from question 42(b), please answer the following.

For how long have you been attending it? _____

Please give contact information for the Pastor of that congregation:

Name: _____

Email: _____ Phone Number _____

Postal Address: _____

Please give contact information for that church's Missions Secretary/Committee Convener

Name: _____

Email: _____ Phone Number _____

Postal Address: _____

Is your church supportive of your proposed missionary work? Y / N

(Include a letter of recommendation from your minister).

Application for Dual Membership of *Mission Partners*
(Partner Church and Partner Agency Missionary) Form A Page 6

Applicant's Name _____

In what Christian work have you been engaged, and for how long:

(a) in your local church/congregation? _____

_____ (If insufficient space, please attach further details.)

(b) elsewhere? _____

_____ (If insufficient space, please attach further details.)

To your knowledge, has the Lord used you to lead anyone to Christ? Y / N

Have you been involved in any area of missionary or cross-cultural work at home? Y / N _____

_____ (Please give some details. If insufficient space, please attach further details.)

What practices do you observe regarding Bible study and prayer, have in your life?

PROPOSED MISSIONARY SERVICE

What are your reasons for applying for missionary service? _____

_____ (If insufficient space, please attach further details)

When, and under what circumstance, were you led to take this step?

_____ (If insufficient space, please attach further details)

- With which organization have you chosen to work? _____
- Why have you chosen to work with that organization? _____

_____ (If insufficient space, please attach further details)

- Have you completed your application to that organization? Y / N
- Have you been accepted by that organization? Y / N
- Who has been the main person processing your application? _____

Best contact details _____

- In what geographical region do you hope to work? _____
- Why have you chosen this region? _____

_____ (If insufficient space, please attach further details)

Application for Dual Membership of *Mission Partners*
(Partner Church and Partner Agency Missionary) Form A Page 7

Applicant's Name _____

- In what type of ministry do you hope to serve? _____

Are you open to consider other directions (location / task etc) if new needs arise? Y / N

The following question is to be answered only by applicants who will be serving mainly in Australia and not primarily in an aboriginal setting

*(The background for this question is that the General Assembly of Australia Articles of Agreement give **Mission Partners** responsibility for overseas mission and oversight of Aboriginal and Torres Strait Islanders ministries. This means that people working within Australia, and whose work is primarily oriented towards an Australian ministry, should come under the Home Missions department of their State. Only those whose work primarily concerns overseas mission (or the home staff of societies involved overseas) will qualify for **Mission Partners** membership.)*

Question: In view of these decisions of the GAA, please state the type of ministry in which you are, or will be, involved, and if it is multi-faceted, an estimate of the percentages applying to each type of ministry

- What have you done in preparation for missionary work?
 Relevant study/reading _____
 Pastoral advice sought _____
 Other _____

- Are you prepared to do further training if **Mission Partners** should consider it necessary? Y / N

Before this application, have you ever applied to any other missionary society? Y / N

If so what was the result? _____

Do you accept and agree to abide by

- the confessional position of the Presbyterian Church of Australia? Y / N
- the mission policies set out in the document *Partnership in Mission Mk 3*? Y / N
- the policies set out in the document 'Breaking the Silence'? Y / N

Are you willing to accept the decisions and discipline of **Mission Partners**? Y / N

Application for Dual Membership of *Mission Partners*
(Partner Church and Partner Agency Missionary) Form A Page 8

Applicant's Name _____

Please give the names, addresses and designations of at least four (4) Christians of good standing who would be willing to answer enquiries about you. They should have intimate knowledge of your home life, Christian experience and service. One of them should be your minister. None of them should be related to you..

- (1) _____

- (2) _____

- (3) _____

- (4) _____

Please enclose a recent photograph of yourself, (or of you and your family, if appropriate).

Send this completed form to The Convener of your state's World Mission Committee.
An electronic copy is preferred.

REMEMBER TO INCLUDE:

- Doctor's Letter Certifying your ability to undertake your proposed mission work
- A letter of recommendation from your Session.
- Photo of yourself (or of you with your family, if appropriate; please annotate names)
- Copies of any testimonials you may possess relating to your employment.
- Any supplementary pages of information that were required to answer all questions fully.

Email applicants should also forward by postal mail hard-copies of originals and/or any supporting documents not suitable for emailing.

Signature _____ Date: _____

(E-mail applicants: Typing your name here will be taken as a signature)

Mission Partners

The Australian Presbyterian World Mission
8 Sylvan Grove Picnic Point NSW 2213
Email: national@missionpartners.org.au
Ph: 02 9792 1373

Application for Dual membership of *Mission Partners*
(for Partner Church and Partner Agency Missionaries) **Form B Page 1**

Mission Partners
The Australian Presbyterian World Mission

State Conveners:
Add return address and
contact details here.

To be completed by all applicants for Dual Membership with *Mission Partners*
ie **Partner Church** status or **Partner Agency** status.

Part B – DOCTRINE

Full Name of Applicant: _____ Date: _____

Q. 1: Are you familiar with the teachings of the Westminster Confession of Faith? YES/NO

IF YOU ANSWERED 'YES' –

***Please answer EITHER Question 1 (A, B, C), and Questions 20 – 24;
OR Questions 2 – 24.***

IF YOU ANSWERED 'NO' –

Please read a study edition of the *Westminster Confession of Faith*
(the subordinate doctrinal standard of the Presbyterian Church of Australia),
THEN- answer Question 1 (A, B, C) and Questions 2 – 24.

1 A: Do you agree in general with the doctrines propounded in the Westminster Confession of Faith? Y / N

1 B: Are there any doctrines of the Westminster Confession of Faith which you find— :
difficult to understand? Y / N (Please indicate topics/sections)
and/or
difficult to agree with? Y / N (Please indicate topics/sections)

1 C: Please summarize, in one paragraph, (attach) your beliefs concerning the section/s of the Westminster Confession of Faith which you consider the most important.

(Q 2 – 18): Please indicate your understanding of each of the following topics, in about one sentence each.

- Q 2:** The Inspiration of Scripture
- Q 3:** The infallibility of the Scriptures
- Q 4:** The only and final authority of the Scriptures in matters of faith and conduct.
- Q 5:** The Trinity
- Q 6:** The Fatherhood of God
- Q 7:** The return of Christ
- Q 8:** The purpose of Jesus Christ's death
- Q 9:** The significance of Christ's resurrection
- Q 10:** The nature of man
- Q 11:** The conditions necessary for salvation
- Q 12:** The necessity of the New Birth for salvation
- Q 13:** The evidences of the New Birth
- Q 14:** Justification

Application for Dual membership of *Mission Partners*

(for Partner Church and Partner Agency Missionaries)

Form B Page 2

Applicant's Name _____

Q 15: The fruit of the Holy Spirit

Q 16: The gifts of the Holy Spirit

Q 17: The final destiny of
(a) the redeemed, and
(b) the lost

Q 18: The meaning and distinguishing marks of the "church"

Q 19: Regarding Jesus Christ, do you accept the following as true:-

- | | |
|--|-------|
| (a) His Virgin Birth | Y / N |
| (b) His Humanity | Y / N |
| (c) His Deity | Y / N |
| (d) His Sinless Life | Y / N |
| (e) His Substitutionary Death on the Cross | Y / N |
| (f) His Resurrection and Ascension to Heaven | Y / N |
| (g) His Second Coming | Y / N |

Q 20—23 Please answer the following. One paragraph EACH is sufficient.

Q 20: On what basis do you consider that Christians of various denominations can work together in evangelism, church-planting and church ministry?

Q 21: Do you accept completely the necessity to obey Christ's command to go into all the world evangelizing and making disciples? Y / N Comment:

Q 22: What do you understand by the term "spiritual warfare"?

Q 23: What do you consider to be the relationship between the Gospel and culture?

Q 24 Do you hold any special theological views which you consider must be specially emphasized in evangelism, church-planting, ministry or deputation work?

Signature _____ Date: _____

(Email Applicants: Typing your name here will count as your signature)

Mission Partners

The Australian Presbyterian World Mission
8 Sylvan Grove Picnic Point NSW 2213
Email: national@missionpartners.org.au
Ph: 02 9792 1373

Application for Dual membership of *Mission Partners*
(for Partner Church and Partner Agency Missionaries) Form C Page 1

Full name of Applicant: _____

CONFIDENTIAL REFERENCE

for the attention of

Mission Partners

The Australian Presbyterian World Mission

State Conveners:

Add return address and
contact details here.

This pro-forma is provided for the assistance of those who have been requested to supply references to support applications for missionary service with ***Mission Partners***, the Australian Presbyterian World Mission.

Mission Partners will accept discursive references if preferred by the referee. However, we would appreciate any attention that referees can give to the matters addressed in this pro-forma. Thank you for your assistance.

Form C is relevant to all applications for **Dual Membership** with ***Mission Partners***
ie **Partner Church** status or **Partner Agency** status.

CONFIDENTIAL COMMENTS from REFEREE : _____

Referee please print your name.

GENERAL

1. How many years have you known the applicant? _____
What is your relationship to him/her? _____

2. Comment on any home conditions or factors in the family background which could have a bearing on the applicant's suitability for missionary service. _____

3. Physical conditions (*Please circle appropriately*)

Suffers some disabilities

Fair health for age

Good health

Very fit and healthy

4. Use of money (*Please circle appropriately*)

Tends to miserliness

Exercises careful stewardship

Tends to extravagance

5. Do you think the applicant has been significantly influenced by a desire to travel? Y / N

What do you consider the applicant's main motives to be?

CONFIDENTIAL REFERENCE

Re: application for Dual Membership of Mission Partners Form C Page 2
(for Partner Church and Partner Agency Missionaries)

Applicant's Name _____

6. Estimate the applicant's ability in his/her profession. *(Please circle appropriately)*

Poor Fair Average Good Outstanding

Supervisors / others qualified to make informed observations, please add professional comments:

PERSONAL QUALITIES

1. **Attitude to Authority**

What do you judge to be the applicant's attitude to those in authority? _____

In the following, please mark the scale against the description which most nearly represents your evaluation of the applicant. If possible, give a brief comment to support or interpret your judgment.

2. **Character**

(a) Achievement, initiative, perseverance.

superior creative ability
resourceful and effective
meets average expectation
needs direction and encouragement
starts but does not finish
does only what is assigned



(b) Self esteem

has a fair estimate of his/her abilities
tends to underestimate his/her abilities
tends to overestimate his/her abilities
seeks recognition for achievements



(c) Emotional stability

maintains control under pressure
usually well balanced
subject to excessive mood changes
lacking in emotional control



CONFIDENTIAL REFERENCE

Re: application for Dual Membership of Mission Partners Form C Page 3
(for Partner Church and Partner Agency Missionaries)

(d) Social Qualities

(i)

Applicant's Name _____

Please circle any of the following which you consider may apply to the applicant.

- | | |
|--|------------------------------------|
| patient / impatient | energetic / lazy |
| tolerant / intolerant | meticulous / careful/ careless |
| congenial / argumentative | tactful / lacking in tact |
| self –giving / selfish | gentle / boisterous |
| unapproachable / approachable / touchy | teachable / resents correction |
| cheerful / sullen | dependable / unreliable |
| cooperative / uncooperative | thoughtful of others / thoughtless |
- Other significant descriptions?
- _____
- _____

(ii) The applicant is easily / frequently: (Please circle appropriately.)

- | | |
|--|----------------------------------|
| depressed | offended |
| agitated | discouraged |
| embarrassed | worried/ anxious/ nervous/ tense |
| given to exclusive and absorbing friendships | angered |

(iii) the applicant (Please mark X as appropriate on scale)

cannot 'take a joke' lacks humour has a good sense of humour is a practical joker is an inappropriate, excessive joker →

3. **Academic Ability** In the following, please mark the scale against the description most nearly representing your evaluation of the applicant.. Also give a brief comment to support or interpret your judgement..

(a) INTELLIGENCE

brilliant, exceptional capacity
alert, has a good mind
average mental ability
learns and thinks slowly



(b) REASONING ABILITY

(to formulate and logically think plans through)

thorough
generally sound judgement
impractical impulsive



CONFIDENTIAL REFERENCE

Re: application for Dual Membership of Mission Partners Form C Page 4
(for Partner Church and Partner Agency Missionaries)

4. Re-

Applicant's Name _____

Relationships: *In the following, please mark the scale against the description most nearly representing your evaluation of the applicant.. Also give a brief comment to support or interpret your judgement*

(a) COMPATIBILITY

well liked and sought by others
a good mixer
tolerated by others
avoided by others



(b) TEAMWORK:

works well with others
loyal team member
usually cooperative
causes friction
prefers to work alone



(c) EMPATHY (entering others' feelings)

understanding and thoughtful
identifies readily with others
slow to sense how others feel



(d) LEADERSHIP:

inspires others
good leadership ability
has some leadership promise
lacks ability to lead
makes no effort to lead



(e) WILLINGNESS TO SERVE OTHERS:

eager
usually willing
reluctant



Is the applicant discreet / appropriate in relationships with the opposite sex? Y / N
If NO, please elaborate only as far as necessary.

Do you have any further remarks regarding the Applicant's PERSONAL QUALITIES? Y / N
(Please attach.)

CONFIDENTIAL REFERENCE

Re: application for Dual Membership of *Mission Partners* Form C Page 5
(for Partner Church and Partner Agency Missionaries)

**SPIRITUAL
QUALIFI-
CATIONS**

Applicant's Name _____

1. Personal

(a) How long has the applicant been a Christian? _____

(b) What is your general estimate of the applicant's Christian character? _____

(c) Does the applicant emphasize any particular aspect of doctrine? Y / N If so, please indicate:

2. Service

a) To your knowledge, what concern does the applicant have for the salvation and up- building of souls?

b) List the types of Christian service in which he/she has been engaged, and evaluate the degree of appar- ent 'success' in each:- (not successful, successful, exceptionally successful)

1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____

c) For what form of service would you say he/she is especially qualified?

d) How do you rate the applicant's *potential* for missionary service? (Please circle appropriately.)

- Exceptional
- High
- Average
- Below Average
- Should be encouraged towards other service

CONFIDENTIAL REFERENCE

Application for Dual membership of *Mission Partners*
(for Partner Church and Partner Agency Missionaries)

Form C Page 6

Please state
frankly your

Applicant's Name _____

summary opinion of the applicant's all-round fitness for Christian missionary service, adding any significant information and impressions which have not been brought out above.

Signature _____
(Email referees: Typing your name here will count as your signature)

Date: _____

Print Name: _____

Postal Address _____

Email: _____

Phone Number (indicate home / work availability) _____

Mobile: _____

Mission Partners appreciates your time and effort in assisting with this confidential evaluation.
It will be read only by those directly responsible for approving applications for mission service.

Mission Partners

The Australian Presbyterian World Mission
8 Sylvan Grove Picnic Point NSW 2213
Email: national@missionpartners.org.au
Ph: 02 9792 1373

NOTE: The following pro-formas are provided as generic forms for all **Mission Partners** Short-Term programs—**Youth (S-T1)** and , **Adult (S-T 2)** with Mission partners and **Personal Profile (P.P.1)** for Short-Termers with Partner Agencies. State and National program organisers will need to insert specific details at various points as indicated before releasing the forms to applicants for their specific program. A Word doc of this pro-forma (for your amendments) is available from the National Office - national@missionpartners.org.au *Return completed form*

APPLICATION FOR SHORT-TERM MISSION WITH MISSION PARTNERS
YOUTH (S-T 1) Page 1

to.....*Phone:**email*
Postal Address

Short-Term Mission to: _____ Dates _____

Program; _____

Name _____ Sex: M F

Postal Address _____

Email _____

Phone _____ Mobile _____

Name of Church you currently attend: _____

If you are under 18 years of age

Parent/Guardian's Name _____

Parent/Guardian's Postal address _____

Parent/Guardian's Email _____ Ph _____

Minister/Elder's Name _____

Minister /Elder's address _____

Minister/ Elder's Ph No _____ Email address _____

(We will be asking your minister/elder for a reference)

Your Date of Birth _____

Your Passport Number _____

If you don't have a passport, then you will need to **get one asap once your application has been accepted**, and advise us the passport number when you have it.

For now, please send this form back with or without the number.

Please include with your application form a **passport size photo** (attach on page 5) and a **deposit of \$.....** (this will be credited to your final payment figure). If your application is not accepted, the deposit will be refunded to you in full]

PORTANT THINGS THAT YOU NEED TO KNOW

DRESS CODE GUIDELINES

(Organiser to add specifics below)

GIRLS
 clothes for work
 clothes for worship services
 swimwear
 etc

BOYS
 clothes for work
 clothes for worship services
 swimwear
 etc

CULTURAL NOTES

(Organiser to add specific cultural notes necessary for each trip)

2. IMPORTANT THINGS THAT YOU NEED TO BRING.

Your Bible
and
(Organiser may add some essential items)

We will give you a more comprehensive list, including what not to bring once you have been accepted.

3. IMPORTANT THINGS THAT WE NEED TO KNOW

MEDICAL:

How physically fit are you? (mark with an appropriate X on the line)

TV	Confirmed	Average	Active	Olympic
Athlete	Spectator		Sport	Athlete

Do you have any Allergies? YES / NO If 'yes' please give details: _____

Do you have any disabilities? YES / NO If 'yes' please give details: _____

Any Past Illnesses/Injuries/Surgery that we need to know about? YES / NO If 'yes' please give details:

Do you
take any

Prescribed Medications? YES / NO If 'yes' please give details:

Is there anything else we need to know about you to fulfil our responsibilities to you? YES / NO If 'yes' please give details: _____

**4. IMPORTANT THINGS YOU NEED TO READ CAREFULLY AND SIGN
(OR HAVE ANOTHER PERSON SIGN)**

Medical Declaration Form:

Personal Authority:

I authorize the Team Leaders, in the event of my needing medical treatment and/or hospitalization, to take what ever action is deemed necessary and/or incur such expenses as needed to facilitate same. The following Medicare/Medical Fund information is provided;

Medicare No _____ Valid Date _____

Medical Fund Name _____ Member No _____

Overseas Travel Insurance Details (if appropriate) _____

Team Member's Signature: _____ Date: _____

Doctor's Declaration:

Your family doctor's confirmation of your fitness to participate in 2 weeks of manual labour in the tropics:

Doctor's Name: _____

Doctor's Address: _____

Doctor's Signature: _____ Date: _____

Personal Declaration:

I willingly accept the authority of the team's leadership, and agree to fellowship and to work wholeheartedly with all team members.

I acknowledge that no alcohol, tobacco, Kava or any (illicit) drugs are allowed, this includes the purchase of such beverages and or items previously mentioned for personal use and or gifts, for the whole duration of the Short Term Mission - ie from time of arrival at Briefing in Australia, whilst away overseas and up until the designated point of the closure of the Short Term Mission trip upon return to Australia.

I share with all team members the responsibility to display only that conduct that will honour Christ.

I also understand that if behaviour codes are not met, I may be sent home at my own / family's expense.

I agree to abide by any decision made by the leadership to activate any emergency evacuation of either myself or the entire team if the need arises.

I acknowledge that there are dangers in mission field work such as the possibility of contracting illness or disease; travel / work related accidents; personal loss or injury in areas of high crime and in civil disturbance or terrorism

Please print full name _____

Signed _____ Date _____

Do you have any questions?

Attach your photo here.

LOWING FORM MUST BE COMPLETED FOR ALL TEAM MEMBERS WHO WILL BE UNDER 18 YEARS OF AGE FOR ANY PART OF THE SHORT- TERM TRIP.

PARENTAL CONSENT FORM FOR YOUTH SHORT- TERM MISSION

I, *(insert parent/ guardian's name)* give permission for my daughter / son / ward *(insert name)* to take part in **Mission Partners** *(insert S-T program name)* Team travelling to *(insert destination and any other venues planned)* for the purpose of *(insert program purpose)*.

I understand that the group will stay in *(insert accommodation arrangement / s)*.

I understand that each member of the group will need to make his / her own way to the program briefing at *(insert briefing venue and start time and date)*. and also his / her own arrangements to travel home from the Australian airport of entry on return on *(insert date of return)*.

I understand that I am required to supply **Mission Partners** National Office and the Team Leader of my son / daughter / ward's travel arrangements to and from home at the beginning and at the end of the program if I wish him / her to be met at the airport and assisted with transfers on return.

I understand that while in -country, in addition to their physical / manual work team members may be engaging in walking, travelling by mini buses, travelling by boat, swimming, visiting a museum / cultural centre as well as visiting and shopping in local markets and that all of these activities will be supervised by adult team leaders.

I understand that all team members are responsible to make their own arrangements for travel insurance.

I authorize the Team Leader or other Mission Partners representatives, in the event of a medical emergency involving my son /daughter/ ward, to obtain all necessary medical assistance and treatment.

In this event I agree to pay all such expenses incurred on behalf of *(insert son/ daughter/ ward's name)*.

Details of the best contact person during the period of the trip.

Name: _____ day /night Phone _____

Email: _____ Mobile _____

Allergies / Medical Condition (s) of your daughter / son of which the leaders need to be aware:

Signature of Parent or Guardian _____ Date _____

Parents please return this completed form, to *(insert address)* , with all details completed, by *(insert date)*.

Mission Partners

The Australian Presbyterian World Mission
8 Sylvan Grove Picnic Point NSW 2213
Email: national@missionpartners.org.au
Ph: 02 9792 1373

**Application for Short-Term Mission with *Mission Partners*
ADULT (S-T 2) page 1**

Please re-
turn com-
pleted form

to Email.....
Postal address.....
.....Phone.....

Short –Term mission to Dates
Program

Name _____ Sex: M F

Postal Address _____

Email _____

Phone _____ Mobile _____

Name of Church you currently attend: _____

Minister/Elder/other's name: _____

His address: _____

His phone number: _____

His Email address: _____

Your Date of Birth _____

Your Passport Number _____

*If you are a **church mem-
ber or adherent** we will be
discussing your application
with your minister or elder
designated by you below.*

*If you are a **Minister**,
please supply name and
details of an appropriate
colleague or church mem-
ber, for this purpose.)*

(If you don't have a passport, then you will need to **get one asap once your application has been accepted**, and advise us of the passport number when you have it. *For now, please send this form back with or without the number*)

Please include with your application form a **passport size photo** for possible inclusion in any publicity associated with this venture. (attach on page 5).

Who should we contact in the event of an emergency?

Name: _____ Relationship: _____

Phone number: _____ Mobile number: _____

Email: _____

1. INFORMATION FOR YOU

Dress Code Guidelines: *Organiser should add relevant specifics here.*

Cultural Notes etc :

2. INFORMATION FOR US

Medical Information:

How physically fit are you? (mark with an appropriate X on the line)

TV Athlete	Confirmed Spectator	Average	Active Sport	Olympic Athlete
------------	---------------------	---------	--------------	-----------------

Please give details of:
Allergies (if any)? _____

Disabilities (if any)? _____

Any Significant Past Illnesses/Injuries/Surgery? _____

Is there anything else we need to know about you to fulfil our responsibilities to you?
eg emergency medications etc. _____

Medical Declaration:

A) Personal Authority:

I authorize the Team Leaders, in the event of my needing medical treatment and/or hospitalization, to take what ever action is deemed necessary and/or incur such expenses as needed to facilitate same. The following Medicare/Medical Fund information is provided;

Medicare No _____ Valid Date _____

Medical Fund Name _____ Member No _____

Overseas Travel Insurance Details (if appropriate) _____

Team Member's Signature: _____ Date: _____

B. Doctor's Declaration:

Doctor's confirmation of your fitness to participate in the proposed program:

Doctor's Name: _____

Address: _____

Signature: _____ Date: _____

Personal Declaration:

- **I willingly accept** the authority of the leadership of my team and the local church in-country, and agree to fellowship and to work wholeheartedly with all team and church members.
- **I will endeavour** to keep my prayer supporters, home church and ***Mission Partners*** fully informed before and during this venture and report to them on my return.
- **I acknowledge** that no alcohol, tobacco, or other (illicit) drugs are allowed, that appropriate cultural distinctives should be observed and that I share with all team members the responsibility to display only that conduct that will honour Christ.
- **I agree to abide** by any decision made by the leadership to activate any emergency evacuation of either myself or the entire team if the need arises.
- **I acknowledge** that there are dangers in mission field work such as the possibility of contracting illness or disease; travel / work related accidents; personal loss or injury in areas of high crime and in civil disturbance or terrorism

Please print full name _____

Signature: _____ Date _____

Support Mobilization

- Have you prepared a Prayer Card for distribution to supporters?
- Have you arranged to speak about this venture - to your church? - to neighbouring churches? - to interested church groups?

My home co-ordinator for prayer and financial support is:

Name _____

Address _____

Phone _____ Email _____

APPROXIMATE EXPENSES for (your share of) this venture.

Travel costs: *Team Leader will calculate and advise Team members*

Travel Insurance: For Team members to arrange and pay for.

Accommodation: *Team Leader will calculate and advise Team members*

Food etc: *Team Leader will calculate and advise Team members*

Ministry: *Team Leader will calculate and advise Team members*

Personal spending: This is your call, but cultural sensitivity often suggests restraint.
Remember: you are not a tourist.

TOTAL

any questions?

Do you have

Attach your photo here.

Mission Partners

The Australian Presbyterian World Mission
8 Sylvan Grove Picnic Point NSW 2213
Email: national@missionpartners.org.au
Ph: 02 9792 1373

PERSONAL PROFILE

for those undertaking Short-Term Ministry and/or Study Tours
Independently or with Partner Mission Agencies

P.P. 1
Page 1

NAME: _____ D.O.B: _____

Contact Address: _____

Phone: _____ Email: _____

Profession: _____

Home Church: _____

Indicate if you are a communicant member or an adherent or a regular involved attender

Have you shared your Short-Term Mission vision with your church leadership? Y / N

Do you have the support of your local church Mission Committee / Minister and Session? Y / N

Home Co-ordinator: _____

Address _____

Phone: _____ Email: _____

Minister's Name: _____

Name of the Mission Agency you will serve under: _____

Best contact there: _____

The anticipated length of service: From _____ To _____

The location of your ministry: _____

Does your Mission Agency regard this as a sensitive area? Y / N

The type of work you will be involved in: _____

Your financial arrangements: fully self-funded? or developing a support team?

Regardless of financial arrangements, do you have a Prayer Support Team? Y / N

How can your state Mission Committee and **Mission Partners** assist you? _____

Mission Partners Form: EXIT SURVEY Form E.S.
Partner Church / Agency Missionaries - on resignation / retirement / end of service

C O N F I D E N T I A L
EXIT SURVEY

Name/s _____

Address: _____

Phone: _____ E-mail: _____

I wish to report my resignation/ retirement /end of service (indicate which one) from: (Partner Church /Agency)

Effective from: (Date) _____ Financial Support Termination: (Date) _____

Reasons for resignation / retirement / end of service (indicate which one): _____

Therefore, I hereby tender my resignation from **mission partners** – the Australian Presbyterian World Mission.

Key contact person (in Partner Agency): _____

Address: _____

Phone: _____ E-mail: _____

(Optional) Comments regarding my period of service with (Partner Church / Agency) and the events / processes associated with my departure from that Partner Society.

(Optional) Comments regarding my Dual Member partnership with **Mission Partners**.

(Optional) How can **Mission Partners** assist you in this change of situation?

Signed: _____

Date: _____

DOCUMENT B1: SHORT-TERM MISSION — BEST PRACTICE CODE

Missions Interlink Australia 2009

Introduction

As followers of Christ we have a calling to share the good news of salvation with the world. The world is next door, across the country, and overseas. We want to do this faithfully in a way that honours God and places no impediments to the work of His Spirit in the lives of all people, even as He does His work through us. This code describes a best practice approach, recommended by Missions Interlink Australia that helps us to achieve these goals in the area of short-term ministry.

Structure

The code identifies **five goals** that underpin a short-term mission. These are:

- to serve the purposes of sharing the good news of salvation
- to serve the purposes of the discipling of believers
- to serve with humility in the name of Christ
- to undertake the above activities across boundaries of culture
- to encourage participants to become more Christ-like and missional in their lives.

These five goals are inseparable.

The code rests on **four key values** which need to be adhered to for the short-term mission to meet these goals:

- mission takes place because of God's command in his word
- mission takes place according to the values of God's kingdom
- senders, goers, and receivers are all participants
- short-term mission is a process, not an event.

These four values lead to the required components of a short-term mission.

The remainder of the code describes each value and then lists the components that these values require in a short-term mission. Each component is described in brief followed by questions that can be used as a checklist to determine whether they are present in the short-term mission and whether they are being undertaken effectively. The components are separated into three areas: pre-field, on-field, and post-field. Finally, a list of 10 questions is given as a check that the overall aims of the short-term mission have not been lost in the detail. These are also useful as a quick entry point to the code for people organising a short-term mission or as a quick review of an existing program.

Values

Mission takes place because of God's command. Mission does not take place because it accrues blessing or merit points or for fun and excitement. Remembering the reason for mission places all of the other values in their proper perspective.

Mission takes place according to the values of God's kingdom. This means that we seek to faithfully live the values of the kingdom of God in both our lives and in all aspects of the short-term mission, including relationships between participants and with others. Senders, goers, and receivers are all participants. In some short-term missions the focus has been on the benefits for the goers in terms of exposure to another culture and faith development. However, a focus on the receiver is also needed so that the gospel is effectively proclaimed in the receiving country and that receiving believers (whether long-term workers or nationals) are served, discipled and encouraged rather than exhausted and drained. Finally, senders also need to be included in the discipleship process to increase their commitment to local and global evangelism and assist them in their own Christian walk. Short-term mission is a process, not an event. An event focus on short-term mission considers the program as separate from the rest of the participants' lives. It views the gospel proclamation as a sudden burst of light in a dark room and sets up the goers as people who are processed and then sent off to their next appointment. By contrast a process focus recognises that God has already been at work in all of the participants' lives, both believers and unbelievers, and he will continue to be present and at work long after the program is

finished. Therefore the program is a part of the larger picture of God's work in the participants' lives. Also, a process focus requires a commitment to participants beyond the time of the program alone, in particular to follow through after the program and remain connected.

Components

Pre-field

Pre-field involves planning the short-term mission, recruiting participants, and preparing participants for the Short-term mission. Many of the components can be met through careful design of promotional materials and the effective screening and training of participants.

It is important to check that these components include:

Clarity and agreement of doctrine and reasons for short-term mission.

A description of the doctrinal beliefs of the organisation (church, school, or mission agency).

- do you have a short summary of the biblical tenets of faith affirmed by your organisation?
- do you have a short summary of your organisation's philosophy on short-term mission?
- how does your short-term mission philosophy incorporate the five goals of a short-term mission and the four key values?
- do all participants in the short-term mission know your biblical tenets and short-term mission philosophy and agree to work under them?

Short-term mission purpose

A purpose statement or paragraph specific to a particular short-term mission trip.

- what is the purpose for this short-term missions trip?
- how does the purpose support the five goals and four key values?
- how are participants involved in forming the purpose for the short-term missions trip, particularly receiving hosts?
- do all participants in the short-term mission know the purpose and agree to work towards its execution?

Roles of participants

Agreement on the expected roles of participants (senders, goers, receivers) and a realistic expectation that they can fulfil their roles. This is much easier if it is written down.

- what is the role of each participant in the short-term missions trip?
- how do the roles ensure that the key values are practiced?
- how have you confirmed that each participant understands their role?
- how have you confirmed that each participant is able to fulfil their role?
- how have you allowed participants to ask questions and clarify the expectations on them?

Expectations of the short-term mission

Agreement on the expectations of participants (senders, goers, receivers) of the short-term mission. This is much easier if it is written down.

- how have you gained understanding of where each participant is 'at' before the short-term mission?
- how have you confirmed the expectations of each participant?
- what are the expectations of the short-term mission of each participant?
- how have you confirmed that the expectations are realistic?
- how have you ensured that the expectations are consistent with the four core values and five goals?
- how have you dealt with the issue of expectations not being met (eg due to planned tasks not happening when on the field)?

Cultural appropriateness

All activities in the short-term mission (including planning and evaluation) will consider all the cultures of all participants and how to achieve the short-term mission's purpose taking these into account.

- what are the cultures of the participants involved in your short-term mission?
- how are these cultures considered in the design of the short-term mission?
- how are participants prepared for the differences between cultures?

Training

The effectiveness of a short-term mission is significantly increased through quality, effective, pre-field training and equipping. This is not merely meeting to work through logistical issues, but also to equip for ministry.

- how are you preparing the participants to be cross-culturally sensitive, cross-culturally aware, and cross-cultural learner-servants?
- what are you doing to help participants learn more about each other and learn to work effectively together?
- how are you preparing participants to become more Christ-like?
- what preparation do you need to provide participants for the tasks they will be asked to undertake during their short-term mission?
- how are you preparing participants to evaluate, process and apply their experience after the short-term mission?
- what resources do you need to secure to provide effective pre-field preparation to participants?

Administration

Accountability and organisation of a short-term mission is important to ensure credibility and maintain the integrity of the short-term mission.

- how do you ensure accountability relating to the management of finances for the short-term mission?
- what documentation is required from participants before undertaking the short-term mission?
- how do you ensure all documentation is in place before a participant commences the on-field phase of the short-term mission?
- how do you ensure accuracy of documentation?
- how do you keep records of all the short-term mission documentation, including storage and future retrieval?
- what are the legal and regulatory requirements related to the short-term mission?
- how have the legal and regulatory requirements related to the short-term mission been met and/or taken into account?

On-field

On-field is the execution of a particular short-term mission. Many of the components discussed here will require planning before the short-term mission to ensure they are in place and carried out.

1. Risk management

Travelling even domestically involves some risk. Many places where short-term mission takes place have further hazards over and above recreational overseas travel. Managing these risks is important for the safety and well-being of all participants, as well as ensuring the success of the short-term mission.

- what are the risks associated with the short-term mission: for example political risks, health risks, security risks, and other?
- how did you determine the risks related to the short-term mission?
- what is your contingency plan in the event of an emergency or crisis?
- do all goers have appropriate insurance (including emergency evacuation insurance)?
- are all goers location-aware to minimise risks, for example to only drink bottled water, carry copies of travel documents separate from the originals, etc?
- how are risks minimised for receivers relating to any location-specific risks?

2. On-field management

During the short-term mission participants will find themselves affected and changed. There will be events and experiences outside participants' control which affect them, such as exposure to poverty and injustice, culture shock and stress, difficult relationships, different weather conditions, unexpected schedule changes, or perhaps even some crisis situation. Also remember that participants include senders and receivers as well as goers.

- how are participants given the opportunity to process and debrief their experiences during the short-term mission?
- how will participants be monitored regarding how they are being affected during the short-term mission?
- what will you do if a participant is so severely affected that they are no longer able to fulfil their role (answer this question separately for senders, goers, and receivers)?

Post-field

The fourth core value is that short-term mission is a process not an event. This makes post-field engagement with the participants essential for integrating the short-term mission into the rest of God's purposes for their lives. Some of these components are linked, for example a debrief event is a good opportunity to get feedback on the short-term mission.

1. Debrief

Debrief is an opportunity for participants (senders, goers, and receivers) to process their experiences in a neutral context.

- what opportunities do participants have to debrief from their experiences?
- what resources are provided to participants to help them through the debriefing process?
- how do you ensure, insofar as it is possible, that each participant is debriefed?
- what opportunities can be provided to participants for ongoing debriefing and assimilation of their experiences?
- what will you do should a participant be adversely affected from their experience and in their debrief process?

2. Feedback

It is important to learn from the things done well and the things not done well so that these lessons can be incorporated into future short-term missions. Much of this knowledge is carried with participants so it is essential for them to be involved in the feedback process. This component is linked in to the pre-field phase of all short-term missions – if the lessons from previous short-term missions aren't incorporated into new ones, then mistakes will be repeated and positive actions won't be repeated.

- how do you record your own experiences and observations of the short-term mission?
- how do you effectively find out and record the experiences and observations of each category of participants?
- how are lessons learnt recorded for future short-term missions?
- how are lessons learnt incorporated into future short-term missions?
- how are lessons learnt communicated to other participants?

3. Follow-Through

The outcomes of short-term mission need to be incorporated into participants' lives. Follow-through is a process that facilitates participants towards positive change and action as a result of their experiences, as compared to debrief which is simply describing what a participant has felt and experienced.

- how do you maintain contact with short-term mission participants?
- how do you work with participants for whom the short-term mission experience has been negative and help them to process?
- how do you encourage participants to take action on their short-term mission involvement (for example, receivers may incorporate short-term mission teams as part of their wider ministry)?
- what avenues will participants have to share their stories with the broader Christian community?
- how do you encourage participants to assimilate lessons learned into their daily lives?
- what opportunities are there for participants to continue with cross-cultural ministry and engagement?
- what resources are available to assist participants with continued growth and ministry involvement?

Overall

The previous components in the code have addressed specific stages of the short-term mission process. The questions that follow are a review to consider the short-term mission as a whole and whether it is consistent with the values and goals of this code.

- how does your short-term mission serve the purposes of sharing of the good news of salvation?
- how does your short-term mission serve the purposes of the discipleship of believers?
- how does your short-term mission demonstrate humble servanthood in the name of Jesus Christ?
- how does your short-term mission cross cultural barriers in the way you answered questions 1 – 3? (merely undertaking activities in another cultural environment does not necessarily answer this question)
- how does your short-term mission help the participants become more Christ-like and missional with their lives?
- how do you know you are successfully contributing to the achievement of these goals (becoming more Christ-like and missional)?

- how does your short-term mission embody that it is part of the response to God's command to go and make disciples?
 - in what aspects of your short-term mission do you need to work more closely to the values of God's kingdom?
 - how are senders, goers, and receivers each involved as participants in the short-term mission?
- how does your short-term mission contribute in an ongoing way to the work of God in participants' lives and in the broader world?

Missions Interlink is a network of Australian mission agencies, Bible colleges, churches, support services, and individuals serving Christ and engaging in cross-cultural and global mission (www.missionsinterlink.org.au)
 Missional means a life or activity being undertaken with the intention to go and make disciples. Refer to participant definitions at <http://www.stmstandards.org/definitions>. Tenets of faith is a description of the collective belief of the people in your organization, usually in dot point form. A learner-servant is someone whose goal is to serve and build up the body of believers and the communities they work in but who recognizes that they aren't fully equipped in this task and so commits also to learning from those whom they serve, and from others, in order to serve better. Debrief is understanding what we have experienced/observed and can take place after any event, including training and on-field experiences.

Acknowledgement: The authors of the code would like to acknowledge the valuable work of Wayne Sneed, Roger Peterson, and Gordon Aeschliman (2003) and the US Standards of Short Term Excellence (2002) as inputs into the development of this document.

DOCUMENT B 2: THE CROYDON DECLARATION

Representatives of more than 20 mission agencies, meeting at the Missions Interlink Connexions conference at SMBC, Croydon, (Sydney) in July 12-14, 2005 released the following statement:

"We declare that our role is to affirm the churches' primary responsibility in mission ministry and to assist the churches in their fulfilment of the great commission.

"We acknowledge that there have been many instances in which mission agencies have assumed a role in regard to the approval, equipping, sending and pastoral care of missionaries that biblically belongs to the home church. There have been times when agencies have ignored the opinions of and neglected to seek the counsel of churches whose members have applied to join one of our agencies.

"We express our sincere regret for the tendency of many mission agencies in past years to ignore or supplant the rights of churches in regard to mission efforts.

"We commit to work together, in partnership with local churches and each other, to support the church in reaching the world with the Gospel of Jesus Christ."

Supported by the following agencies represented at the conference:

Australian Indigenous Ministries	Australian Missionary Fellowship
AZTEM Inc	CWCI
Global Training Ministries	Global Recordings Network Australia
INF Australia	International Teams
IN Network Australia (International Needs)	Interserve Australia Inc
Jews for Jesus	Middle East Christian Outreach
Mission Partners - the Australian Presbyterian World Mission	
New Tribes Mission – Australia	OMF International Australia
SIM Australia	Steer Incorporated
The Leprosy Mission Australia	WEC Australia
Wycliffe Bible Translators Australia	

APPENDICES: SECTION C - DOCUMENTS of the GENERAL ASSEMBLY of AUSTRALIA

DOCUMENT C1: ARTICLES OF AGREEMENT (2001) -

Article 5: Mission As revised in 2004 by the GAA (BB GAA 2004 Min. 99(4))

The mission of the Church is to take the Gospel to people of all ethnic and cultural groupings. That mission is pursued in Australia and overseas according to the following schema:-

- (a) APWM shall give effect to the responsibility of the General Assembly to initiate and support world mission outside Australia and overseas and indigenous ministry within Australia.
- (b) It shall be the responsibility of the state home mission committees, in conjunction with presbyteries, to pursue the missionary challenge within the states.
- (c) It shall be the responsibility of the Presbyterian Inland Mission Committee to exercise ministry to isolated and remote communities.
- (d) The General Assembly may by way of a consultative committee otherwise seek to encourage cross-cultural ministry within Australia.

DOCUMENT C2: GAA REGULATIONS Chapter 10 (Revised 2010)

10.1 AUSTRALIAN PRESBYTERIAN WORLD MISSION COMMITTEE

1. There shall be a Committee of the General Assembly known as the Australian Presbyterian World Mission Committee.
2. The Committee shall consist of:-
 - (a) A Convener elected by the General Assembly.
 - (b) The National Director
 - (c) The Convener of each of the APWM State Committees of Tasmania, South Australia and Western Australia.
 - (d) Two representatives appointed by the APWM State Committees of Queensland, Victoria and New South Wales, one of whom in each case shall be the Convener of the State Committee.
 - (e) Ten additional members elected by the General Assembly of Australia.
 - (f) Such members appointed by the Executive as required to make up the ten for that body from the State in which the National Office is located, as specified under (a) of the Executive.
 - (g) Ex-officio appointments from the General Assembly.
 - (h) Three members resident in New South Wales.
3. The Executive shall consist of:
 - (a) The Convener.
 - (b) The National Director.
 - (c) One representative appointed by each of the State Committees of Victoria, Queensland and New South Wales.
 - (d) Ten additional members from the State in which the National Office is located, being the members from that State elected to the Committee by the General Assembly of Australia, with such other members appointed by the Executive if necessary to make up the ten required. Any such members, being appointed to the Executive, would also become members of the Federal Committee.
4. It shall be the responsibility of the Committee to:
 - (a) Publicise and carry through the General Assembly's policy in regard to the missionary service and outreach of the Church to peoples of other cultures and other countries.
 - (b) Enter on behalf of the General Assembly into formal relationships and agreements with other churches and mission bodies in respect of missionary activity with such churches and bodies.
 - (c) Establish and maintain partnership relationships with approved overseas churches and, where useful and possible, to work through them on behalf of the Assembly.

- (d) Negotiate on behalf of the Assembly with approved mission bodies and members of the Presbyterian Church working with them to establish dual membership agreements and to encourage support for our members so involved.
- (e) Support Presbyterian missionaries who are working directly under the authority of the Church either overseas or in Australia or with accredited mission societies approved in accordance with regulations approved by the General Assembly.
- (f) Oversee the mission work of the Presbyterian Church of Australia and ensure that it is consistent with the Church's doctrine and practice.
- (g) Formulate mission policy and develop initiatives to which the Lord is calling, especially to unreached people groups.
- (h) Encourage at all levels of the Church's life, especially at the level of the congregation, an enlightened and wholehearted personal commitment to the missionary task of the Church.
- (i) Finally accept missionary candidates after interview and recommendation by their state committee and otherwise to implement any other relevant decisions of the General Assembly.

B.B. 2004 Min. 76(27), 99(5)

DOCUMENT C3: The DOCTRINAL BASIS of *Mission Partners* and the Australian Presbyterian World Mission Committee

The Presbyterian Church of Australia has a clear doctrinal standard for its members, set out in the Basis of Union as follows:

Basis of Union

(i) The Supreme Standard of the united Church shall be the Word of God contained in the Scriptures of the Old and New Testaments;

(ii) The Subordinate Standard of the united Church shall be the Westminster Confession of Faith read in the light of the following declaratory statement:-

1. That in regard to the doctrine of redemption as taught in the subordinate standard, and in consistency therewith, the love of God to all mankind, His gift of His Son to be the propitiation for the sins of the whole world, and the free offer of salvation to men without distinction on the grounds of Christ's all sufficient sacrifice, are regarded by this Church as vital to the Christian faith. And inasmuch as the Christian faith rests upon and the Christian consciousness takes hold of certain objective supernatural historic facts, especially the incarnation, the atoning life and death, and the resurrection and ascension of our Lord, and His bestowment of His Holy Spirit, this Church regards those whom it admits to the office of the Holy Ministry as pledged to give a chief place in their teaching to these cardinal facts and to the message of redemption and reconciliation implied and manifested in them.

2. That the doctrine of God's eternal decrees, including the doctrine of election to eternal life, is held as defined in the Confession of Faith, Chapter III, Section I., where it is expressly stated that according to this doctrine, "neither is God the author of sin nor is violence offered to the will of the creature nor is the liberty or contingency of second causes taken away, but rather established," and further, that the said doctrine is held in connection and harmony with the truth - that God is not willing that any should perish, but that all should come to repentance, that He has provided a salvation sufficient for all and adapted to all and offered to all in the Gospel, and that every hearer of the gospel is responsible for his dealing with the free

3. That while none are saved except through the mediation of Christ and by the grace of the Holy Spirit, who worketh when and where and how it pleaseth Him, while the duty of sending the Gospel to the heathen who are sunk in ignorance, sin and misery is imperative, and while the outward and ordinary means of salvation for those capable of being called by the Word are the ordinances of the Gospel, in accepting the Subordinate Standard it is not required to be held that any who die in infancy are lost, or that God may not extend His grace to any who are without the pale of ordinary means, as it may seem good in His sight.

4. That in holding and teaching, according to the Confession of Faith, the corruption of man's nature as fallen, this Church also maintains that there remain tokens of man's greatness as created in the image of God, that he possesses a knowledge of God and of duty - that he is responsible for compliance with the moral law and the call of the Gospel, and that although unable without the aid of the Holy Spirit to return to God unto salvation, he is yet capable of affections and actions which of themselves are virtuous and praiseworthy.

5. That liberty of opinion is allowed on matters in the Subordinate Standard not essential to the doctrine therein taught, the Church guarding against the abuse of this liberty to the injury of its unity and peace.

6. That with regard to the doctrine of the Civil Magistrate and his authority and duty in the sphere of religion as taught in the Subordinate Standard the Church holds that the Lord Jesus Christ is the only King and Head of the Church, "and Head over all things of the Church, which is His body". It disclaims, accordingly, intolerant or persecuting principles and does not consider its office-bearers in subscribing the Confession, as committed to any principle inconsistent with the liberty of conscience and the right of private judgement, declaring in the words of the Confession that "God alone is the Lord of the conscience".

(iii) Any proposed revision or abridgment of the Subordinate Standard of the Church, or restatement of its doctrine, or change of the formula, shall, before being adopted be remitted to the local assemblies and through them to the presbyteries, and no change shall be made without the consent of a majority of the local assemblies, three-fifths of the presbyteries of the whole Church, and a majority of three-fifths of the members present when the final vote of the General Assembly is taken;

(iv) On any change being made in the Basis of Union in accordance with section (iii), if any congregation thereupon refuses to acquiesce in the change and determines to adhere to the original Basis of Union, the General Assembly is empowered - (1) to allow such congregation to retain all its congregational property; or (2) to deal in such other way with the said property as to the Assembly may seem just and equitable;

(v) Any proposed change in either of the two preceding sections (iii) and (iv) shall be made only under the provisions contained in section (iii);

(vi) Formula to be signed by ministers and elders at their ordination or induction and by probationers on receiving licence:

I own and accept the Subordinate Standard of this Church, with the explanations given in the articles contained in the declaratory statement, as an exhibition of the sense in which I understand and the Holy Scriptures, and as a confession of my faith. I further own the purity of worship practised in this Church, and the Presbyterian government thereof to be founded on the Word of God, and agreeable thereto; and I promise that through the grace of God I shall firmly and constantly adhere to the same, and to the utmost of my power shall in my station assert, maintain, and defend the doctrine, worship and government of this Church.

It is therefore important that in their ministry, Presbyterians are given freedom to live, evangelise, and teach in a way that is consistent with this doctrinal position. In any direct sending relationship with Presbyterian and Reformed Churches, this should naturally occur as the doctrine and polity of the related Churches are in agreement.

When Presbyterians serve with Partner Mission Agencies, it is important that the agreement safeguards the missionaries' liberty in the full and free presentation and practice of the whole counsel of God as understood in our own doctrinal basis. Entering into partnership with Mission Societies needs to be on the basis of our recognition of their effective evangelical missionary enterprise and their agreement with this principle. In other matters Presbyterian missionaries are to be subject to the rules of the Partner Mission Society under which they serve. It is recognised that this will require an attitude of love and understanding towards others of differing opinions, but a firm agreement as proposed allows a clear theological direction for Presbyterians.

(A copy of the *Westminster Confession of Faith* is available from State Christian Education Committees.)

DOCUMENT C4: MODERATOR GENERAL'S DISASTER RELIEF APPEALS

*The following **MEMORANDUM OF UNDERSTANDING** informs those responsible as to the approach to be employed for National Relief Appeals to the Presbyterian Church of Australia.*

RATIONALE:

Although the primary responsibility of the church is to proclaim the gospel of salvation in Christ, it also has the responsibility for compassion for those in need, and to help provide an encouraging environment for preaching the gospel. This MOU is established in recognition of the need to make swift decisions, to take action on urgently communicated needs and to ensure efficiencies, compliance and accountability for monies involved in official relief efforts.

PARTIES TO THIS MOU:

Moderator General, Clerk of GAA, Secretary GAA Property Trust and Finance Committee, Director of Mission Partners the Australian Presbyterian World Mission and CEO Presbyterian Social Services.

STRUCTURE:

The parties to this MOU form an informal support group to the Moderator General and the Clerk of GAA for the purposes of administration of relief appeals.

ROLES:

Moderator General: [Executive Decision]

On advice from the Clerk of GAA, the Moderator General decides whether the Church will officially support an appeal and provide the Moderator General's imprimatur for any official appeal.

Clerk of GAA: [Operational Decision]

Requests for appeals are directed to the Clerk of GAA for consultation with Moderator General. The Clerk

- advises the Moderator General accordingly;
- authorises specific distributions on receiving advice from the Director of Mission Partners (overseas relief) or the CEO Presbyterian Social Services NSW (non-overseas relief)
- approves distribution of monies through General Office NSW on behalf of GAA Finance Committee sub account specifically established for each separate appeal.

Funds are to be disbursed promptly via the Clerk of GAA, preferably at fortnightly intervals, as speed is of the essence in providing relief. The Clerk seeks final confirmation of application of relief funds from the governing body of the relief recipient, for accountability purposes.

Secretary GAA Property Trust and Finance Committee (GM NSW): [Promotion & Collection Administration]

- Utilising the resources of the General Office, the General Manager NSW coordinates communication from the Moderator General to the wider Church via PRESENews, email distribution, letters to other state administrative officers, or by other appropriate means.
- The General Manager directs the General Office to receipt and acknowledge gifts and collect funds in the dedicated sub-account of the GAA Finance Committee.
- The General Manager directs the General Office to disburse funds at the direction of the Clerk of GAA.
- The General Manager is authorised to use up to \$5,000 from GAA Finance Committee funds as an initial emergency distribution if necessary, to be replenished from appeal funds received.
- The General Manager authorizes the General Office to establish an individual Trust account for each appeal fund, to be closed upon completion and exhaustion of funds of each appeal.

Director Mission Partners (APWM): [Overseas relief liaison]

Mission Partners is often the trigger organisation that receives the calls for **overseas** aid, and that in many cases has the contacts in the church in the place requiring aid, enabling it to be the conduit to the relief recipients.

- The Director identifies “on the ground contacts” in the relief area and utilises communication resources to identify bona fide needs for the purpose of making recommendations through the Clerk of Assembly to the Moderator General.
- He advises the Clerk of Assembly regarding appropriate distribution amounts and recipients, based on relief area communications established.

CEO Presbyterian Social Services NSW: [National relief liaison]

Presbyterian Social Services (PSS) is often the trigger organisation that receives the calls for **non-overseas** aid, and that in many cases has the contacts in the church to liaise with interstate colleagues where relief is required. PSS have an emergency fund already established for NSW events and can readily exercise their resources to assist nationally if needed.

- The CEO identifies “on the ground contacts” in the relief area and utilises communication resources to identify bona fide need for the purpose of making recommendation through the Clerk of Assembly to the Moderator General.
- He advises the Clerk of Assembly regarding appropriate distribution amounts and recipients, based on relief area communications established.