



L I B E R T Y M I S S I O N S
L I B E R T Y B A P T I S T C H U R C H

Missions Vision and Handbook

(Revised: November 2004)

Table of Contents

<i>Subject</i>	<i>Page</i>
Nomenclature	3
Introduction	5
Mission Statement	7
Mission Statement Explanations	8
Strategic Focus	9
Training Strategy	11
Equipping Strategy	12
Sending Strategy	12
Core Values	15
Liberty Baptist Missions Structure	17
Leadership Expectations	19
Appendix A: Missions Ministries	21
Acts 1:8	22
Mission Daystar	24
Missionary Support Team	25
Adoption and Partnership Teams	31
C.A.A.T.	32
Partnerships	33
Missions Committee	37
Liberty Missions Center	40
ABF Missions Coordinator	43
Appendix B: Policies & Forms	45
Missions Policy: Para Church Organizations	46
Para Church Financial Request	48
Requesting LBC Funds Support	50
Requesting LBC Missions Trip	53
Partnership Agreement: SBC Missionary	55

Nomenclature

ABF - Adult Bible Fellowship: This is basically what has been termed Sunday school in many churches.

ACTS 1:8 - Youth Missions Development Program: This program was developed to train youth to understand and implement mission strategy around the world.

CAAT - Chadian Arab Adoption Team: This team handles all our work among our adopted people group.

CPM - Church Planting Movement: This is a movement of God where indigenous churches are planting like churches. It is usually exponential in growth.

ESL - English as a Second Language

FDF - Fully Devoted Follower: This is a person who is living out their commitment to Christ.

GCC - Great Commission Christian: This is a like-minded evangelical who is not Baptist but is a Christian with the same theological basis and goals.

IMB - International Missions Board: This is the mission board of the Southern Baptist Commission.

LBC - Liberty Baptist Church

LMC - Liberty Missions Center: The Mission Center located on site at Liberty Baptist Church. It serves the people of the church and others seeking to connect with missions.

MST - Missionary Support Team

NAMB - North American Mission Board: This is the board of the SBC serving North America.

SBCV - Southern Baptist Conservatives of Virginia: This is the state convention with which we are affiliated.

UPG - Unreached People Group: An Unreached People Group is a grouping of people who share the same language, culture and customs. They do not have a church in their language nor do they usually have a Bible in their language. They are people groupings that **do not have access** to the gospel. This means that they have no way to hear about Christ and how they can go to heaven. This is a key term and concept. It is not people who have not accepted Jesus. It is people groups who do not even know the gospel. They have not heard the gospel and rejected it; they have usually never even heard the gospel.

WMP - World Mission Project



Missions Vision & Handbook

By

Ken McLemore

Associate Pastor of Missions
Liberty Baptist Church

God has been showing and teaching us so much about missions. Not only has He opened new doors and opportunities for Liberty Baptist, He has also begun to work mightily in the hearts of individuals to accomplish the tasks He has given us.

We have a vision for what God desires to do with LBC missions, and this handbook shares and lays out that vision. We desire to be open to any possible shifts God wants to make in this Missions ministry and this strategy. However, our overarching goal of mobilizing all of God's people in the great task of making disciples will never change. The vision God has laid on our hearts for this ministry includes:

- A serious [praying ministry](#) dedicated to praying for the nations (ethnos) and seeking the Lord's direction for our missions strategy.
- A ministry that goes to those places where there is little or [no gospel witness](#). (See Romans 15:20-21)
- A ministry strong in [training](#) people to do missions work.
- A good [resource](#) ministry that is [developing and discovering](#) usable resources for missions work.
- A ministry that promotes strong [relationships](#) with other churches.
- A ministry that [mobilizes](#) other churches and people to become full participants in missions.
- A ministry that [sends](#) well-trained disciples to the unreached areas of the world.
- A ministry that is on the [cutting edge](#) of new missions [methods and ideas](#). A ministry not tied to tradition or denominational methods as much as we are to Jesus, His connections, and His methods.
- A ministry that [networks](#) with other churches of like theologies and strategies.

- A focused ministry that does not measure how busy we are but how effective we are.
- A ministry that is focused in our efforts with great results instead of a ministry aimed at quantity.

Note: Focus is key. LBC missions must not fall prey to the idea that activity is the goal. Misdirected activity can cause us to do a poor job on numerous projects instead of doing a good job on those projects God has led us to do. We have limited resources to accomplish our goals and we desire to use them effectively. **We will be busy, but not for the sake of being busy or for bragging rights.** We must be diligent with strategic efforts in those areas where God is leading us. If He is not leading us to do something, then He is not in the work and we do not wish to be a part of it.

These guidelines are not meant as rules to follow but to help us channel our efforts so that we can be effective.

The following statement encapsulates our vision for missions at LBC:

Mission Statement: To be a strategically focused Missions Ministry that trains, equips, and sends disciples into the world to reach the lost with the good news of Jesus.

The purpose of this manual is to explain our **mission statement** in detail so that those participating in LBC missions will have an understanding of our goals and our strategy for accomplishing those goals.

The first section examines the **four key words** in the mission statement and supports their inclusion with scripture. We then present **strategies** for incorporating the four keys into our mission activities. The next section establishes our **core values**, which are used to determine what projects we should pursue, the people with whom we should work, and God's will for the general direction of our Missions Ministry. The final two sections deal with the **structure of missions at Liberty** and the **expectations for those in leadership** positions. In addition, two **appendices** are included which give more detailed information on specific ministry opportunities and some policies and forms for those wishing to participate in our programs.

We hope that this document will show you our heart for the lost and provide you with the resources to join us in reaching the world with the message of Jesus gift of salvation.

Mission Statement Explanations

Focus: Romans 15:20-21

"And thus I aspired to preach the gospel, not where Christ was {already} named, so that I would not build on another man's foundation; but as it is written, **THEY WHO HAD NO NEWS OF HIM SHALL SEE, AND THEY WHO HAVE NOT HEARD SHALL UNDERSTAND.**"

Our Missions Ministry needs to be strategically focused in areas that have the greatest need to hear the gospel. We do not wish to go where there is already a decent gospel witness or carry out a ministry that is already being done well by someone else. This can apply stateside or internationally.

Train: II Timothy 2:15

"Be diligent to present yourself approved to God as a workman who does not need to be ashamed, accurately handling the word of truth."

We desire to train people to understand why we do what we do, why we do it and how to do it. That includes the scriptures and our strategy. People who understand the whys of what we do are more effective in fulfilling the work of the Kingdom and in going into the world as disciples.

Equip: Ephesians 4:12-13

"...for the equipping of the saints for the work of service, to the building up of the body of Christ; until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ."

This is a key statement. We desire to equip people so they are able to use their gifts to carry out the strategic missions in which we have sought to train them.

Send: Matthew 28:19

"Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit."

Sending is definitely a key element that we wish to focus upon. Additionally though, the call is to make disciples. Only disciples can make disciples. So we desire to not only make disciples but to send them to make more.

Strategy for Accomplishing the Missions Statement

I. Strategic Focus

#1: Prayer. Our goal is to develop a strong prayer ministry for missions. We believe that we must be in tune with what God desires for us and we need His wisdom. We also know that He is the One doing the work and that unless He works, our work is in vain. Therefore we will:

- a. Continue the once-a-month missions prayer time.
- b. Develop a stronger e-mail prayer update base.
- c. Recruit a prayer coordinator for missions whose duties include:
 - (1) Develop a network of intercessors to pray for the work here in Missions.
 - (2) Train in prayer through conferences, classes and personal discipleship.
 - (3) Lead us in specific times of prayer and fasting.

#2: Chadian Arabs. We will continue our adoption of this UPG until we see a viable church planting movement among them.

(Key: We define adoption as a lifetime commitment until a CPM is begun among a people group. We work with field personnel to implement a strategy that results in a church planting movement.

#3: Partnerships. We will seek to develop partnerships in those areas of the world that have the **least access to the gospel**.

(Key: We define partnership as a 3-5 year agreement to work with a SBC missionary within a UPG, a church plant, or region.

- a. **International** - We will focus primarily, not exclusively, on those areas that have the least access to the gospel or are considered "closed" areas of the world. Some examples may be:

- (1) The 10/40 Window

- (2) Communist, Islamic, or other areas dominated by a religion or government that would exclude Christianity.
- (3) The least evangelized in other parts of the world.
- (4) Places where gospel access is limited or very small in number.

b. **Stateside** - We will look to go where there is no strong gospel representation. Some examples could be, but are not limited to, the following:

- (1) Large cities where there is a small evangelical church presence.
- (2) Areas that have little or no gospel (Indian reservations are good example of this in America).

#4: Mobilization. We will seek to lead others at home so we can have a multiplying effect with strategic missions in the United States. Our goal within the United States is to see missions work multiplied across American churches. Examples of such work are:

- a. Working within other churches into a strategic concept of missions.
- b. To be a training church so that we can "disciple" others in doing missions and in helping others do missions.
- c. We will work with the state convention to help Virginia churches develop a network of churches that understand and implement strategic work.

We will seek to work primarily with churches as a way to effectively reach a culture and minister to its needs. We believe that the New Testament model is to establish a viable church within a culture as a way to model Christ in our culture and penetrate the culture with the gospel. The gospel was entrusted to the church and therefore we feel it is the responsibility of the church to carry out the great commission.

II. Training Strategy

#1: Train mission leaders at LBC so they fully understand our strategy. Train all our teams so they can accomplish their tasks in accordance with our strategy. This will encompass all ministry opportunities including the following (see Appendix A):

- a. a. Chadian Arab Adoption Team (CAAT)
- b. b. Partnership Leaders
- c. Mission Daystar Leaders
- d. Missions Center Leaders
- e. Missions Committee Leaders
- f. Acts 1:8
- g. Ministry Support Team
- h. Adoption and Partnership Teams
- i. ABF Missions Coordinator

#2: Train every mission team leaving from LBC about the following:

- a. Our overall Missions Strategy at LBC.
- b. Our mission priorities.
- c. Teach about the Unreached Peoples of the World.
- d. Teach what God says about being blessed to be a blessing.
- e. Teach about involvement in missions at LBC year round.

#3: Provide training opportunities for the church at large so they can learn more about missions. Some ways we can do this:

- a. Teach a discipleship class on some aspect of missions.
- b. Lead them to have practical, hands-on training through various ministries.
- c. Seek other ways to share small concepts such as newsletters, web sites, articles, videos and whatever else will help provoke thoughts on missions.
- d. Encourage people to actively incorporate others into their missions activities even if it is just to observe.

#4: Develop training opportunities for people outside of LBC.

- a. Training Conferences

- b. Allow our people to act as coaches for others.

III. Equipping Strategy

#1: Establish a training course that will help those being sent from us to be better equipped to handle:

- a. Mobilizing others for the task
- b. Family issues

#2: Help people who go out from our church to have the tools necessary to do their job. While we cannot guarantee everything, we hope to provide things like:

- a. Materials
- b. Web information
- c. Resource information

IV. Sending Strategy

#1: Short Term Trips

Note: Trips are not an end in and of themselves. We view mission trips in two ways:

- a. To help make disciples in the field.
- b. To cast vision for people. Our hope is that those going on a trip will see that missions is not about a one time trip but instead about a year round commitment to contact the unreached people of the world.

When sending people on mission trips, we have three priority levels. They are as follows:

Priority #1: Our Adoption of Unreached People Groups.

These trips support lifetime commitments of the church to see full maturity of a people. Unreached means they have no access to the gospel. There are no churches and no Bibles in their native language. Many have never heard

of Jesus. These trips have priority over all others in time, money, and promotional considerations.

Priority #2: Liberty Partnerships. These are formal, signed partnerships that we have developed with SBC personnel around the world and nation with similar strategies of reaching the unchurched in their areas of ministry.

Priority #3: People Related. These are one-time trips that we do in conjunction with a missionary with no promise to go back to the same place. The goal of the trip is two fold:

1. Cast vision for our people.
2. Help a missionary with a one-time project.
3. Helps connect our LBC people at home to our LBC people on the field.

We use the following criteria to determine where to go and with whom to work:

- Is this a strategic trip?
- Does it fit our strategy?
- How does this help us share the gospel in areas that have little or no access to the gospel?
- Will this trip help us cast vision to our people about the nations?
- Does it conflict with who we are as a church or a missions ministry?
- Does it support some of our people on the field?
- Is there theological agreement in beliefs between LBC and the person we are working with?
- Is it easy to work with those requesting the trip?
- Do they support the work of LBC?
- Are they flexible in their approach to the trip?

#2: Sending our people to the field. We desire to see our own people go deeper into missions service wherever and whenever they can.

- a. We send disciples out through a youth program called Acts 1:8 (see Appendix A.1). After completing the program, the youth go for an extended trip to experience the missionary lifestyle first-hand.

- b. Another way of sending people is as full-time workers to local or international ministry. Usually, we advise them to work through the IMB or other SBC agencies.

Reasons:

- (1) It is funded! They do not have to raise support.
- (2) The IMB is as cutting edge as anyone else in mission work.
- (3) The IMB has a major focus on unreached people groups, which is in agreement with our strategy.

- c. We send representatives of Christ into our local community to meet physical, emotional, and spiritual needs. Meeting needs provides opportunities to share the gospel. Mission Daystar (see Appendix A.2) is a ministry that provides furniture, food, clothing and the message of Christ to the needy in our area.

#3: Supporting our workers on the field. Whether workers are local or abroad, a sufficient support base is necessary for effective ministry to take place. We will work to form Missionary Support Teams (see Appendix A.3), and teams tasked with meeting our obligations in formal people group adoptions (see Appendix A.4.1 on the Chadian Arab Adoption Team). We will maintain a Missions Committee (see Appendix A.5) to oversee budgetary issues and fully staff a Liberty Missions Center (see Appendix A.6) to provide resources, training, and publicity.

Our strategy for accomplishing the tasks described in our mission statement has been determined by relying on a set of core values that guide all that we do. We will continue to seek God's guidance for the direction of our mission efforts by looking to these core values.

The next section describes these core values that illustrate our desire to allow God to lead us, and our commitment to excellence as we involve others in our missions work.

Core Values

We use these values to determine which direction to go and with whom to work.



1. **Prayer:** We believe that God desires to allow us to be a part of His work. He brings us into that plan as we seek Him through prayer.

2. **Strategy:** We will seek to focus on those areas where the need of the gospel is the greatest. By this we are referring to places where there is little or no gospel or church within a particular people group or region. This is what we mean by strategy. A key scripture is Romans 15:20-21:

"And thus I aspired to preach the gospel, not where Christ was {already} named, so that I would not build on another man's foundation; but as it is written, "THEY WHO HAD NO NEWS OF HIM SHALL SEE, AND THEY WHO HAVE NOT HEARD SHALL UNDERSTAND."

3. **Team and Community:** The missions task at Liberty Baptist will be accomplished through a team and community effort. Each team will be a community of believers working together to accomplish the task. The team may include lay and staff people. The concept of community refers to the way we relate to one another more than a specific organizational chart.



4. **Equipping/Training:** (Ephesians 4:12-13) We want to be excellent in equipping and training the body of Christ with the tools and resources necessary to do their work in reaching the world.

5. **Networking:** We believe in working together with other churches that have similar goals and strategies for the Kingdom. We see our primary network connections being strategically aligned churches.

6. **Relationship:** God works through relationships. It began with His Son and continues in our daily lives. God brings us into relationship with people of similar strategies and goals to accomplish His tasks. We desire to work with those we have a relationship with and with those sharing our goals. At the same time, a relationship does not necessitate a missions partnership.
7. **Focus:** Our goal is to be a focused Missions Ministry that concentrates our efforts and maximizes the potential for success.

We rely upon these core values when determining our direction and strategy for missions. They have led us to our overarching goal of reaching the lost and have helped us develop many ministries working towards that goal. The next section describes the structure of missions at Liberty and how all the different ministries work together to accomplish the common goal of spreading the gospel.

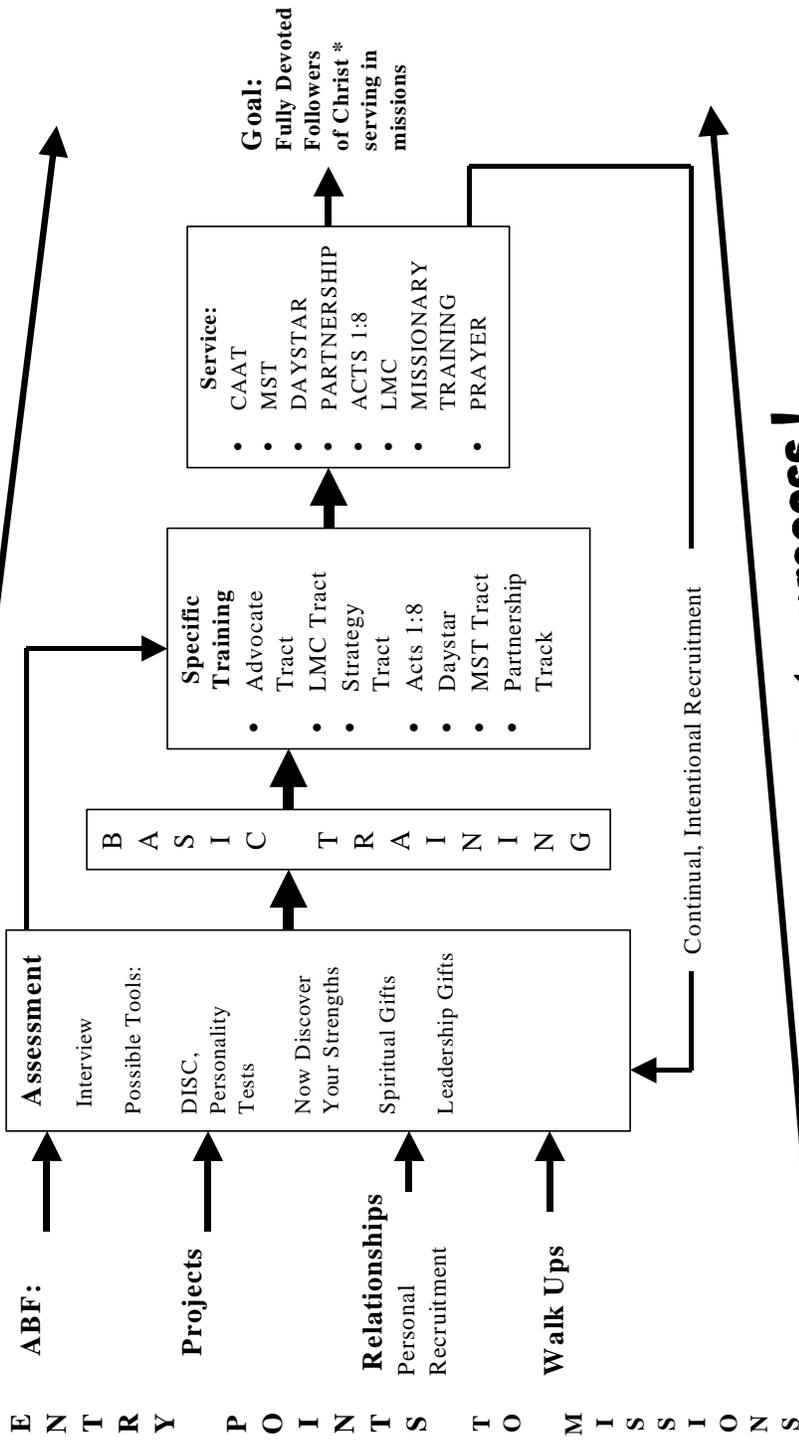


Liberty Baptist Missions Structure



We choose to illustrate our structure through the diagram above because it reveals our desire to create a missions team that works together to reach the unevangelized. No one person or team is more important than any other. All the different ministries have their own primary focus, but they interact with each other whenever possible in order to further the spread of the gospel. The blue background represents the covering of prayer and fasting as we seek the Lord to discern His will. We need to clarify that having teams does not mean we reach a consensus on everything or have a lack of leadership by the team leaders. It means that the team and leaders come to decisions based on God's leading, missions priorities, dialogue from the team members, and in conjunction with input from staff. There will be times when leaders have to set parameters and make unpopular decisions. Within those boundaries there is room for many people to contribute ideas and participate in the work.

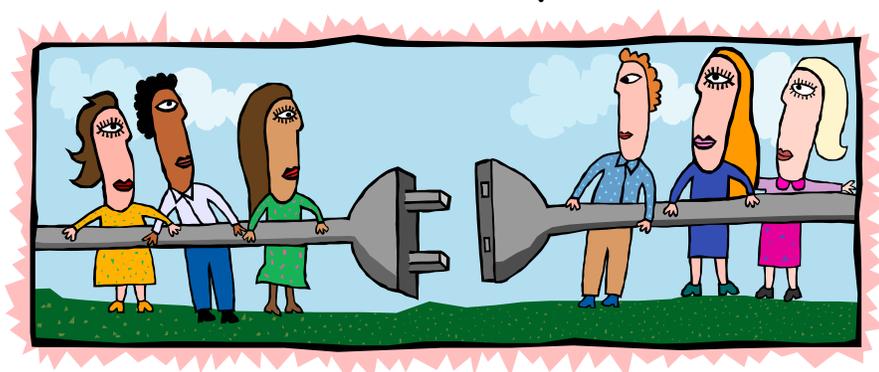
Liberty Baptist Mission Assimilation Plan



This is not an event but a process!

* We realize that just because a person is serving that they are not necessarily a FDF of Christ. Our goal in service is to help continue the process of discipleship.

Team Leadership General Expectations



1. Each leader needs to be a member of Liberty Baptist and have regular attendance at church. Regular attendance is defined as an average of 3 times a month.
2. Leaders need to be in agreement with the church theology.
3. Leaders need to support the church financially.
4. Leaders need to maintain high morals in accordance with Christian teachings.

Expectations:

1. We ask that leaders not spread themselves too thin with various ministries around the church and beyond. Remember—a lot of activity can cause us to do a poor job on many projects.
2. We ask that each leader agree with the vision and direction of the Missions Ministry.
3. Each leader is asked to meet with their team each month to:
 - a. Review the status of current projects and ministry.
 - b. Make sure the team is on track with the direction and vision of the ministry.
 - c. See what needs to be done prior to the next meeting.
 - d. See what help may be needed to carry out the tasks.
4. This leader is asked to meet at least once a month with those they are leading to:
 - a. Pray for their work as a team and seek God.

- b. Help assure tasks are completed.
 - c. See what needs to be done next.
 - d. Discuss new and better ideas.
 - e. Cast vision for the team.
5. We ask that each minister be diligent about his work. Many Christians view volunteering at the church as something they do in their spare time when nothing else comes up. The other extreme is they take on so many church projects that they do none of them well. Our view of church involvement is much different. We see each person as a minister accountable not only to earthly leaders but also to God. Our mission here at Liberty Baptist is of the utmost importance. The longer we delay in doing our task, the greater the number of people entering eternity without Christ.
6. We ask that attitudes be positive and reflect a team spirit. This does not mean one cannot disagree with a leader in a respectful and mature way. We want different ideas and feedback; we also want unity. Once a team decides the direction, we ask that each member not undermine the work of the team.
7. Each leader will be asked to commit for at least one year.
8. Our hope is that each person evaluates his or her skills carefully. Our goal is to have the right person in the right position. This will help each leader to be fulfilled and effective in their task.
9. Each team leader will be asked to develop a plan of action for their ministry for the coming year.
10. Each team leader will be responsible for developing the budget with their entire team.

Appendix A: **Missions** **Ministries**



**Their Purpose and the
Responsibilities of the
Participants**

Appendix A.1

Acts 1:8

(Missionary Development Program for Youth Currently on Suspension and Review)

The Vision

The vision of the Missionary Development Program is designed to lift up and train students who have a passion for missions. Acts 1:8 instills important principles in their lives so that whether they become missionaries or work as laymen in the church, they can be effective missions leaders.

We also desire to train these students to be effective in winning souls while mobilizing others to help in their task. We aim to provide them with a working knowledge of what it takes to be a missionary and how they can reach these people with the gospel.

Mission Statement

Acts 1:8 exists to develop the next generation of missionaries to impact the nations with the gospel by training them in the purpose of missions, giving them hands on missions experience, and helping them learn how to mobilize others.

Acts 1:8 involves students who are going through our program in order to understand and be better equipped to minister at home and around the world.

Length of Program - 2 Semesters Long

1st Semester: October - December (focus is on home missions)

2nd Semester: January - July (focus is on foreign missions ending with an extended foreign missions trip)

ACTS 1:8 REQUIREMENTS

1. Must be an active member of Liberty Baptist Church with Godly moral character and integrity.
2. Must be in the 11th or 12th grade.
3. Parents or parent must consent to the commitment their student is undertaking.
4. Each student needs to attend meetings twice a month on Wednesday evenings at 6 pm and a missions activity once a month, which is either Friday evening or Saturday.
5. Each student will be required to complete monthly homework assignments and weekly devotions with scripture memorization.
6. Student needs to be involved in the student ministry and should be involved in regular church activities.
7. Student needs to have regular devotions and an active prayer life.
8. Student needs to have a strong desire to serve in missions.
9. Each student must be accountable to the Missionary Development Team and to the Advocacy Team.

Students will be dismissed from the program if all three of the following are not completed and/or attended, unless it is an emergency (per semester).

1. Bi-monthly meetings
2. Monthly missions projects
3. Homework assignments (which includes memorization, devotions and required reading.)

Appendix A.2

Mission Daystar

(Local Ministry)

Mission Daystar is an "all volunteer" ministry of Liberty Baptist Church. This ministry is conducted with the cooperation of over 100 churches and over 75 agencies.

Goal: Mission Daystar's goal is to share the love of Christ by meeting the physical needs of the community around us. We meet these needs by collecting donated furniture, dishes, linens, appliances, toys and other items and distributing them to those who have little or nothing. By reaching out and meeting these physical needs, doors open so the Gospel can be shared. Mission Daystar relies totally on God's provision to meet these needs. It is only through Him that we can reach our community's physical and spiritual needs.

Mission Daystar is open on most Thursdays and Saturdays from 9:30-11:30 AM. Check the www.libertymissions.com web site for closure dates.

Team Leader: Carolyn Fedder

Activities:

1. Shares Jesus with those that do not know him when they come in for help.
2. Picks up household goods for distribution to those in need.
3. Delivers furniture and other household items to those in need.
4. Hosts a Thanksgiving meal delivery to those in need.
5. Hosts a Christmas help time with our two adopted apartment complexes.
6. Develops and coordinates one non-local trip a year to share Jesus.
7. Occasionally does a construction project to help those in need.
8. Does Bible clubs at Aqua Vista Apartments.

Appendix A.3

Missionary Support Team

"You will do well to send them on their way in a manner worthy of God. For they went out for the sake of the Name, accepting nothing from the Gentiles. Therefore we ought to support such ones, that we may be fellow workers with the truth." 3 John 6b-8

In recent years Liberty Baptist Church has been trying to learn what it means to be a sending church, one that sends our missionaries out in a manner worthy of God because they are going out for the sake of the Name. They are going out to champion the Name of God in places where God's name is unknown or horribly neglected. If we love God's glory and His Name, then we will love to see the fame of His Name spread to every unreached people. Therefore, those of us who stay behind will seriously and substantially support those who go out from us for the sake of the Name. The reason we are staying behind is also for the sake of the Name, not for the sake of comfort, convenience, money or any other private ambitions.

To that end the Missions Ministry requires that all missionaries, both short-term (six months or less) and career, have a Liberty Baptist Church based Missionary Support Team. In this way we hope to more fully meet the needs of our missionaries and to be active, fellow workers with them in the truth.

What is a Support Team?

A support team is a small group (4-8) of committed people who come together to care for their missionary in a variety of ways, striving to help meet their physical, emotional and spiritual needs. It is a group of people with whom the missionary can be open and honest, allowing them to see his needs and share his successes and defeats.

Why have a Support Team?

Support teams help to make our missionaries feel understood. By providing them with a committed group of people who will show them practical love, support teams keep them visible before the rest of the Liberty Baptist Church family and strengthened on the missions field.

What does a Support Team do?

The specific ways in which a support team goes about meeting their missionary's needs will vary depending on the specific personality and needs of the missionary, as well as the personality (creativity) of the support team. Ask your missionary how you can best assist him; learn from the example of other teams; be creative; pray about it.

This doesn't mean that the support team does everything, but they do take personal responsibility to serve as that missionary's advocate at Liberty Baptist Church.

Therefore, we ask that each Missionary Support Team make a commitment to:

1. Being on the team for at least one year or preferably one mission term. (Our preference is to see people with a passion doing this for as long as God gives passion)
2. Meet together on a monthly basis.
3. PRAY for your missionary individually as well as corporately.
4. Correspond regularly with your missionary.
5. Work to create an atmosphere where your missionary feels safe and comfortable to share about themselves personally with the team - keeping confidential concerns confidential.
6. Be available to provide practical care for your missionary.

The Team Will Also:

1. Maintain a newsletter for the missions personnel.
2. Develop/maintain a web page for the people group the missionary serves.
3. Help to develop a prayer team.

Various support teams have organized themselves differently. Many support teams have found it helpful to have the following roles assigned to various people on the team, leaving other members of the team open to volunteer for other specific, occasional duties.

Support Team Roles:

1. **Church Contact Person.** If LBC needs information about a missionary or if they need to organize a support team's involvement in LBC activities (Annual Missions Conference, monthly missionary displays, Missions Corner articles for the church newsletter...), they will contact this individual on the missionary's support team.
2. **Meeting Facilitator.** This individual will be responsible to call meetings to order, to keep meetings focused on the missionary and to insure that all relevant topics are addressed.
3. **Team Organizer.** Many support teams have found it helpful to have someone on the team organize a number of details that will assist the team to better support their missionary. These include keeping track of missionary prayer requests and answers, keeping track of money given by team members for LBC sermon tapes or other gifts, making up a calendar of team member letter writing assignments, etc.
4. **Communications Person.** In case of emergency, it may be helpful for the support team to be organized into an information chain with a contact person at the head of the list. If anyone on the team hears of an emergency that their missionary is facing, they should contact that individual so that information can be passed on quickly and accurately.

It may be helpful to divide the work further by assigning each specific role (care package, meeting snacks, sermon tapes, missionary displays, article writer, etc.) to one person on the team to clearly identify who has the responsibility to accomplish the task.

How are Support Teams formed?

Whenever possible, members of a support team are prayerfully chosen by the individual missionary. Some missionaries ask friends from their small groups, Adult Bible Fellowship classes, choir, various ministry involvements, etc. to come together to form their support team. Others have asked the small group that they're involved in to also function as their support team. Everyone on the team does not

have to be from Liberty, but the majority should be and the designated leader must be. The key for the missionary is to choose people with whom they have already established a level of trust and with whom they can be "real." Also, leadership and team "gathering" ability are important.

Why does Liberty Baptist Church desire to have Support Teams?

Missionaries don't go out for adventure; they don't go out for material profit; they don't go out for prestige; nor do they go out merely for humanitarian purposes; they do go out for the sake of the **Name**. We want the missionaries that we financially support to deeply feel that they are genuinely cared for, that they are more than just names on the back of our worship bulletins, and that they are more than just line items in our budget.

Liberty doesn't want to "have" missionaries, but we want to "send" missionaries in a manner worthy of the **Name of Christ**. How can this happen? In the future, LBC will be sending out great numbers of people into the fields. Their support and care cannot be undertaken by the Associate Pastor of Missions or the missions team alone. Therefore, we hope to enlist the help of many of the LBC family. Missionary Support Teams will prove themselves to be an essential part of the missions enterprise at LBC and that is why the Missions Team requires every missionary sent from LBC to have a missionary support team.

Practical Ideas for Caring for Your Missionary

Before they go:

- Pray earnestly for them.
- Help them to find information about the country they are going to and the people they will be working among by going to the library, reading missions periodicals, keeping an eye out for articles in the daily paper.
- Be available for them. Encourage them as their emotions vary just before they go.
- Help them find information on needed equipment by reading Consumer Report articles, discussing with others, etc.
- Ask them about what they are learning as God takes them down the path that will lead them to a foreign country.

- Help them to get all the supplies that they need to take with them overseas. You can help them by running errands or offering to take care of their children so that they can more easily run errands.
- Send out e-mail updates.
- Drop dinner off at their house their last few nights so that they can concentrate on accomplishing those last few tasks.
- Offer to have them stay with you if they need a place just before they leave.
- Help them pack the items they'll store here in the U.S., as well as the items they'll take with them or ship.
- Treat them to something special just before they go.
- Have an open house before they leave so they can say good-bye to many of their friends.
- Host a reception for them at LBC.
- Write a *Missions Corner* article for the *Liberty Light*, letting the church know what your missionaries are up to and how to pray for them.

While they are gone:

- Pray earnestly for them.
- Write to your missionary often.
- Keep up to date with what your missionary is doing so you can encourage them in the work and share their work with the LBC family.
- Remember their birthdays, holidays, and other special days with a card, gift, FAX, or telephone call.
- Write an article for the *Missions Newsletter*.
- Send an E-mail to them occasionally so they have current, up-to-date information on their team.
- Pass on any special prayer requests to the church office so that the Pastoral Care Staff knows how to pray and so that it can be shared during the regularly scheduled LBC prayer meeting times.
- Send fun "care packages" occasionally to encourage your missionary or to help meet some of their needs.
- Send your missionary the LBC Sunday morning sermon tapes so that they can continue to learn from the church and feel more a part of the body (send the complete worship service!)
- Send your missionary articles of special interest out of the newspaper or magazines.

- Give your missionary a subscription to a magazine like Time or Newsweek so that they can keep up with what is happening in the U.S. (if they can get it).
- Share your prayer requests and concerns with your missionary; they want to pray for you.
- Consider visiting your missionary in the field.
- Send them a good book you've especially appreciated.
- Mail out their prayer letters for them.
- Send them a note to remind them you're praying.
- Help to take care of your missionary's home while they are away.
- Send a "day brightener" that will fit into an envelop with your letter to them (e.g. herbal tea bags, perfume samples, bookmarks, a recipe, a cartoon, a seasoning or soup packets, hair ribbons, fancy shoe laces, stickers, baseball cards, sticks of gum, etc.)

When they return:

- Pray earnestly for them.
- Be at the airport to welcome them back home.
- Host an open house so that they can see and update their friends.
- Help them to organize a time where they can update the body.
- Praise the Lord with them for how God used them overseas.
- Be available to help them readjust to life in the U.S.
- Have housing ready for them when they arrive home.
- Have a few groceries for them in their refrigerator and cupboards so that they don't have to go shopping right away.
- Help them to find a car to borrow during their furlough time.
- Give them a special night out or some other special treat.
- Help them to catch up with what is current, what's in and what's out.
- Bring dinner by their house for the first few days.
- Introduce them to new people at LBC.
- Help them to get caught up on the latest happenings here at LBC.
- Listen to them, be available.
- Give them space.
- A month before they return, begin keeping a calendar for them, scheduling times when people can meet them
- Contact Sunday School classes and small group regarding possible speaking times.

Appendix A.4

Adoption and Partnership Teams

What They Need To Do:

1. Minimum Requirements

- a. Prayer updates (hard copy) that go into the Mission Center
- b. Thursday prayer meeting
- c. E-Mail prayer update list
- d. Web site and web coordinator
- e. Trip(s) Coordinator for the team
- f. Mission support stuff
- g. Advocacy materials
 - i. Brochure explaining the work and contact information
 - ii. Prayer Sheets
 - iii. Advocacy Video

2. Mobilization Requirements

- i. Stateside conference (Every year; every other year?)
 1. **Purpose:** To train other churches and to help connect all the people working with a particular people group together.
 2. How often: 1 time a year or every other year
- ii. Connect with other churches locally to help them know what is going on in missions.
 1. **Purpose:** Connect locally to bring other churches into what we are doing.
 2. To help them find their place in the UPG world
 3. Communication would need to be developed
 4. Relationships need to be developed
 5. Possibly a web site could be developed

Develop a network of people to connect with that you would inform and pull information out of.

Appendix A.4.1
C.A.A.T.
(Chadian Arab Adoption Team)
Liberty Adoption Commitment to the Chadian Arabs

Mission Statement: Liberty Baptist Church desires to do all that is within our power to help reach the Chadian Arab people group of Africa with the Gospel of Jesus Christ.

Goal: To partner with the field personnel to implement a strategy that results in a church planting movement (CPM) among the Chadian Arab people group.

Team Leader: Tim Smith

Activities:

- 1) Coordination of missions trips to support the work in Northern Africa.
- 2) Development of a stateside team of churches committed to the work among the Chadian Arabs.
- 3) Development of a prayer team.
 - a. Prayer e-mail updates
 - b. Specific prayer times
 - c. Specific people praying
 - d. Production of prayer materials
- 4) Network with other churches working in the region to assist one another in the task.
- 5) Production of video and other multi media products.
- 6) Assistance for the field personnel with personal things such as:
 - a. Helping them when they come home from the field with transportation and other needs
 - b. Helping them find opportunities to speak.
 - c. Provide a way for the parents to have a date.

Appendix A.4.2

Partnerships

Overview: Partnerships are a way to carry out the LBC strategy of working in strategic places without having to commit to a lifetime of work in that area. Our goal with partnerships will be to work with a people group, a church, or with a project for a specified length of time. The difference between adoption and partnership is the amount of time we give to the work. Adoption is until a CPM has begun in a people group. Partnership is for a specified amount of time no matter what the results are at the end of the time frame.

Benefits to Partnerships

1. It allows Liberty Baptist to work in strategic areas of the world for a specific time period.
2. It allows our people to take part in reaching an unreached people group or working in an area where there is little gospel witness.
3. It lays out the expectations ahead of time so that both parties can know what to expect.
4. It allows us to evaluate our work in an area or with a missionary. From that evaluation we can choose to extend the work or move to a better partnership.

Current Partnerships

1. Ishlyhain Berbers of Morocco
2. Alawites of Syria
3. Navajo Indians around Gallup, New Mexico
4. History Church of Reston, Virginia.

Ishilhayn Berber or Morocco Partnership

Overview: In August of 2003 Liberty Baptist signed an official agreement with field personnel to work in reaching the Ishilhayn Berbers of Morocco. This agreement is for a period of 3 years.

The strategy and projects that we will seek to accomplish will depend upon field personnel and their current work in Morocco. Some of those ideas are listed below under activities.

Mission Statement: Liberty Baptist Church desires to do all that is within our power to help see a CPM begin among the Ishilhayn Berbers of Morocco.

Goal: To partner with the field personnel for a period of 3 years to help implement a strategy that results in a church planting movement (CPM) among the Ishilhayn Berbers.

Team Leader: Leonard Hobbs

Activities: Some of the things that the team is currently reviewing are:

- Trips to cast vision for others among this people group
- A strategy that involves teaching business to the Berbers so they can begin their own businesses in Morocco.
- ESL business focused classes to help them learn the International Business language.
- Development of more stateside advocates to assist in the work.

Alawite People of Syria

Overview: In January of 2004 LBC signed an agreement with field personnel to try and reach the Alawite people of Syria. The Alawites are a Muslim group of about 1.5 million people who are totally unreached. They are considered outcasts or liberal by many of the more prominent Muslim groups in Syria and Lebanon. Yet by law they are leaders in the government.

They are very open to westerners, which makes this a prime candidate for us to focus upon.

Mission Statement: Liberty Baptist Church desires to do all that is within our power to help see a CPM begin among the Alawites of Syria.

Goal: To partner with the field personnel for a period of 3 years to help implement a strategy that results in a CPM among the Alawites of Syria and mobilization of churches in the USA.

Team Leader: David Smith

Activities: Some of the things that the team is currently reviewing are:

- Prayer Networks
- Trips to cast vision for others among this people group
- Helping with development of a coffee shop in Syria
- Stateside advocacy
- Alawite conference

Navajo Indians of Gallup New Mexico

Overview: For the past few years LBC has taken trips to work with the Indian population of New Mexico. In April 2004 a partnership was established. This past year a passion arose from some of those in that group to see a deeper involvement.

This partnership allows us to have an impact on some work right here in America among America's least reached people.

Mission Statement: Liberty Baptist Church desires to do all that is within our power to help see a strong viable church begin among the Navajo Indians in Gallup, New Mexico.

Goal: To help lift up a pastor and other churches working among the Navajo Indians.

Team Leader: Joe Hunt

Activities: Some of the things that the team is currently reviewing are:

- Prayer Networks
- Trips to cast vision for others among this people group
- Stateside advocacy

Appendix A.5

Missions Committee

Missions Committee: The purpose of the Missions Committee is to work with the Minister of Missions to administer Section C of the Missions budget. The committee disburses missions money, under section C, in accordance with the strategy laid forth by the Senior Pastor, Senior Associate Pastor, and the Associate Pastor of Missions. The Missions Committee does not develop strategy. They do not develop budget. They provide accountability to several categories of the missions budget.

Missions Committee

The Missions Committee does not give direction or have oversight of any of our mission teams. The various mission teams, in coordination with the Minister of Missions, handles their own teams direction.

The Missions Committee at Liberty Baptist Church operates to give accountability and guidance for two segments of the missions budget.

1. It provides accountability to the World Mission Projects (WMP) account. This account was established to help in several ways:
 - To help provide extra money for those individuals who cannot afford to go on a mission trip. It does not provide all the money for that trip but just what seems proper to the committee (See guidelines below).
 - To help fund projects that are not budgeted for in the previous year, but are within our strategy and have been brought to our attention. Our desire is to be open to God when He brings something to us that had not been foreseen in the budget process the year previously.
 - To help support our mission trips where individually raised trip support falls short. There has been a standing commitment from the committee (1995) that I have been operating upon. If trips fall short of fund raising, the WMP account fills in for the money not raised (For example: A team needs \$10,000 for a trip [5 people times \$2000

each], and only \$9,000 was raised. The extra \$1000 comes from the WMP account).

- To pay for two senior staff members a year to go on a mission trip. The goal is to help them catch the vision of missions and to keep it moving forward at Liberty Baptist Church.
2. The Missions Committee also helps oversee the Para Church agencies budget. Liberty Baptist desires to help some of the Para Church groups and people out of our church. At the same time, we have a responsibility to carry out the task of doing our missions ministry and following His direction for us. It gives guidance and feedback to the policies and money we give to Para Church groups.

Processes

The Missions Committee has sought to streamline its efforts, while at the same time speeding up the process by which requests are handled. Here are some general guidelines that the Missions Committee operates by:

1. An individual may request money to help with their mission trip if:
 - a. That person requesting money from the Missions Committee is a member in good standing of LBC.
 - b. The trip is associated with LBC.
 - c. The trip is associated with a ministry of like theology and like purposes.
2. Outside groups (outside = those groups asking for money who are not a part of LBC) that request funds will only be considered under the following factors:
 - a. The money is available.
 - b. All current mission team requests are being met.
 - c. It is in conjunction with and pertinent to our strategy.
3. The Missions Committee will agree to give scholarship money to individuals from the WMP account on an as needed basis. General funding for the

requestor can be up to 20% of the total cost of the trip not to exceed \$800.

4. The Missions Committee desires to see that two senior staff members go on a trip each year. The purpose of this is to share the vision of missions with the senior staff so they can in turn...? Those having never gone on any trip with LBC will have first priority. The money for this comes from the WMP account.
5. The Missions Committee seeks to maximize effectiveness by operating through e-mail. Here is the process:
 - a. A fund request comes to the Missions Committee through the mission ministry office (or) the Minister of Missions (?).
 - b. The minister is obligated to pass the request to the committee; no matter what.
 - c. The minister does not have a vote.
 - d. The minister does, however, give his input to the request.
 - e. Each committee member votes back by e-mail.
 - f. If a majority vote is achieved, the minister carries out the fund request.
 - g. If a majority vote is not achieved, and discussion is needed, then the committee needs to come together to discuss that issue.
 - h. The committee does not meet personally unless there is a problem to discuss.

Appendix A.6

Liberty Missions Center

Purpose and Functions

The LMC is a missions resource center at Liberty Baptist Church designed to provide resources and training for missions ministry here and around the world.

The functions of the LMC are:

1. To develop and provide missions resources that will be useful for missions work at Liberty Baptist Church and beyond.
2. To coordinate trips and to help provide information on the missions trips of Liberty Baptist church to those who may have questions about them.
3. To work with other ministries at LBC in providing information and resources in order to assist them in accomplishing their missions tasks.
4. To provide information on missions and missions ministries for the people of LBC and how they can be involved in missions work.
5. Training: To help provide missions training opportunities for the people of LBC, the peninsula area, and beyond.

Role of LMC Director

The LMC Director will serve with the Associate Pastor of Missions to insure that the functions of the LMC are properly carried out.

The role of the LMC Director:

1. The director of the LMC is responsible for making sure the LMC is staffed during open hours with trained volunteers that are able to share information with interested visitors.

2. The LMC director is responsible for leading in the development and distribution of missions information. This would include helping other mission ministries at LBC to develop their informational materials. Videos, brochures, and CDs could be examples of things to develop.
3. The director will work with the Associate Pastor of Missions in networking with other SBC organizations (IMB, NAMB, and the SBCV) and churches.
4. The director will help in making the center a resource for those desiring to learn more about missions.

History Church

Overview: History Church is an already established church plant in Reston, Virginia. The pastor, Ben Arment, has a real passion to develop a solid, discipleship based church. The church is also following a modified cell church model.

The goal Ben has is to see cells all through the DC area penetrating neighborhoods with the gospel.

Mission Statement: Liberty Baptist Church desires to do all that is within our power to help see History Church become a strong viable church.

Goal: To help support and work with History Church in order to strengthen it well into the 21st century.

Contact: Ken McLemore

Activities: Some things the team is currently reviewing are:

- Currently the main work will be financial support
- To develop joint projects in the future

Appendix A.7

ABF Missions Coordinator

Coordinator: *Greg Stover*

In the past LBC has had a struggle in finding ways to help our people learn about the missions vision at LBC. While most people think they understand missions, the reality is that many do not fully understand strategic missions. They see missions as either about trips or about helping foreign, poor people. While it includes both of these there is much more. Strategic missions goes deeper than taking trips to help foreign poor people.

In this last Church calendar year (2003- 2004) the missions ministry has developed a way that we hope will help solve our communication problem and help our people understand strategic missions. We have designed a volunteer position in our ABF classes called the ABF missions director. This position was developed to help our people in ABF classes be better informed our what is going on in missions and to be able to help move our missions strategy forward.

With the beginning of this new ABF position, we have discovered the need of a coordinator to lead the ABF mission directors.

Purpose: The ABF Missions Coordinator position is for the purpose of building up and coordinating all the ABF mission directors within LBC. Some of the things we are asking of this position are to:

1. Connect with ABF directors to make sure they are well trained about our strategy.
2. Help inform the ABF directors what is going on as far as:
 - a. Trips
 - b. Adoption with the CA people
 - c. Partnerships
 - d. Missionaries
 - e. Daystar
 - f. Church Planting

3. Finds ways to help classes be involved in the strategy of LBC
 - a. New team members for the teams
 - b. Ways that people can do projects individually and as a class
 - c. Look for long term parts of the strategy to adopt
 - i. Example: Adopting one of our missionaries and working with the MST to encourage them.
4. Work with classes that have no ABF director to develop one for their class.
5. Develop feedback loops for the various classes.

Appendix B: Policies & Forms



Administration of the Strategy & Vision

Appendix B.1

Missions Policy for Para Church Organizations

Para Church organizations desiring support from Liberty Baptist Church need to meet the following criteria:

1. The ministry of that para church must be in theological agreement with that of LBC. Some (not all) of the basics are:
 - A conservative evangelical theology adhering to the basic tenets of the faith.
 - A belief in the inerrancy of Scripture.
 - A belief that salvation is only through Jesus Christ.
 - A strong emphasis on evangelism, missions, and discipleship.
 - A biblical view of the local church. What we mean by that is that God has established the Church as a community entrusted with the gospel, which it voices to a lost world. By church we mean the established corporate body of believers that gather together on a regular basis and employ a form of church government, ministry, gifting, and discipline. While individual Christians make up the church, this is not what we refer to as the church.
 - A strong emphasis on developing the local church and connecting converts to a body of believers.

2. There are some cases where an ongoing relationship is developed. In order for LBC to work with a para church organization there needs to be a contact person within Liberty Baptist for that para church. There are several criteria we ask of each contact:
 - This person should be an active member of LBC.
 - This person will act as the contact person for the para church organization with the Associate Pastor of Missions at LBC.
 - This person will be responsible for handling and developing all the ministry information and materials and will coordinate efforts between LBC and this para church ministry.
 - The contact person must be willing and able to comply with all the policies and goals of LBC.

3. The para church ministry must be a standard 501 C3 non-profit organization.
4. The para church organization needs to have the view that this is a two-way partnership.

For Example: Many times LBC is approached by para church's with the sole purpose of soliciting funds and workers from the church. Requesting resources is expected, but the para church should also provide opportunities and resources to LBC. Any para church working with LBC needs to hold to the view, and be willing to develop, a two-way partnership. This may mean that the organization opens its publications up to LBC announcements or more. We may ask to have our information published through the para church organization channels equal to the channels we allow. Some examples may be, but not limited to:

- Allowing para church personnel to work in an LBC project
 - Opening up publications for LBC use
 - Para church training of LBC personnel
5. LBC strategies, trips, and programs have priority over all para church organizations outside of the LBC umbrella in advertising, web space, announcement space and any other area of potential conflict.
 6. Para church organizations or individuals will not be allowed to solicit funds directly from Liberty Baptist Church members in any LBC literature, in LBC church services, or in Adult Bible Fellowship Classes.

It is important to note that para church's that have access to LBC people understand it is a privilege and not a right. Therefore, we pray that an open and humble relationship will be maintained including respecting the requests of the Missions Ministry and the requests made by the church leadership with respect to Liberty Baptist activities and access.

I have read the above guidelines and agree to work with LBC as stated.

Signature : _____

Date: _____

Appendix B.2

Para Church Organization Financial Support Request

Name of Organization: _____

Address: _____

City: _____ Zip: _____

Phone: ____-____ ext: _____

Name of the Director/Leader of the *Great Commission Christian* Organization: _____

Phone Number: _____

E-Mail Address: _____

Contact Person if different from the director listed above:

Name: _____

Address: _____ City _____

Zip _____

Phone: _____

E-Mail: _____

Appendix B.3

Missions Policy for Individuals Seeking LBC Funds Support

With such a large Missions Ministry at Liberty Baptist, we have many that request funds for support. While we are sure that there are many good ministries, we cannot support everyone that asks. Therefore these guidelines are not meant to exclude people but they are meant to provide focus and direction to where our ministry can most wisely use the money God supplies.

Guidelines:

- a) 1. There needs to be a direct connection between the person seeking support and LBC before we will consider supporting them financially. A direct connection requires that the person has been a member (not just an attendee) in good standing for 18 months prior to support being given.
2. The ministry must be in agreement with the LBC missions strategy as defined by the Pastor, Sr. Associate Pastor, and the Associate Pastor of Missions.
3. The theology of the person and the organization they work through must be consistent with that of LBC. Some (not all) of the basics are:
 - A conservative evangelical theology adhering to the basic tenets of the faith.
 - A belief in the inerrancy of Scripture.
 - A belief that salvation is only through Jesus Christ.
 - A strong emphasis on evangelism, missions, and discipleship.
 - A biblical view of the local church. What we mean by that is that God has established the Church as a community entrusted with the gospel, which it voices to a lost world. By church we mean the established corporate body of believers that gather together on a regular basis and employ a form of church government, ministry, gifting, and discipline. While individual Christians make up the church, this is not what we refer to as the church.
 - A strong emphasis on developing the local church and connecting converts to a body of believers.

4. The person must be of strong character and have the reference of at least one pastor of Liberty Baptist Church.
5. Once a person being supported by LBC leaves the church they will receive support from LBC for 2 years following their departure. This applies to stateside people only. International workers are dealt with on a case-by-case basis as long as they are still members of LBC and their strategy is current with LBC strategy.

The church will decrease funding according to the following guidelines:

- a) The first year after they are gone they will receive 67% of what they were receiving.

Example: If they leave in January of a calendar year their 67% begins in January the following year.

- b) The second year they will receive 33% of the original support.
- c) The third year will be the first year they receive no support from Liberty Baptist.

Note: The Missions Committee reserves the right to terminate funding at any time during the process.

Reasons: We believe that those who move their membership to another church within the states need to bring their new home church into their ministry. Additionally, if we continue to keep those, who go out from us, on the list, we can spread the money very thin, which affects our missions ministry.

6. The ministry that the individual is seeking to work with must be a reputable 501 C3 organization with a strong conservative theology and must meet the approval of the Associate Pastor of Missions.
7. LBC reserves the right to refuse support at any time.
8. Failure to use the support money in the way presented to the Missions Committee can result in termination of support.

9. Para church organizations or individuals will not be permitted to solicit funds from Liberty Baptist members in any Liberty Baptist Church literature, in LBC church services, or in the Adult Bible Fellowship Classes.

It is important to note that para church's and individuals who have access to LBC people understand it is a privilege and not a right. Therefore we pray that an open and humble relationship will be maintained with mutual respect. This means we respect the person and the organization in the calling God gives each individual. Respect also means respecting the requests of the missions ministry and respecting the requests made by the church leadership in their association to Liberty Baptist.

I have read the above guidelines and agree to work with LBC in the stated manner.

Signature

Date: _____

Appendix B.4

Requesting LBC Missions Trip Sponsorship

Many times church members have a place in the world that they want to go on a missions trip. We applaud their heart for God and listening to HIM. At times some will also desire to make the trip a Liberty sponsored trip. Sponsorship can include publicity or financial support. We fully encourage people to go where God leads them. While individuals may be called to a certain place we do not believe this obligates Liberty Baptist to sponsor that trip. There are issues and ideas to understand before we agree to sponsor a trip.

1. The trip must to be in agreement with Liberty's overall missions strategy objectives for trips.
2. The trip needs to not interfere with other trips already being developed by LBC. The Associate Pastor of Missions in conjunction with the Missions Leadership Team decides what interferes and what does not.
3. The person requesting the trip needs to be willing to come under the leadership of the Missions Ministry in planning the trip and follow established guidelines (see below).
4. We ask that the team leader work together with the Missions Ministry.
5. If the trip involves another ministry, such as Children's Ministry or Youth or Singles, that ministry leader must be in full agreement with the trip.

Therefore we would ask each person making the request to read the following guidelines and agree to them.

1. The Liberty training manual will be used in training the team for the trip.
2. All LBC financial policies are in effect with no variations.
3. The Missions Ministry will make the flight reservations. The team leader may make requests, but the Missions Ministry will make the reservations through LBC channels.
4. Other reservations will be discussed on a trip-by-trip basis.
5. There must be a missionary on the field that will be working with our team.

6. That missionary must have theology that is in agreement with that of Liberty Baptist Church.
7. The purpose of the trip must be clearly defined.
8. The trip needs to be fully self-supporting.

Appendix B.5 Partnership Agreement with An SBC Missionary

This partnership agreement is between Liberty Baptist Church of Hampton, Virginia and _____ (missionary) of _____ (Country/City) working with the _____ (People Group, if applicable).

How Liberty Baptist Church views a partnership agreement. At Liberty Baptist a partnership is defined as an agreement between the church and field personnel to work together to make disciples for a period of 3-5 years. A partnership is NOT an adoption. We define those as separate terms with different meanings. Adoption is a lifetime commitment until full maturity of a people group is reached. Partnership is short term in nature and will be terminated based on several conditions listed below.

Why have a partnership agreement? Our desire at Liberty Baptist in having a partnership agreement is to take a more strategic role in helping bring about a church planting movement among the unreached people groups or to help a stateside church come to the point where they can better "walk" without needing outside church support. A partnership agreement can help in several ways:

1. It helps both parties know what to expect during the partnership.
2. It sets the boundaries for that partnership.
3. It helps us communicate clearly what we will commit to do and what the field person/team commits to do.
4. It helps both parties to work toward a goal.
5. It helps us be more strategic in our efforts.
6. It helps us to be more focused in what we do with this project.

Terms of the Agreement

1. Liberty Baptist Church agrees to work for a period of _____ years with the _____ people group of _____ (Country) and _____ (missionary).
2. This agreement will only be valid as long as _____ (Missionary/Pastor/Worker is on the field and working with the above mentioned UPG or church and Liberty Baptist). When the person mentioned above leaves the field, the terms of this agreement may be voided by LBC.
3. This agreement is valid only as long as the missionary is associated with the International Mission Board of the SBC or with the original organization he/she was with when the agreement was signed.
4. Liberty Baptist Agrees to do the following:
 - a. To budget money for this project based on the following scale.
 - i. First Year _____
 - ii. Second Year _____
 - iii. Third Year _____

The disbursement of budgeted monies must have the agreement of the Advocate Team Leader, the Associate Pastor of Missions, and the Senior Associate Pastor.

- b. To work with the field person to come up with a strategy for LBC to accomplish that fits within the budget guidelines and the strategy of the field person.
 - c. **Note:** In the event of a budget shortage, available money may be lower. The disbursement of all missions monies in this project is decided upon by the Associate Pastor of Missions in conjunction with the Senior Associate Pastor and the Director of Finances.
5. The Team Leader for Liberty Baptist will be _____ . If a team leader steps down prior to _____

the end of this agreement, the Associate Pastor of Missions will appoint a new team leader.

6. In developing a strategy, we understand that the field person must approve any strategy developed by LBC for their work.
7. The advocate team of Liberty Baptist may not solicit funds from LBC members for this project. Funds will come through Liberty budget or outside sources other than LBC.
8. The missionary agrees to not circumvent the relationship by soliciting funds from individuals that will come on trips from LBC.