



Missions Commission

SELF EVALUATION AND SURVEY OF YOUR MISSIONS DEPARTMENT (for Countries with no Missions Dept. or one that has less than 5 years of history)

Scale: 100 points (50 questions: 2 points for each category)

Note: Smaller General Councils of under 100 churches at the end should add 10%, and those under 50 churches 20% to reflect the difficulty of reaching some of the levels and numbers that a larger country can achieve.

1. Vision Among Leadership and the Churches:

- 1.1. Your national church leadership has a vision for missions and wants the country to become a missions sending nation.
- 1.2. Your national church has made a decision to form a missions department or sending agency and appointed a leader to do so.
- 1.3 You have identified churches with missions vision and they are beginning to give missions offerings.
- 1.4 The national general council has made a decision to support the missions department with a offering or percentage of income in it's beginning years.
- 1.5 Your general council or missions department is encouraging pastors and churches to pray for missions.

2. Goals:

- 2.1. You have a goal to send out 10 missionaries within 5 years.
- 2.2. You have a goal to give at least \$20,000 a year to missions (less than 100 churches, \$50,000 for more than a 100 churches) within 5 years.
- 2.3. You have a list of countries you would like to send missionaries to, even though you know the Holy Spirit calls people.

2.4. You have a goal to have a full time leader in the missions department within 5 years.

2.5. You have a goal to raise up intercessors in your churches that would focus and pray for the world.

3. Sending ability, history, and variety of experiences:

3.1. Your church has already sent out it's first fully supported missionary domestically to another culture or group or language within the country.

3.2. Your missions Department has sent out it's first fully supported foreign missionary to another country.

3.3. You have sent out a worker to a country with another language and they have learned that language.

3.4. You have at least 2 missionaries who are "appointed" and raising funds to leave within the next 2 years.

3.5. You have at least 10 missionaries who are "appointed" and raising funds to leave within the next 2 years.

4. Growth in income and giving.

4.1. Through your missions department, at least \$10,000 is given per year to support missionaries.

4.2. Income in the last year grew at least 20% from the year before, in comparison to the year before. (in a stable currency such as dollars or euros)

4.3. There are at least 10% of your churches that take up faith promises and special missions offerings.

4.4. Your missions department has surpassed \$20,000 per year in giving to support your missionaries.

4.5. You have a goal to some day have more income in mission than there is in the administrative fund of the national church office.

5. Leadership and office personnel

5.1. The missions department has a functioning office. (Meaning: space, phones, hours of operation)

5.2. At least one member of the missions committee serves full time.

5.3. There is at least one full time secretaries in the office.

5.4. The missions department is able to partially support itself from a percentage taken out of the offerings (or other means of funds generated in the country) and does not depend fully on outside funds for the support of their office and full time personnel.

5.5. The missions department has a total of three or more full time personnel.

6. Administration of Funds

6.1. There is a central account or fund that receives the funds and offerings for the missionaries and the missions department administers all the offerings received.

6.2. Receipts are prepared for the donor of each offering received.

6.3. The missionaries are required to fill out periodic reports on how they spent the work funds, (not personal salary) and send in some of the larger receipts. (example monthly or trimester)

6.4. The missions department prepares a yearly report of offerings received.

6.5. The missions department is accountable, on a periodical basis, to the national church in the manner in which funds are administered, and they are audited annually.

7. Savings and Responding to Emergencies

7.1. The missions department has money in the bank and is able to loan funds to the missionaries in case of an emergency.

7.2. The missions department has at least \$5,000 in the bank at all times.

7.3. The missions department has at least \$10,000 in the bank at all times.

7.4. The missions department has some kind of "reserve" fund which takes out and saves money from the missionary's offerings for their return ticket back to their country.

7.5. The missions department provides a statement each month of the offerings received and the missionary knows how much money they have in their internal "account" within the missions department.

8. The Commission and how they make decisions.

8.1. There is a commission, and not just one person in charge of the department.

8.2. The commission of the Missions Department meets at least once every two months. (six times a year)

8.3. The president/leader does not make major decisions by themselves, but they are made by the commission.

8.4. When a missionary is approved for appointment, they have an interview with the commission.

8.5. There is a missions manual in writing that covers major policy, politics, philosophy and procedures of the department, so the missionary candidate knows how the missions department operates.

9. Languages and communication with other countries and pastoral care.

9.1. The Missions Department provides part of the pastoral care for the missionaries.

9.2. There is one member of the office that can receive or give basic communication in English.

9.3. Missionaries have been visited in their place of labor by members of the missions department.

9.4. There are bulletins or letters written by the missions department on a monthly basis to the missionaries with pastoral care and information of their general council.

9.5. The missions department, if it needs to make contact with a new country for the placement of a missionary, knows how to get the proper contacts of the leaders of that country and get in contact with them.

10. Training Programs and support programs to facilitate the missionary vision.

10.1. The missions department has an orientation program for new candidates.

10.2. There is a formal training program (Bible School, institute, missions training school of at least a year for training young people with a burden for future missionary service.

10.3. There are programs to help promote missions among children, youth, or adults, one of the three or even all three, as well as there is some type of program to coordinate intercession and prayer in favor of the missionaries.

10.4. There is some type of program or network to help put future missionaries in contact with the missions department.

10.5. Your missions department has promotional material to offer without cost to the churches.

POINTS:

1. Vision among leadership and churches	<input type="text"/>
2. Goals	<input type="text"/>
3. Sending ability, history, experience	<input type="text"/>
4. Growth in income and giving	<input type="text"/>
5. Leadership and office personal	<input type="text"/>
6. Administration of funds	<input type="text"/>
7. Savings and responding to emergencies	<input type="text"/>
8. Commission and decision making	<input type="text"/>
9. Languages and communication	<input type="text"/>
10. Training and support programs	<input type="text"/>
Total:	<input type="text"/>

GRADING SCALE:

0-32: Pioneer stage:

If your department is just starting, good job in getting started and don't be discouraged. All beginnings take time and a good foundation is important to build on. You can measure your growth year by year.

33-66: The gaining credibility stage:

You have made many gains but there are many "battles" to be won and overcome. There is possibly much spiritual warfare trying to keep you from advancing.

You are not in a "pioneer" mode, but neither do you have lots of "credibility." You must keep moving forward to gain credibility so people will know you are a legitimate organization, and "here to stay," not something that will fold and disappear.

If you arrive to this stage before the end of 3 years, you are making great progress.

67-100: Growth stage:

You still have a long way to grow, but you are growing in many areas and have momentum and the potential to leap into the next stage.

Long Term Goals: (We have a survey for departments with over 5 years of history)

Consolidation:

Not only do you have a credible, solid structure, but you are preparing the foundation for future growth and anticipating it.

Respect and "Mature" missions department/sending agency:

Your missions department has a good testimony before the pastors and national work. Many still do not understand the vision, but everyone "respects" the achievements and advances of the missions department, as well as her testimony. Possibly many other departments or even leaders will try to emulate areas of the missions department that have been models of leadership.

Comment: A "mature" missions department does not mean that the country has a MATURE MISSIONS VISION. But a mature department will be advancing towards that goal: a "mature" missions vision.

A "Mature Missions Vision" is more difficult to measure, because it is reflected in the ATTITUDES of the HEART, and not just ACTIONS of a STRUCTURE.

What are the 5 characteristics of a country having a 'mature' missions vision?

1. There is only a minority of people who say and think: "Think of all that we could do with that money if we invested it here and didn't send it "to other countries." The majority have this contrasting mentality: "What a blessing to be able to invest in other countries and God will bless us for it." If a missions departments income is greater than that of the support for the national headquarters, people rejoice and are not bothered by that fact. They realize it is a matter of priorities that the church gives a lot to missions.

2. The Pastors and churches have a correct theology of missions and realize the importance of the great commission as a priority. The people of God are committed to God's missional purposes.

3. Pastors and churches think "We want to sow our best workers in the nations of the world. When we sow "people" God also blesses us with more "leaders, and people."

4. Pastors and leaders consider the missions department not just "another department," but the heartbeat of the church and at the forefront of the church's growth and advancement.

5. Pastors and leaders feel that "No matter how many needs we have in our own country, we must obey the great commission, and we can send missionaries." Contrasting immature vision: "There are so many needs in our country that we can't send missionaries."

Final Reflections and Introspection:

1. What stage are you in now? _____

2. What can you do to get to the next stage? _____

3. How long should it take you to get to the next stage? _____

4. What specific short term goals will help you get there? _____

5. What long term goals do you have to stretch BEYOND the next stage? _____

Appendix: Concerning the “**Critical Mass**” of 50 workers. (30 workers for us) This is a goal for departments that are over five years old, to have at least 30 workers, which is a “critical mass” that helps the churches know the missions department is here to “stay,” and not something fragile that could disappear tomorrow.

From: Worth Keeping: Global Perspectives on Best Practice in Missionary Retention, Roy Hay, et al, 2007: William Carey Library.

The idea of the “critical mass” is taken from Chapter 4: Agency Size and Partnerships.

p. 39 "Bigger is better. . . at least up to a certain size: 50, in fact. ReMAP II has demonstrated that very small missions agencies across NSC and OSC lose people at an alarming rate of 33% per year. Larger agencies do much better with the loss of just 6% in OSC (Old Sending Countries, Australia, Europe and North America) and 1.3% in NSC (New Sending Countries, everyone else).

p. 40 "The structural limitations of small agencies are significant, but they are not so critical as to explain the relatively huge size of their attrition rates: so we need to look for other explanations. It appears that mission agencies resemble a wood fire where burning pieces mutually heat each other and thus keep a fire burning. Set aside, a burning log will soon die out as it now loses more heat than is produced and received. In a similar way mission agencies need a 'critical mass' of workers to secure a mix of gifts and experience, generate a stimulating and inspiring atmosphere, cover the various ministries and roles, provide mutual support and overcome situations of crisis."

They go on to say that the only way that smaller agencies can avoid high turnover is to network with other agencies, share office staff, expertise, counseling services, etc. That way they can keep the missionaries on the cutting edge and not lose them.

*May God help all of us to ADVANCE, and if we are in one stage one year,
not to be in that same stage 2-3 years later.*

Together... we can all advance to reach the least reached in our generation!