

# LIFE BIBLE – PRESBYTERIAN CHURCH

## Missions Policy Handbook



*Enlarge the place of thy tent, and let them stretch forth the curtains of thine habitations: spare not, lengthen thy cords, and strengthen thy stakes; For thou shalt break forth on the right hand and on the left; and thy seed shall inherit the Gentiles, and make the desolate cities to be inhabited. Isaiah 54:2-3*

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**LIFE BIBLE-PRESBYTERIAN CHURCH MISSIONS COMMITTEE DECLARATION**

(Signature required by Committee Members and Missionaries)

## SECTION I INTRODUCTION

Our God is a missionary God. Across every continent are emerging “Global Christians” - young men and women with world horizons, dedicated to “Exodus” lifestyles, possessed by the call of making disciples in all nations of Jesus Christ our Lord.

Like a mighty eagle, God is hovering over his people’s nest, stirring the young birds to spread their wings and carry the glorious, eternal Gospel to every nation (Deuteronomy 32:11). God is raising up a mighty army of young and old ambassadors (2 Corinthians 5:20) pledged to spend either in short or long term, local or overseas missions, spreading the good seed of the Gospel (Mark 4:8, 20).

Jesus says, **“And this gospel of the kingdom shall be preached in all the world for a witness unto all nations; and then shall the end come”** (Matthew 24:14). God had one Son and he made him a missionary. Our earnest prayer is that our missionary God would use this handbook to help equip and send a host of his redeemed sons and daughters from every nation to every nation until his name is known and praised by every people (Revelation 7:9, 10).

**“for the earth shall be full of the knowledge of the LORD, as the waters cover the sea”** (Isaiah 11:9b). Amen.

### A. Definition of Missions

The word “missions” is not found in the Bible. The singular form, “mission” comes from the Latin language (“mitto”) which means, “the act or an instance of sending.”<sup>1</sup> When the word is used with reference to the Christian faith, it refers to “the sending forth of men with authority to preach or spread the gospel.”<sup>2</sup>

A simple definition of missions is *“the Christian church trying to win others to the Christian faith, especially through a group of selected workers called missionaries.”*<sup>3</sup>

### B. Basis for Missions Involvement

Life Bible-Presbyterian Church (*hereinafter referred to as Life BPC*) believes in home and Global Missions. This Missions is defined in the following scriptures:

Our God is a missionary God (Genesis 12:1-3).

1. Christ has commissioned his Church to go and make disciples of all nations (Matthew 28:19, 20).
2. Christ has sent his Church to reconcile the world to himself (John 17:18).
3. The Holy Spirit empowers the Church to be witness unto the uttermost parts of the earth (Acts 1:8).

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<sup>1</sup> Webster's 7th New Collegiate Dictionary.

<sup>2</sup> Funk & Wagnalls Standard Dictionary, International Edition.

<sup>3</sup> Harold R. Cook. An Introduction to Christian Missions. Chicago: Moody Press, 1954, p 8.

#### 4. The Church is Christ's Ambassador (2 Corinthians 5:20).

The History of Missions shows that the degree of a church's commitment to world evangelization is commensurate with the degree of its conviction of the authority of the Bible. Whenever Christians lose their confidence in the Bible, they also lose their zeal for evangelism. Conversely, whenever they are convinced about the Bible, then they are determined about evangelism.<sup>4</sup>

The Bible gives us the *model* for world evangelization. The Gospel message is for the whole world (Galatians 3:8).

## SECTION II MISSIONS POLICY

### A. Purpose

This Missions Policy, drafted by the Life BPC Missions Committee, (*hereinafter referred to as MC*) in concurrence with the Constitution, distinctives and doctrinal position of Life BPC is designed to meet the following objectives:

1. To enable missionaries commissioned by Life BPC to have a clear sense of direction and continuity in their effort to spread the gospel, with the ultimate goal of planting local Bible-believing churches.
2. To serve as a charter for our missionaries who are fully committed to the system of reformed doctrine as expressed in the Westminster Confession of Faith and Catechisms of Life Bible-Presbyterian Church in Singapore, and who approve of the fundamental principles of Presbyterian Church government.
3. To provide guidelines for the good stewardship of God's resources and accountability of these resources by the missionaries not only to God, but also to the Life BPC MC and to the congregation who supports their missionary efforts.
4. To prevent any misunderstanding between our church, missionaries, mission agencies and related institutions.

### B. Mission Statement

Life Bible-Presbyterian Church Mission Statement is:

1. To glorify God by obeying Christ's commission to preach the gospel to every creature and make disciples of all nations in His name.
2. To be fully committed to the system of reformed doctrine as expressed in the Westminster Confession of Faith and Catechisms of Life BPC in Singapore, and which approve of the fundamental principles of Presbyterian Church government.

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<sup>4</sup> John R.W. Stott. "The Bible in World Evangelization." Perspectives on the World Christian Movement. A Reader. Edited by Ralph D. Winter and Steven C. Hawthorne. William Carey Library, 1981, p 3.

3. To be dedicated in defending the gospel as well as propagating it, and in maintaining separation from all unscriptural church involvements.
4. To maintain standards that will provide the MC and the missionaries a means by which they may more effectively serve God and that will also provide supporters of missions a means by which they may be assured that their gifts are supporting individuals and projects which are dedicated to spreading God's Word according to truly biblical standards.
5. To encourage our members to actively participate in missions both in support and involvement (short-term or otherwise), with the hope that through these some may be called to be full-time missionaries.

#### C. Exceptions

1. This Missions Policy is not a rigid set of rules. Periodically, certain exceptions are to be made. And when that happens, at least two-thirds of the MC members need to be in favour of the exception.
2. **In the event that there is no consensus, such issues will be referred to BOE for a decision.**

#### D. Revision or Amendments

1. The MC reserves the right to review the Missions Policy at least once in three years or when deemed necessary.
2. Any amendment, except for Life BPC Constitution, distinctives and doctrinal position, requires two-thirds of the MC members' consensus and the approval of the BOE.
3. Notice of proposed amendments must be given in writing to all MC members not less than sixty days prior to the meeting in which the voting actually takes place. And if the said amendment visibly affects any missionaries serving under the support of Life BPC, opportunity must be given to these to voice their opinions before it is adopted.

### III. MISSIONS COMMITTEE

#### A. Appointment

1. The MC shall be a self-perpetuating body with members elected in accordance with the provisions of this constitution. Though empowered to elect its officers, the final appointment is by the Life BPC Board of Elders (*hereinafter referred to as BOE*).
2. It shall consist of not less than 5 members. The MC shall consist of ministers of the gospel, elders, deacons and members of good standing.

3. The MC shall fill all vacancies caused by the death or resignation or incapacity of any members, such persons serving until the expiration of the terms of those whose places they are taking.
4. The MC shall be responsible to oversee the general operation of the committee; set all policies of operation; recommend priorities of direction; administer all funds; expand and add new officers as needed; appoint field chairmen when necessary; and screen, select, maintain, and supervise all missionary personnel.
5. The MC, recognising its cordial relationship to supporting churches and individuals, shall be open and responsive to their inquiries, suggestions, and recommendations.
6. The term of office is 3 years.
7. Membership may be renewed. However, it is subject to the approval of the BOE.
8. The term of office may be terminated if its officers are found to be incompetent during their course of service or facing the disciplinary action of the BOE.

B. Functions:

1. Provide spiritual oversight of the missionaries.
2. Provide someone specific to coordinate missions responsibilities with the missionaries and the sending church.
3. Provide an identifiable sending church in order to meet any regulatory requirements.
4. Make and implement policy from a service perspective.
5. Promote the needs and objectives of the missionaries.
6. Become a liaison between missionaries, governments, and churches when special needs or problems arise.
7. Set down a clear means of accountability both to and from the supporters and the missionaries.
8. Keep missions needs and opportunities before a wider group of both churches and people.
9. Support specialized training and development of missionaries.
10. Work specifically with mission trends and specialized missions work, such as internship programme, short-term service, medical and dental services, youth teams, on-site missionary training, and community relief work.
11. Aid and establish and strengthen indigenous Bible-believing churches, related institutions and ministries agreeable to the same doctrinal standards and principles of church government.

12. Accept gifts, devises and bequests subject to any conditions or limitations contained in such gift, devise or bequest so long as they are not contrary to law or to the purposes for which the MC is organized.
13. Establish By-laws and make all rules and regulations not inconsistent with the law or the Constitution of the sending Church or of the country which may be deemed expedient for the management of the MC.
14. Elect officers, and other personnel of the MC, and define their duties.
15. Screen missions applicants, recommend for approval and commissioning by the BOE and fix their compensation.
16. To have and exercise all powers necessary or convenient to effect any or all of the purposes for which the MC is organized.
17. If the MC should ever be dissolved, all of its functions and just obligations will be reverted to the BOE to carry out until a new committee or agency is appointed.
18. Notwithstanding any other provisions of this missions policy, the purposes for which the MC is organized are exclusively religious, charitable, scientific, literary, and educational within the constitution and By-laws of Life BPC and the laws of governments.
19. Notwithstanding any other provision of this missions policy, the MC shall not carry on any other activities not permitted to be carried on by the constitution and By-laws of Life BPC and the laws of government.

#### C. Constitution and By – Laws

1. MC members and missionaries commissioned by Life BPC shall abide by and hold to the Church stipulated Constitution, distinctives and doctrinal position.
2. MC members, at the beginning of each three year term in office, and all missionaries at the beginning of each new term of service, shall sign a copy of the Constitution and By-Laws, by which name this policy shall be known, as a declaration that they assent without mental reservation to the doctrinal basis and policies of Life BPC.
3. Alternatively, it can be confirmed by members at its inaugural Missions Committee meeting and recorded that the MC members and missionary assent to the doctrinal basis and policies of Life BPC.
4. Any MC member or missionary finding himself/herself not in accord with this policy is expected to withdraw.
5. The Constitution, distinctives and doctrinal position are not amendable and are irrevocable.

#### D. Organization



The Missions Committee comprises the following people:

1. Chairman
2. Vice-Chairman
3. Recording Secretary
4. Assistant Secretary
5. Field Representative
6. Members

#### E. Responsibilities

In order that the spiritual and temporal well-being of the missionaries be preserved and the objective of the MC be carried out efficiently, the responsibilities shall consist of the following:

##### MC members

1. The MC has the power to act unilaterally (without full BOE's approval) in the event of war or epidemic on a home or foreign field, when foreign government or employer action requires immediate decision concerning a change in location for a missionary, or other immediate emergency situations.
2. Under normal situations, missionaries and the Field Representative shall allow for at least seven (7) days response time from the MC. In emergency situations, members of the MC should respond within twenty-four (24) hours, or their approval is assumed by the Field Director/Field Representative. The MC shall be informed as soon as it is practical, and shall review the action at the next meeting.

##### Chairman

1. The Chairman shall be the head executive officer of the MC and shall have the normal powers pertaining thereto, including that of presiding over all sessions of MC. He shall also process all communications to and from the BOE concerning the business of the MC except as otherwise provided in this Policy.
2. To prepare and present an Annual Mission Budget to the BOE.

##### Vice-Chairman

1. The Vice-Chairman shall assume full responsibility for the duty of the Chairman if for any reason the Chairman is unable to act in his official capacity. He shall also assist the Chairman in his normal duties whenever possible.

##### Recording Secretary

1. The Recording Secretary shall keep accurate records of all MC meetings, such records remaining the property of the MC. The Recording Secretary may be on a rotational basis.

#### Assistant Secretary

2. The Assistant Secretary shall assume full responsibility for the duty of the Recording Secretary if for any reason the Recording Secretary is unable to act in his official capacity. He shall also assist the Recording Secretary in his normal duties whenever possible.

#### Field Representative

1. Field Representative shall work in close cooperation with and under the authority of the Chairman of MC, and shall receive and process all correspondence not otherwise handled by the Chairman.
2. He shall interview prospective missionary candidates.
3. He shall seek to promote the policies of the MC at home and on the various fields, and shall be the primary means of a liaison between the work on the fields and the MC at home.
4. He should therefore normally have as one of his qualifications missionary experience on the foreign field.

#### Members

1. To attend all MC meetings and to matters of missions promptly.
2. To promote, support and render help to all activities of missions.
3. To render help to the rest of MC members when called upon.

#### F. Finances

1. The MC shall refer and direct all mission funds to the Life BPC Treasurer and shall work closely with the Treasurer in the approval and disbursement of funds to missionaries and approved projects.
2. The MC, in consultation with the Staff Resource Committee will determine what constitutes adequate support for a missionary or missionary family in a given field of service. Each missionary will be responsible for working towards self-support; although the MC will aid, wherever possible, and provide other ways of assistance.
3. No missionary shall be sent or returned to the field without any support, and missionaries on the field will be expected to maintain home interest and support for their work. The

MC will seek to assist the missionaries on the field by keeping their needs before the churches.

4. Missionaries supported by Life BPC are required to direct supporters to send their contributions through the MC. If the missionary directly receives support or donations for approved projects, the same must be reported to the MC who will then approve of its use. This does not affect gifts clearly marked or designated for “the personal use of the missionary.”
5. All contributions and gifts received for the work shall be duly receipted by the Life BPC Treasurer.
6. The MC shall annually adopt a budget to provide for its own administrative operations and that of the entire missions work of Life BPC.

## **SECTION IV MISSIONARIES COMMISSIONED**

### **A. Definition**

Members of Life BPC who responded to God’s call (Isaiah 6:8) and commissioned by the church (Acts 13:3) to do the work of an evangelist (2 Timothy 4:5), Christian discipleship (Acts 14:21, 22) and/or church-planting in a cross-cultural context either local or overseas (Acts 9:15; 26:16-18).

### **B. Requirements**

1. The candidate must have a clear conviction of God’s call to local and/or foreign missions.
2. The candidate must be a member of Life BPC for a minimum of 3 years. An exception may be made by the MC for a member of a BP Church who holds to the same doctrinal position of Life BPC, or if the candidate is not living in Singapore, the candidate must be a member of a Bible-Believing Church who holds to the same doctrinal position of Life BPC.
3. The candidate must be at least 25 years of age and above.
4. The candidate must be able to give evidence of true spiritual life, a genuine calling to the field, have adequate educational preparation for the task in view and a basic theological training approved by the church.
5. The candidate must also provide evidence of mental and physical fitness for service abroad. He/she must go for a medical test recommended by the church.
6. The candidate must have the recommendation of the Pastor(s), BOE or Missions Committee.
7. The candidate must be in full agreement with the Constitution, distinctives and doctrinal position of Life BPC.

8. The candidate must abide by the Missions Policy Handbook.
9. The candidate must have a good testimony within and without the church.
10. Married Candidates, or engaged couples contemplating missionary service together as husband and wife, will be received only when both parties have been examined and are considered acceptable. This does not mean that married women are expected to do the same work as their husbands. It does mean that they, like their husbands, should be physically and spiritually qualified to fulfil their own particular role.

#### C. Procedure for Application and Selection

1. A candidate applying to be a Life BPC missionary should apply first to the Field Representative. The application form can be obtained at the church office.
2. The application must be submitted to the MC at least 3 months prior to the anticipated date of entry into the mission field.
3. The MC may meet with the candidate's referees and/or missions agency concerned when deemed necessary.
4. If the candidate appears to possess all required qualifications he/she will normally appear before the MC itself for acceptance. A three-quarters majority vote of those in attendance is required.
5. The MC will present its recommendations to the BOE for approval.
6. Upon approval by the BOE, the candidate will be officially commissioned as a missionary of the church by the Pastor(s) and Elders of the church.
7. The appointee will be considered a full-fledged missionary upon arrival on his/her designated field. Membership involves the responsibility to maintain effective service in the country in which he/she may be serving; to demonstrate harmonious fellowship  
in work with other members and national workers; and to acquire effectively the language of the people to whom he will minister.

#### D. Financial Support

There are two types of missionaries supported by the Life BP Church:

1. Fully supported Missionaries of the Church; or
2. Partners in Mission (partial support or ad-hoc project)

##### 1. **Fully supported Missionaries**

If you are a fully supported missionary, your support is likely as follows:

- a. A monthly salary, 13-month and other bonuses (if approved by the MC);
- b. Annual leave;
- c. Sick and hospital leave;
- d. Compassionate leave;
- e. Maternity leave;
- f. CPF contributions;
- g. Other benefits to be approved by the Church.

In consideration of the above support, you will work closely with the MC to establish a post overseas and in particular:

- a. Evangelising to the unsaved with the final objective of setting up a local church (Church Planting).
- b. Building the spiritual growth of the believers through bible study, prayer, fellowship, visits and;
- c. Training of local leaders – Elders and deacons;
- d. Administering the church based on the principles of this manual;
- e. Other duties and work to be approved by the Church.

Without the approval of the MC, you are not to:

- a. Undertake any major expenditure or purchases eg purchase of land, rental of buildings or rooms.
- b. Work in any other capacity for another organisation (with or without pay);
- c. Accept any contribution in kind, service or payment from any other church, organisation or individual;
- d. Build, manage or operate a school, medical clinic or other social services.

The above duties and requirements are not exhaustive and you will consult the MC as and when new circumstances appear in your mission station. The MC will direct, guide, and work with you in all of your missions undertakings.

As you are aware, any acceptance of service or contribution from another church or organisation of a different doctrinal position tends to compromise the doctrinal position of Life BPC and we should avoid such compromise as far as possible. However any assistance or service from members of another church may be considered if such assistance or services are not inconsistent with the missions policy and traditions of the Life BP Church.

Any non-compliance with the above requirements or the MC's direction may result in church discipline, termination of financial support for the missionary and other sanctions.

## **2. Partners in Mission (partial support or ad hoc project)**

The MC may approve support of missionaries who do not come under her direct supervision. These are the Life BPC's partners in missions. The support is partial and may take the following form:

- a. A monthly allowance or love gift for a missionary (with a view that the MC has the discretion to terminate it at the appropriate time);

- b. Service in kind eg training for pastors, full-time workers, bible students, VBS, etc.

Although we encourage the Partners in Mission to provide regular reports of their mission, they are not obliged to do so as they are no longer fully supported by Life BPC. In like manner, the MC is also not responsible for the approval of their financial support as these missionaries have accepted other sources of financing (frequently from churches of different doctrinal position) and have also started other ministries and commitments contrary to the MC's direction.

The long term objective with Partners in Mission is to establish non-financial support such as (b) above.

#### Details of Financial Support

1. The missionary shall be financially supported with a *monthly salary* while in the mission field. In addition, the following types of financial support may also be provided to the missionary during the term of his/her service:
  - a. One time settling in allowance.
  - b. Relocation allowance.
  - c. Home leave allowance.
  - d. Ad hoc aid.
2. The types and quantum of financial support provided to the missionary shall be determined by the MC and approved by the BOE, taking into account the specific circumstances of the missionary and the mission field concerned. Examples of circumstances to be considered include:
  - a. Guidelines provided by the mission agency to which the missionary is seconded.
  - b. Cost of living and currency exchange rate as well as conditions of employment in the mission country concerned.
  - c. Personal circumstances of the missionary, such as whether he/she is single or married; whether he/she has a working spouse; or whether the family is with him/her in the field.
  - d. Types of life and medical insurance policies needed.
3. When determining the quantum of the *monthly salary* to be provided to the missionary, the MC shall take into account the recurring outlays that the missionary has to bear in the field. Examples of recurring outlays include:
  - a. Expenditure on accommodation for the missionary (and family, if applicable).
  - b. Expenditure on food, clothing, transport and household consumables for the missionary (and family, if applicable).
  - c. Medical and dental expenses and/or health insurance premiums for the missionary (and family, if applicable).
  - d. Life insurance premiums for the missionary.
  - e. Expenditure on education for the missionary's children, if applicable.
  - f. Central Provident Fund (CPF) contributions, if applicable.

- g. Support for the mission agency to which the missionary is seconded, if applicable.
  - h. Outlays deemed necessary for the ministry, such as:
    - i) Financial support for fulltime helpers in the ministry.
    - ii) Travel directly related to the ministry.
    - iii) Purchase of supplies and materials needed for the ministry.
4. When determining the quantum of the one time settling in allowance that may be provided to the missionary, the MC shall take into account the expenses that the missionary has to bear when he/she (and the family, if applicable) leaves Singapore to settle in the mission field. Examples of moving and settling in expenses include:
- a. One-way passage from Singapore to the mission field for the missionary (and family, if applicable) by the most direct route and economic means.
  - b. Freight charges for transporting personal items from Singapore to the mission field by the most economic means.
  - c. Equipment that will facilitate the ministry, such as a computer.
  - d. Allowance for purchase of basic household items, if applicable.
  - e. Allowance for purchase of warm clothing, if applicable.
5. The home leave allowance which may be provided to the missionary while he/she is on home leave, determined by MC for the approval of the BOE (refer to section on “Home Leave” below) consists of the return passage (for mission field/Singapore/mission field) for the missionary (and family, if applicable) by the most direct route and economic means.
6. The missionary may apply to the MC through the Field Representative for ad hoc aid to fund one-time expenditure on items or projects deemed beneficial to the ministry. The quantum of ad hoc aid that may be given shall be determined by the MC for the approval of the BOE is on a case-by-case basis. Examples of items or projects for ad hoc aid include:
- a. Purchase or rental of land, building or structure for starting a church.
  - b. Purchase of transportation vehicle.
  - c. Organising Bible and church building related conferences, workshops and training sessions.
  - d. Hospital charges for operations.
  - e. Language studies to facilitate the ministry.
7. When such expenditure recurs on a monthly basis, the missionary may apply to the MC through the Field Representative for a review to add this recurring expenditure to his/her monthly salary. Ad hoc aid may also be sought on compassionate grounds to pay for passage to home country for the missionary (and family, if applicable) in the event of an emergency.
8. The missionary (and family, if applicable) may not undertake any paid employment or accept any other financial or non-financial support and/or gifts from individual, organisations and other churches except with the prior approval in writing from the MC. If approval is granted, the missionary shall declare the quantum of the support or gift or emoluments received in his/her monthly and annual reports to the MC.

9. The MC reserves the right to review the support of the missionary for the approval of the BOE on a yearly basis or sooner as deemed appropriate to incorporate changing circumstances in Life BPC and/or the mission field.
10. Every missionary is encouraged to work towards self-support in the shortest time possible, primarily where church planting occurs but in any case should not exceed ten years.
11. When the missionary has fulfilled his or her term of service, support ceases after three months from the date of completion or when employment is found, whichever is earlier.
12. The missionary must duly acknowledgment receipt of funds in writing either through email or a letter.
13. The missionary must duly submit to the MC through the Field Representative official receipts of payment made for items like rental, purchase of equipment or any other items that necessitate an official receipt for the record of Life BPC Treasurer.
14. A missionary submitting claim for reimbursement must do so through the Field Representative and an official receipt must accompany the claim. No reimbursement will be considered if there is no official receipt.

#### E. Home Leave

1. The term of service shall be four years. However, MC reserved the right to renew a missionary's term of service. Other exceptions to this rule will be at the discretion of the MC.
2. Every missionary is entitled to return to Singapore or on home leave at the expense of MC or a travel approved by MC once every two years. Missionaries serving in ASEAN countries may be required to return annually.
3. The home leave shall be for a minimum of seven days, but not exceeding 30 days, although exceptions may be granted at the discretion of the MC.
4. When it is necessary for a missionary to return, whether for sickness, or whatever the cause, the missionary shall communicate with the Field Representative. No one shall leave the field without the permission of the MC.
5. The programme for home leave shall include reporting in person to the MC, BOE and the congregation of Life BPC.
6. Missionaries on furlough will be expected to cultivate continuing missionary interest in Life BPC and supporting churches, to develop new support where it may be needed, and also to cooperate in the overall work of the MC whenever possible.

#### F. Annual Leave



1. Missionaries are entitled to fourteen days (14) annual leave. Only 7 days of unused leave can be carried forward to the first six months of the following year. The remaining unused leave will be forfeited.
2. In addition, they are entitled to one extra day (1) of leave for every year spent on the field but up to a maximum of seven extra days (7) per year.

#### G. Compassionate Leave

1. Missionaries are entitled to ten days (10) of compassionate leave in the event of the death or impending death of an immediate family member. This entitlement is determined by the MC and is not based on the common practice of any labour laws.
2. Missionaries who are in doubt as to who may be considered as an immediate family member should seek clarification from the MC before applying for compassionate leave.

#### H. Maternity Leave

1. Married lady missionaries are entitled to four months of maternity leave.

#### I. Resignation and Dismissal

1. A missionary who desires to resign from service must, if on the field, give six months' notice to the MC through the Field Representative; if at home, one month's notice to the MC. Such resignations must be in writing, and preferably should state the reason(s) for resignation. Before any resignation is made, a personal interview with the Field Representative or MC is desired.
2. Should a missionary resign from being missionary of Life BPC for reasons other than health or reason(s) acceptable to the MC prior to having reached the mid-term, he/she is required to pay in full for the return passage to his/her home country.
3. If the missionary resigns from being missionary of Life BPC for reasons other than health or reason(s) acceptable to the MC after his mid-term, the cost of returning to his/her home country will be shared half by the MC and the missionary.
4. With the BOE's approval, the MC can terminate the service of the missionary giving three months written notice on the following grounds:
  - a. A change of doctrinal position to one that is different from Life BPC as defined in the Constitution and this Policy.
  - b. When the missionary fails to meet his or her responsibilities to the church as stipulated in this Missions Policy Handbook.
  - c. Inactive service for a period of three months with no intention of returning to the ministry.
5. If any missionary, regardless of time spent on the field, marries a person not according to biblical principles acceptable to the MC, this automatically cancels his, or her, relationship to Life BPC.

#### J. Withdrawal and Suspension of Support

1. All salary, financial support and designated gifts will cease upon the resignation or dismissal of the missionary. The Life BP Treasurer and the congregation will be informed accordingly.
2. Financial support and designated gifts coming in after the resignation or dismissal of the missionary will be redirected for other missions use at the discretion of the MC or at the wish or direction of the supporter(s) if the source can be traced.
3. All salary, financial support and designated gifts for missionary who are under church discipline will be suspended and will only be dispensed at the discretion of the MC for the needs of missionary family members who may be affected.
4. A missionary who is no longer supported by Life BPC for whatever reason(s) must return all assets, properties, etc, (eg. Computers, Notebook, vehicle) owned by Life BPC that were assigned for the missionary use during his/her term of service.

#### K. Relations to the Government

1. All missionaries shall be subject to the laws and regulations of the government of the country in which they serve, except where this conflicts with the will of God as revealed in the Word of God. The missionary only under the authorisation of the Field Representative can make an appeal to or deal with the government in general.

#### L. Mission Property

1. The missionary is responsible for all Mission Property at his/her station, and shall keep an Asset Register. Everything on the station assigned to the missionary except personal effects is included in the term, "Missions Property." and is understood to be the property of Life BPC.
2. Buildings on the mission stations, even though built by private monies, belong to Life BPC. Under no circumstances must any property, stores, vehicles, tools, medicines, etc. be disposed of without the consent of the Field Representative acting under the guidance of the MC. This clause does not apply to privately owned properties located outside the missions station.

#### M. Responsibilities of the Missionary

1. To carry out the work for which the missionary has been commissioned by the church including any subsequent work assigned to him or her by the MC through the Field Representative.
2. To pray for the ministries of Life BPC.
3. To submit monthly reports duly through the Field Representative as required by MC so that the church can pray intelligently and respond to the missionary's needs promptly and appropriately.

4. To declare all monetary gifts received, except those designated for personal use, on a half-yearly basis and to submit the form on 30 Jun and 31 Dec of each year respectively to the MC through the Field Representative.
5. To avoid soliciting funds from members of the church unless with the consent of MC through the Field Representative.
6. To submit all other reports, requests, correspondences, updates and requests for funds and support duly to the MC through the Field Representative. Unless there is an emergency or unforeseen circumstances, any requests made which requires the immediate attention MC will not be considered.
7. To maintain close fellowship with the MC, elders, deacons and members of Life BPC and supporters of our missions.
8. To abide by this Missions Policy Handbook.

#### N. Budget for Mission Stations

1. When required, the missionary is to submit a proposed budget for the new financial year to the Field Representative by the end of September of each year.
2. The Field Representative is to give advice and suggestion to the missionary so that a more realistic and appropriate budget is attainable.
3. The Annual Budget will be submitted to the BOE for deliberation during the Session Meeting in November of each year.

#### O. Missions Policy

1. This Policy, the Constitution and By-Laws (if any), should be read carefully from time to time in order that each MC member and missionary may ever keep true to the objective of Life BPC, to its principles, and its methods. The exact meaning of any point contained, or any question not covered herein, shall be decided by the MC.
2. All other policies not covered in this Policy Handbook which may arise in the future will be deliberated and decided at the discretion of the MC with the approval of the BOE.

### **SECTION V    SENDING A CO-WORKER FOR THEOLOGICAL TRAINING**

#### A. Definition

A Co-Worker will be one whom the missionary has carefully identified as having the calling, gifts and potential to co-work with the missionary for the future advancement of that particular Station.

#### B. Procedure for Application and Selection

1. The potential candidate must fill up a Scholarship Application Form to be obtained at the Life Bible-Presbyterian Church office.
2. Particulars of the potential candidate must be submitted six months ahead to the MC through the Field Representative.
3. The BOE will have the final decision upon the recommendation of the MC.

## **SECTION VI SHORT-TERM MISSION**

Mission trips will be organised by the MC from time to time in order to present members of the church the opportunity to do missionary work on a short term basis.

### **A. Purpose**

1. To promote involvement in missionary work.
2. To raise a greater awareness of the needs in the mission field.
3. To recruit potential missionary candidates.

### **B. Finance**

1. Participants are encouraged to raise their own funds for such a trip.
2. Approval from the MC must be given before participants can solicit funds from individuals or fellowships group.
3. The MC may approve a financial subsidy for participants who are members of Life BPC on a case by case basis.

### **C. Guidelines for Organizing Short-Term Missions**

1. Organisation and Participation
  - a) Participants must be members of Life BPC of good standing and mature in the Christian Faith.
  - b) Participants must be physically mature and fit, mentally and emotionally steady.
  - c) Participants must be at least 21 years of age. However, those who are below 21 must seek permission from their parents.
  - d) Participants from other churches must submit a letter of recommendation from their Pastor to the MC through the Field Representative.
  - e) Missionaries are not to accept any proposal for a mission trip from individuals or groups (church or otherwise) without first checking with the MC.
2. Short-Term Missions led by church members other than MC members
  - a) The team leader must be a member of Life BPC of good standing and a mature Christian.

- b) The team leader must have a burden for missions.
- c) The team leader is overall in charge of the team, travel plan, finance and programme to be conducted on the field, and all related matters in close collaboration with the Field Representative and the missionary on the field.

### 3. Preparation

- a) The team leader should arrange sufficient training and briefing sessions for the participants.
- b) Participants should attend at least 80% of training sessions and briefings as required.
- c) The team leader should assess participants regularly.
- d) The team leader should communicate with the Field Representative and the missionary on the field to gather all necessary information relating to the trip with regard to visa application, immunisation, governmental requirements, the local customs and culture and any other pertinent issues especially in an event of an emergency while on the field.
- e) Participants should read up about the country they are going to, their customs, culture and practices and be in prayer for the trip.

### 4. Missions Report

- Upon return from the trip, the team leader or one of the participants may be appointed
- a) To submit a report of the trip to the MC through the Field Representative within 30 days.
  - b) To share with the congregation the team's experiences and observations during the trip either by writing or by testifying at the church service, fellowship meeting or prayer meeting.

## **SECTION VII SUGGESTED PUBLIC HOLIDAYS FOR MISSIONARIES**

1. Missionaries serving on foreign fields are provided paid holidays per year at the discretion of the MC. The dates of those holidays are at the discretion of each missionary, depending upon their choice of taking holidays that coincide with their field or with Singapore holidays. Missionary intending to go for such holiday must submit their request through the Field Representative.

## **SECTION IX BIBLIOGRAPHY**

Missions Policy Handbook 2001-2. Moriah Bible-Presbyterian Church.

Missions Policy. Faith Methodist Church.

Harold R. Cook. An Introduction to Christian Missions. Chicago: Moody Press, 1954.

## SECTION X BY-LAWS A

### PRINCIPLES OF MISSIONARY WORK

1. We have a particular view of missions, one that is Biblical and is therefore in juxtaposition with the prevailing concept of missions as practiced by many. In our view, there are three positions regarding missionary work:
  - a) the biblical position
  - b) the modernist position
  - c) the compromise position

(See additional notes at end of Manual illustrating these positions)

2. This ministry has been formed in a day of specialised work and ministry. We believe we have been called into being to specialise in one task, the implementation of the Great Commission, nothing more, nothing less.
3. The Westminster Confession of Faith declares, “God, in His ordinary providence maketh use of means...” (Chapter V, par. III).

We believe it is the duty of Christians to be involved with the extension of the Gospel to the ends of the earth. Paul reminds us in Romans 10:14, 15: “How then shall they call on him in whom they have not believed? and how shall they hear without a preacher? And how shall they preach, except they be sent? as it is written, How beautiful are the feet of them that preach the gospel of peace, and bring glad tidings of good things!”

We believe God has ordained the offer of the Gospel “unto the uttermost part of the earth.” We further believe that the elect of God are saved, “Not by works of righteousness which we have done, but according to his mercy he saved us, by the washing of regeneration, and renewing of the Holy Ghost.” (Titus 3:5) In addition, are the words of Jesus Christ, that “...no man can come unto me except it were given him of my Father” and “Every man therefore that hath heard, and hath learned of the Father, cometh unto me.” (John 6:65, 45) Also, that “...as many as received him, to them gave he power to become the sons of God, even to them that believe on his name: Which were born, not of blood nor of the will of the flesh, nor of the will of man, but of God,” (John 1:12,13). Obedience to the Bible is the standard of any Christian ministry. We exist under that banner. The MC has been created by Life BPC to further the cause of Christ in a day of apostasy, rebellion and compromise, as a faithful witness to our Lord Jesus Christ.

4. There are certain principles upon which this missionary work operates:
  - a) Its purpose is to assist in the work of missions at home and abroad.
  - b) The missionary and his work are first and the mission exists to the end of the glory of God.
  - c) Life BPC is Presbyterian and stands firmly upon the Word of God, upon the “faith that was once delivered unto the saints.” (Jude 3b).

- d) Missionary work is under the direction of the Holy Spirit, for the Spirit calls, directs, empowers and produces the results.
  - e) Our Lord has said he is in charge of the harvest fields: “All power is given unto me in heaven and in earth” (Matthew 28:18). We believe a missionary should labour at the task to which he has been called by God. Arbitrary restrictions upon a place of service are not consistent with this biblical principle.
  - f) God calls us to minister, “Whom shall I send, and who will go for us?” and God sends forth the labourers, “The harvest truly is great, but the labourers are few: pray ye therefore the Lord of the harvest, that he would send forth labourers into his harvest.” (Luke 10:2) God is in charge of the results.
  - g) One of the great needs of mission work, today, is to maintain purity, that is, no compromise in morals and ethics and no compromise in doctrine and ecclesiastical matters.
  - h) The goal of all mission work is that it becomes self-propagating, self-supporting, self-governing, and, in reliance upon God’s Word and Spirit, self-nourishing.
  - i) The maturing and establishing of converts is as much a part of the ministry as proclaiming the Gospel. Paul taught the church at Ephesus, “Take heed therefore unto your selves, and to all the flock, over which the Holy Ghost hath made you overseers, to feed the church of God, which he had purchased with his own blood.” (Acts 20:28).
  - j) Defending the faith parallels the proclamation of the Gospel, as we may observe from the practice of the Apostles in the book of Acts.
  - k) When a missionary goes out, whether to teach or engage in a medical or “support” ministry, he will fail in his calling if reaching the lost with the gospel is not his first priority.
  - l) National Christians are to be ministered unto and treated as equals.
5. We insist that a proper understanding of the church is vital to any Christian ministry. Christ commissioned the church (Matthew 16:18; 28:19, 20) to do his work upon the earth. The great commission is in the hands of the church; it is her responsibility. In the book of Acts we may observe that missionary work:
- a) was initiated by the church (Acts 13:1-3, also Philippians 4:15,16).
  - b) was watched over by the church (Acts 14:3,4,12).
  - c) was a mutual development between the church and the missionary (Acts 15:22,23; 16: 4, 5).
  - d) involved direct reporting to the churches (Acts 14:27; 15:4); and
  - e) was viewed as a continuing program of development by both church and missionary (Acts 15:1-3a, 9, 10; 18:9-11, 24-28; also Philippians 1:3-8; 2:25; 4:20, 14-16).
6. We believe it is imperative that churches and church-related agencies recognise the above principles. The work of any ministry must go hand in hand with the church, that is, it must derive its being from within the church, labour to build the church (the visible body of Christ upon the earth), and maintain a proper role within the framework of the church, “that the members should have the same care one for another.” (I Corinthians 12:25) Christ is the head of the church, the author and finisher of our faith.
7. Pastors, elders and members of the Life BPC, in obedience to the leading of God, have formed the MC. Its primary aim is to establish, build and nurture churches. It is a ministry of Life BPC for church extension and church building around the world. The Life BPC welcomes the fellowship of separated Bible-believing churches, ministries, and individuals.

# POLICIES OF MISSIONARY WORK

The ministry and policies of work for missions abroad is especially important to Life BPC. There are seventeen areas we believe need amplification:

## A) Qualification and training.

1. First, the applicant must be born again, must give evidence of the fruit of the Spirit in his life, and must possess the balance and sense needed by a missionary. The call of God upon the person's life must be evident.
2. The candidate must be a member of Life BPC for a minimum of 3 years. An exception may be made by the MC for a member of a BP Church who holds to the same doctrinal position of Life BPC, or if the candidate is not living in Singapore, the candidate must be a member of a Bible-Believing Church who holds to the same doctrinal position of Life BPC.
3. The applicant shall qualify in training to the level deemed necessary by the BOE for the ministry to which he will be commissioned. All candidates ought to have sufficient Bible training to enable them to engage in some aspect of the gospel ministry. Ordained men shall meet the qualifications set forth in the Constitution of Life BPC.

## B. Special kinds of ministry

In addition to long-term missionary service there are three other specialized ministries:

1. The Discipleship Training Programme (DTP), an intern program. .
2. Temporary field assignment, often on a one-time, short-term basis such as a specialized medical work, assisting with the construction or even some aspect of ministry directly related to a national church, such as pastors training seminars.
3. Special assignment programmes usually will involve a missionary in an extended period of service to meet a particular need. This may take the form of teaching missionary children for an entire term, aiding a new medical or educational work during its formative years or being used as a developmental director in a new field or a new ministry or other specialized services.
4. Certain qualifications and policies relating to these ministries may be different than those set for long-term missionary service, as the MC shall determine.

## C. Application and appointment

1. Contact with the MC, through the Field Representative.
2. Application forms completed and returned, including letter of recommendations (if applicable).
3. Depending upon circumstances, an interview with the Field Representative as a preliminary interview or a meeting with the MC.
4. If accepted by the MC, proper statements will be signed and witnessed.



5. Arrangements for candidate orientation, deputation, final commissioning service and departure shall be determined by the Field Representative and the appointee.

#### D. Deputation

1. Familiarization with the policies and operation of the MC shall be done before deputation begins.
2. Deputation may be guided and assisted by the Field Representative.
3. A missionary appointee will not be sent to the field until the support he needs for his work is finalised.
4. Deputation may be interrupted for a practical service assignment, mutually agreed upon by the appointee and the MC.

#### E. Financial policies

1. In accordance with this Policy, an adequate support level for a given field of service shall be determined by the MC.
2. No missionary may go to a field or return to a field without full support.
3. The missionary is expected to maintain a high level of home interest in the work. Letters and reports are subject to Biblical standards, the policies and interests of the Life BPC, and ordinary good sense. New, unapproved projects or internal conflicts are not to be discussed in newsletters.
4. From the beginning of their work missionaries should set to work towards self-support in the shortest time possible, primarily where church planting occurs but in any case should not exceed ten years.
5. Money over regular needed support may take the form of:
  - a) special projects
  - b) children's assistance and education
  - c) travel
  - d) authorized emergency funds
  - e) specialised training
  - f) personal gifts
6. Proper accounting of funds must be made to the Field Representative on a regular basis.
7. Outside employment, whether on the field or home on furlough, shall be to the end of the furthering the missionary's ministry, and, if approved by the MC, shall be reported to the Field Representative on a regular basis, as to work done and income derived.
8. The missionary should feel free to discuss his financial situation with the Field Representative or the MC at any time. How his extra funds and his tithe are used are between the missionary and the Lord.

9. Money sent to the MC or the church, designated for a particular missionary, shall be disbursed to that missionary.
10. The disbursement of money raised in a missions conference or deputation where several missionaries are involved, shall be determined by the MC.
11. The MC will attempt always to be aware of cost of living advances on the various fields and make recommendations accordingly.
12. Ownership of expensive equipment, a car, by a missionary must be approved by the MC. Ownership of property by a missionary in the country where he is working will not be permitted.

F. Furlough or Missionary Retraining (travel, allowances, terms)

1. There are various kinds of furlough. Ordinarily a missionary is sent out for a term of four years, followed by a one-year furlough. A furlough is a change of ministry, not a one-year vacation. Time should be set-aside early in the furlough to spend time with family and close friends. The purpose of a furlough is the further equipping of God's servant to return to his place of service. This ought to include a balance of rest, refreshment through new contacts, and the stimulation of personal or specialised study. Travel to one's field is counted as part of the missionary term and travel home for furlough is part of the furlough time. The nationals ought to know of your furlough plans, as you are being released from your service in their midst to "serve" elsewhere for a time.
2. Regular furlough is a one-year period granted following a four-year term. Approval for furlough shall include:
  - a) Clearing all legal matters regarding departure and future return to the country of service.
  - b) Leaving one's belongings in the care of someone and leaving one's things in such a way that they can readily be packed for shipment should the missionary not return to the field.
  - c) Securing an early appointment with the MC or the BOE upon arrival at home.
  - d) Outlining as much as possible one's plans regarding travel, work, study and so forth, during the year at home. This is the time to make requests for any possible extension of the furlough should something important and helpful to the missionary be set near to the year's time, but perhaps not quite within the 12-month period. Plans ought to include a medical check up while at home.
3. A flexible furlough is an option. It is helpful for some missionaries not to be away from the field for a full year or to be at home more frequently, therefore, by permission of the MC, a furlough may be granted following at least two years of service in the term. This is approved on the basis of three months furlough for each full year of service, or 25 percent of any portion of a year in service. The same terms as for regular furlough apply here.

4. Extended or medical furlough may be granted by the MC for special reasons, such as health, finances, educational advancement, or special assignment. The extension is for six months only with support. Any exception to this must receive review by the MC. A leave of absence without support for a period longer than a one-year extension of furlough shall be normal.
5. Emergency furlough should be approved by the Field Representative when there is one at the missionary's place of service. The MC must be notified and final arrangements made with the Field Representative at the earliest time possible upon return home as to length of time, travel and so forth.
6. If a missionary returns home and requests a leave of absence, it is normally granted for a period of a year and MC may suspend support. Termination shall be required if circumstances indicate the missionary will not be returning to the field.
7. Since adjustments for support may have to be made when the missionary is home, due to higher living costs, this shall be considered at the request of the missionary.

#### G. Language study

1. All new missionaries shall give evidence of either knowing the language of the country to which God has called him or shall pursue the study of that country's language and culture, whenever possible. Language study shall be done in an organised language school in the country and in the context of one's service. It is wise that a new missionary be without major responsibilities on the mission field until at least the basics of the language are mastered.
2. We believe it is important in a missionary's ministry to learn to communicate in the tongue of the people to which he shall minister.

#### H. Field organization, missionary authority

1. When more than one or two missionaries are working on the same field, it is helpful to have a field organisation in place (to be implemented only when the situation calls for it).
2. The following principles shall apply in this matter of mission station organisation:
  - a) There should be as much freedom as possible for the individual missionary, consequently he shall have the full power to vote in any field organisation meetings upon arrival upon the field. Women shall have a full vote. Regular meetings must be held and records kept of each meeting.
  - b) Officers shall be elected; a chairman, treasurer, and secretary are minimal.
  - c) Teamwork shall be a primary consideration in all matters.
  - d) Major decisions of a financial nature or involving the ministry of that field shall not be made without first consulting with the MC through the Field Representative.
  - e) Decisions that would greatly affect a missionary on furlough may only be made after consultation with both the missionary and the MC.
  - f) Cases of division within that Station should not be pressed, but time ought to be made for God's Spirit to work in the matter. Split votes should not be pressed, rather the Station should work for the whole-hearted support and teamwork.

- g) The nationals are to be included in planning, setting goals and decision making of the ministry, involving them as much as possible. It is difficult to see how they can become self-sustaining if they are not being taught.
- h) It may be necessary for a field budget to be prepared.
- i) No missionary may be transferred from one Station to another without the permission of the MC.
- j) Annual reports are to be made to the MC.
- k) Extent of authority of the Station shall extend only to the sphere of its own ministry. The MC shall have final determination in all decisions made.
- l) The station meets at least quarterly if not monthly and a copy of the minutes is to be sent to the MC through the Field Representative.

#### I Church membership

- 1. A missionary is encouraged to retain membership in his home church throughout his missionary career.
- 2. Sometimes strong relationships develop within a church context on the field and the missionary may, with the approval of the home church and the MC transfer membership to a national church.

#### J Single missionaries, engagement, marriage

- 1. The Bible advises us that the single state is uniquely profitable to some individuals and is wholly within the good providence of God. The gifts of single missionaries often bring a special ministry to a field and are to be encouraged.
- 2. Certain biblical or cultural principles may prevent or curb some types of service for the single missionary.
- 3. This Policy outlines certain areas of interest to those who are engaged or will become engaged, or those who plan to be married. All plans are subject to approval. Cross-cultural dating is not encouraged. The missionary must be careful to maintain a good testimony in the areas of dating and courtship.

#### K Mission property

- 1. According to this Policy, Section IV, point I – Missions Property, the missionary or the Station Chairman is responsible for all mission property at the station, a list of which shall be entered in the station account book. Everything on the station, except personal effects, is included in the term “mission property”, and is understood to be the property of Life BPC.
- 2. Buildings on the mission stations, even though built by private monies, belong to Life BPC. Under no circumstances must any property, stores, vehicles, tools, medicines, etc. be disposed of without the consent of the Field Representative acting under the guidance of the MC.
- 3. Missionaries are not to own property (real estate) on the field.

#### L. Relationship with nationals and governments

1. According to this Policy, Section III, point H, all missionaries are to be subject to the laws and regulations of the government of the country in which they serve, except where these conflict with the will of God as revealed in the Word of God. It is important that the Field Representative, or one whom he may appoint who may have some special expertise in a particular area, shall make an appeal to or deal with the government in general.
2. Missionaries must recognize that Christ-like attitudes and actions create the most viable relationship within any cross-cultural context. We believe the Bible calls us to moral, ethical, and spiritual demands that are above the standards of any culture.
3. It shall be important for the missionary to work patiently with people to bring about understanding of the Bible teaching about life and practice. A missionary's standard must be biblical and not simply "Western" or "civilized".
4. In our day, missionaries may work alongside or even under nationals. Some nations have a highly developed church, well-organised schools, medical facilities, or even radio and television work. The national is our fellow-labourer in the Gospel and must be encouraged to his own level of leadership in the gospel work.
5. In new areas of missionary endeavour, the missionary involved should retain a leadership role. In areas where the work is already established and where the nationals can assume leadership, the missionary role should be that of co-worker.
6. In countries with mature national Presbyterian churches, missionaries are encouraged to serve with national leaders on joint committees which will recommend to the MC such mission projects as will benefit the national church and further the goals of Life BPC.

M. Emergencies or field crises

1. In the event of an emergency situation requiring absence from the field, the missionary shall first request a leave from the Field Representative. The terms of such a leave, if granted, shall be at the discretion of the MC.
2. It shall be the policy of the MC that no negotiations shall be entered into with hostagetakers. Ransom, giving in to demands or any other kind of acquiescence to terrorists shall not be considered.
3. Missionaries on the field are empowered to act upon their own authority to preserve their lives and Life BPC property in times of immediate crisis. Missionaries should attempt to communicate with the Field Representative as soon as possible in such situations. The Missionary shall seek not to inadvertently endanger the lives of the national Christians at such times.
4. Times of crisis can be very traumatic for families of missionaries, especially if the missionary is single and female. MC, the missionary, and the missionary's parents are bound by the principle of vows found in **Numbers 30:3-5** <sup>3</sup> "If a woman also vow a vow unto the LORD, and bind herself by a bond, *being* in her father's house in her youth; <sup>4</sup> And her father hear her vow, and her bond wherewith she hath bound her soul, and her father shall hold his peace at her: then all her vows shall stand, and every bond wherewith she hath bound her soul shall stand. <sup>5</sup> But if her father disallow her in the day that he heareth; not any of her vows, or of

her bonds wherewith she hath bound her soul, shall stand: and the LORD shall forgive her, because her father disallowed her.” Once the single, female missionary is commissioned by Life BPC with her father’s approval, her status for the purposes of accountability is the same as for male or married missionaries under Life BPC.

#### N. Termination procedures

1. Section 4, point F, outlines the basic policy here. A missionary may resign while on the field by:
  - a) doing so in writing
  - b) giving a minimum of six months notice to the MC
  - c) should state the specific reason. It is highly desirable that before such a move is made, the missionary confer with the Field Representative.
2. It shall be understood that the first half of the first term of service shall satisfy Life BPC support in the missionary in sending him to the field. The last half of his term of service shall warrant the expense of closing his field of service or making transfer to another field and of his travel home.
3. The MC shall be at liberty, at any time, for reasons sufficient to itself, to discontinue the service of any missionary, such action requiring a two-thirds vote of the MC.
4. In cases of misconduct involving any breach of the law of God in personal or public behaviour, the MC may suspend or terminate the missionary’s working relationship with Life BPC, subject to the approval of the BOE. If appropriate, the MC may also work with the missionary’s court of original jurisdiction to determine culpability and the appropriate course of action according to this Policy and Life BPC Constitution.
5. Additional guidelines are as follows:
  - a) an appointee resigning shall receive one month’s severance support.
  - b) a missionary who resigns within his first two years of service may be required to pay back certain outgoing or special expenses and shall receive two months salary.
  - c) a missionary who resigns with more than two years of service shall share the expense of travel home and shall receive three months salary from the date of leaving the field.
  - d) Missionaries with a full term or more than a term of service shall receive six months salary, unless his full year’s furlough has been completed, in which case the salary amount shall be reviewed.
6. A missionary who is dismissed shall not be entitled to normal salary extension unless the MC deems the missionary is entitled to such a consideration.
7. No resignations or dismissals shall be acted upon while the missionary is on the field. MC may act upon the resignation or dismissal of national missionaries, as an exception, after the MC allows for ample time in its estimation for contact and response, according to the varying circumstances on each particular field.

#### O. Assistance to overseas ministries and churches

1. All gifts shall be channelled either through a sponsoring church or the Treasurer of the Life BPC.
2. Disbursement shall be through the advice or even the administration of the missionary or missionaries on the field.
3. Money shall be disbursed only for responsible churches or ministries, proven to have wisely administered funds previously.
4. That a regular, consistent pattern of giving to the need by the nationals can be demonstrated, or in the case of a new need, in a similar need.
5. That all grants be made in small amounts and on a plan of reduction if the giving is to be of the nature of a continuing matter, in order to stimulate self-support.
6. That where larger amounts are needed, the money be granted:
  - a) as a loan, without interest or at low interest
  - b) on a matching-fund basis involving the nationals
  - c) on a percentage basis involving the nationals

P. Granting ecclesiastical autonomy to a national church

1. Autonomy (the maturity to the power and right of self-government) means a national church, developed through missionary labours, is prepared to step out on its own and has already developed its own ecclesiastical courts (church sessions, presbyteries and a synod or general assembly). It is a church under the authority of the great Head of the church, the Lord Jesus Christ, and in agreement with the Bible and the Westminster standards.
2. Leadership, organisational structure, doctrinal standards and a record of having matured Biblically shall be reviewed as steps toward a national autonomy.
3. Distribution of any mission property involved shall be mutually agreed upon.

Q Prayer letters

1. Each missionary should plan to send, through the Field Representative, at least one letter each quarter to friends and churches interested in his work. A copy of other letters circulated among friends and supporters should be sent to the MC. It is preferable that all prayer letters be sent out by the Field Representative in order to insure a high level of excellence and consistency.
2. A complete listing of interested supporters that is kept up-to-date should be on file with the MC.
3. Prayer letters can be made interesting. Each letter should include Scripture and focus upon Christ and one's place of service for Him.
4. Be creative! Use testimonies from nationals, a recent conversion experience, a need met through prayer, focus on the personal. Few will note that you report passing out 100 tracts last week, but will take interest in sharing that "while passing out 100 tracts, let me tell you about little Roberto..."

5. Give items of praise and for prayer in each letter.
6. Write as though you were sitting across the table from the person. Go over your letter and remove wordiness, correct grammar, and make each paragraph brief and to the point. Few will read wordy letters and half-page paragraphs. Use pictures when possible. Include the Life BPC mailing address in your letter.

## SECTION XI BY-LAWS B

ADDITIONAL MATERIAL illustrating the position of MC as it relates to three basic views of missionary work. See Principles of Missionary Work

**THE BIBLICAL POSITION** arises from the Bible teaching that man is totally depraved, dead in sin and on the way to a Christ-less eternity in hell. Further, that salvation is a gift from God and is possible only through the blood atonement by Jesus Christ on the cross of Calvary. There is no salvation outside the Lord Jesus Christ. This position holds that all pagan religions are satanic. They may have principles and ethics that are acceptable, but their basis of existence is darkness and error; the true missionary recognizes those people to be blinded and without the light of the Gospel.

Further, when a man is converted he will “turn to God from idols,” leaving behind, as much as possible, the old life, being directed into the biblical way of life, “<sup>12</sup> *Teaching us that, denying ungodliness and worldly lusts, we should live soberly, righteously, and godly, in this present world;.*” (Titus 2:12). This mission work is represented in the work of such pioneers as David Brainerd, William Carey, David Livingstone, C.T. Studd, Adoniram Judson, Francis Mackemie, and Marcus Whitman.

**THE MODERNIST POSITION** has destroyed missions. It has even recently produced a “moratorium on missions” which arises from a belief that Christianity has nothing unique to present to the nations of the world.

Consider the following statements from the Modernist perspective, written 1932, in Rethinking Missions:

“The Christian will therefore regard himself a co-worker with the forces which are making for righteousness within every religious system. If he can in any way aid or encourage these forces, he will regard it a part of his Christian service to spend thought and energy in this way.” (p.40)

“Christianity can aid in the struggle to eliminate superstition from its own and other systems...by working with enlightened members of all faiths for a non-superstitious conception of providence and prayer.” (pp. 40, 41)

“That the non-Christian religions do contain elements of instruction for us, imperfect exponents as we are of the truth we have cannot be doubted...There are many...respects in which we may well be the learners...the relation between religions must take increasingly hereafter the form of a common search for truth.” (pp. 46, 47)<sup>1</sup>

Paul wrote “<sup>9</sup> For the wisdom of this world is foolishness with God.” (1 Corinthians 3:19)

Modernism is unbelief, holding to the view that man is not depraved, that all religions have some good and that the task of the missionary is to assist others in “discovering” the fullness of the religion they already possess. There is no truth, no ultimate standard, as illustrated in the words of Episcopal Bishop John Shelby Spong, “Christianity for the first time in its 2,000-year history is floating free in a



sea of relativity, unable to maintain any of its traditional authority claims... The ecumenical movement, however, finally announces loudly that no one has the truth, the heritage, the tradition.”

Liberation theology (a theological disguise for Marxist-humanism) makes revolution overthrowing the present order, the gospel. It is a theology of the horizontal, emphasizing only secular values. For example, an “Ecumenical Press Service” bulletin for 9/21/81, addressed the matter of the revolution in Nicaragua in this way – “A unique feature of the Nicaraguan revolution, has been the Christian participation in all of its phases, including the armed insurrection.”

In 1974, at a meeting of the All-African Conference of Churches, Canon Burgess Carr declared, “God in Jesus Christ sanctified violence into a redemptive instrument in accepting the violence of the Cross, thus bringing man into a fuller human life...” Also, Richard Shaull, professor of ecumenism at Princeton Seminary and formerly a Presbyterian missionary, speaking of the liberation struggles in South America, said: “There are signs of a new world emerging... Old conceptual ways of thinking must be put aside, old objects of former trust must be disavowed... We must embark on an exodus... leaving present value systems... we must question the very foundations of our industrial, capitalist society.”

Liberation theologians, such as Shaull, fall in line with the pronouncement in the WCC youth publication, RISK: “We call upon the churches... to become agents for the radical reconstruction of society.” (p. 21, Vol. 7, No. 2, 1971) In Shaull’s newest book, Heralds of a New Reformation, he declares, “As we in the United States begin, once again, to dream of a ‘new heaven and a new earth,’ we will overcome our fear of communism and be able to relate more creatively to Marxian thought.”<sup>2</sup>

Ecumenical missions is producing the harlot church of the anti-Christ. The missionary agencies of the mainline denominations in the United States and Canada are either wholly or partially given over to the ecumenical missions concept. This position must be resisted and exposed by Bible believers.

**THE COMPROMISE POSITION** attempts to take what its proponents would term a “moderate” view. There is claim to hold to the Biblical position, but also find such in the modernist missions with which to agree. For example, one faith mission board in Africa teaches salvation by the blood of Christ, but does not teach its converts that they must turn from some of their pagan practices, including polygamy.

This view is the most dangerous position, for people are so easily deceived by the mixture of truth and error.

Missionaries will find that other missionaries, who are caught in the snare of compromise, will cooperate with Mormons or Catholics. In some areas where apostate missions are in control they will work along with them “in order to preach the gospel.” They will cooperate with anything that takes on the form of Christianity, reasoning that nationals will not know of the differences anyway. This reaps an inevitable harvest of great confusion on the field. *“<sup>17</sup> Now I beseech you, brethren, mark them which cause divisions and offences contrary to the doctrine which ye have learned; and avoid them.”* Romans 16:17

Missionaries who compromise and cooperate with ecumenical missions or with heathen cultural practices make it very difficult for the faithful missionaries who operate on Biblical principles.

This constant pull to get along or work together has destroyed the clear testimony of many missionaries. Thank God for missionaries with conviction who are resigning from compromising missions boards and taking their stand with faithful, Biblical mission agencies. “But watch thou in all

things, endure affliction; do the work of an evangelist, make full proof of thy ministry.” II Timothy 4:5

<sup>1</sup> RETHINKING MISSIONS (A Layman’s Inquiry After 100 Years). Harper and Brothers Publishers, New York, 1932  
Note: William Earnest Hocking, a professor at Harvard, was the chairman of the committees from seven Protestant denominations. The minister representative of the Presbyterian Church in the USA was the Rev. William P. Merrill, a signer of the Auburn Affirmation.

<sup>2</sup> HERALDS of a NEW REFORMATION, Richard Shaull, Orbis Books, 1984, p. 117

ALL MISSIONS COMMITTEE MEMBERS AND MISSIONARIES MUST SIGN THIS  
STATEMENT

**LIFE BIBLE-PRESBYTERIAN CHURCH MISSIONS  
COMMITTEE DECLARATION**

I, (Name) \_\_\_\_\_ hereby agree to abide by the missions policy handbook and affirm my adherence to the statement of Doctrine of Life Bible-Presbyterian Church, Singapore as set forth in Article 4 of the Constitution as adopted in 1986:

4.1 The doctrine of the Church shall be in accordance with that system commonly called “the Reformed Faith” as expressed in the Confession of Faith as set forth by the historic Westminster Assembly together with the Larger and Shorter Catechisms.

4.2 In abbreviated form the chief tenets of the doctrine of the church, apart from the Apostles’ Creed, shall be as follows:

4.2.1 We believe in the divine, verbal and plenary inspiration of the Scriptures in the original languages, their consequent inerrancy and infallibility, and, as the Word of God, the Supreme and final authority in faith and life;

4.2.2 We believe in one God existing in three co-equal and co-eternal Persons, Father, Son and Holy Spirit;

4.2.3 We believe that Jesus Christ, the eternal Son of God, was conceived by the Holy Spirit, born of the virgin Mary, and is true God and true man;

4.2.4 We believe that man was created in the image of God, but sinned through the fall of Adam, thereby incurring not only physical death but also spiritual death, which is separation from God and that all human beings are born with a sinful nature and become sinners in thought, word and deed:

4.2.5 We believe that the Lord Jesus Christ died a propitiatory and expiatory death as a representative and substitutionary sacrifice, and that all who repent of their sins and believe in Him are justified before God on the grounds of His shed blood;

4.2.6 We believe in the bodily resurrection of our Lord Jesus Christ, in His ascension into Heaven, and in His exaltation at the right hand of God, where He intercedes for us as our High Priest and Advocate;

4.2.7 We believe in the personal, visible and premillennial return of our Lord and Saviour Jesus Christ to judge this world and bring peace to the nations;

4.2.8 We believe that salvation is by grace through faith, not by works, and that all who repent and receive the Lord Jesus Christ as their personal Saviour are born again by the Holy Spirit and thereby become the children of God;

4.2.9 We believe that the ministry of the Holy Spirit is to glorify the Lord Jesus Christ and to convict and regenerate the sinner, indwell, guide, instruct and empower the believer for godly living and service;

4.2.10 We believe that Christ instituted the Sacrament of Baptism for believers and their children and the Sacrament of the Lord's Supper, which sacraments shall be observed by His Church till He comes;

4.2.11 We believe in the eternal security, bodily resurrection, and eternal blessedness of the saved and in the bodily resurrection and eternal conscious punishment of the lost;

4.2.12 We believe in the real, spiritual unity in Christ of all redeemed by His precious blood and the necessity of faithfully maintaining the purity of the Church in doctrine and life according to the Word of God and the principle and practice of biblical separation from the apostasy of the day being spearheaded by the Ecumenical Movement (2 Cor 6:14-18; Rev 18:4).

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Signature

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Date