

**Missions Policy
Of
Huguenot Road
Baptist Church**

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Mission Strategy at HRBC

Acts 1:8

“But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and all Judea and Samaria, and to the ends in the earth.”

Our mission is to glorify God by being a loving, Christian community that reaches out to all people through worship, spiritual growth, proclamation of the Good News of Jesus Christ, and ministry to needs in our world. (Acts 1:8)

Our vision is to become a growing, outwardly focused, transforming presence in our world that helps individuals connect with Jesus Christ and with each other.

The Mission Strategy Team is called to lead the congregation in the following ways:

1. Our goal is to establish Acts 1:8 Teams to mobilize people, employ prayer, and allocate finances and other resources so as to effectively make disciples beginning in our Jerusalem, extending to our Judea and Samaria, and reaching to the ends of the earth.
2. Our goal is to proactively investigate, plan, educate, and lead the church in mission experiences that are relational, holistic, ongoing, and intergenerational.
3. Our goal is to determine through prayer, reflection and discernment where God is leading us to work with him in the world and to partner with a variety of appropriate mission ministries and entities to accomplish our God-given mission.
4. Our goal is to emphasize personalization of missions and expand the church’s vision for building God’s kingdom by
 - a) keeping missionaries constantly in touch with our church family and
 - b) engaging HRBC in hands-on work.
5. Our goal is to actively call out gifts within the congregation and empower congregants to use them on the mission field. We will encourage short-term mission involvement as well as seek out and nurture potential long-term missionary candidates within our congregation.

Structure of the Mission Teams

Mission Strategy Team (MST) – The MST is the guiding force that empowers and unleashes Regional Teams to active ministry. This team will be responsible for guiding the mission efforts of HRBC.

Mission Strategy Team shall consist of the Senior Pastor, a coordinator, Woman’s Missionary Union Director and team leaders for the following Acts 1:8 Regional Teams: Jerusalem, Judea and Ends of the Earth. In addition, the MST will have a representative from each of the following groups: young/median adults, senior adults, children/youth and music ministries. Others may be added by the MST as needed and/or for specific projects.

Qualifications for MST Members

1. Must have a clear testimony of a conversion experience.
2. Must exemplify Christ-like behavior.
3. Must be active in the life of HRBC, including regular attendance in worship and Bible study.
4. Must demonstrate a heart for missions through active support of and involvement in various mission ministries.
5. Must be committed to carrying out the goals of the MST.

MST Selection Process

The following Members of the MST shall be selected by the Member Development & Mobilization Team and elected by the church:

1. Team leaders for Jerusalem, Judea, Ends of the Earth
2. One representative each for young/median adults, senior adults, children/youth and music ministries.
3. The senior pastor and Woman’s Missionary Union Director shall be voting ex officio members of the MST.
4. The Regional Team Leaders shall appoint Project Coordinators as needed.

Term of Service for church-elected MST Members

1. A normal term of service shall be three years.
2. Members may serve successive terms at the discretion of the church.
3. Vacancies created by failure of a team member to complete a term shall be filled by means of the selection process outlined above.
4. The MST Coordinator may serve for 5 consecutive years before rotating off.

Regional Teams

Acts 1:8 Regional Teams -- Through these teams, individuals can discover their gifts for missions and begin serving immediately. The size of these teams will vary according to the needs.

Regional Teams will work collaboratively to carry out the goals of the MST.

Jerusalem Team

1. This Team's mission specifically targeted to the HRBC family and friends
2. This Team will work closely with deacon body, disciple-making and fellowship ministries

Jerusalem Regional Team shall consist of the Team Leader and Project Coordinators in charge of the various partnerships, and as many Ministry Coordinators as necessary to fulfill its mission.

Judea Team

Geographically nearby, immediate neighborhood to the greater Richmond area, throughout Virginia and into the adjacent areas of the greater mid-Atlantic region as coordinated by the MST.

Judea Regional Team shall consist of the Team Leader and Project Coordinators in charge of the various partnerships, and as many Ministry Coordinators as necessary to fulfill its mission.

Ends of the Earth Team

Geographically, the greater mid-Atlantic region and beyond.

Ends of the Earth Regional Team shall consist of the Team Leader and Project Coordinators in charge of the various partnerships, and as many Ministry Coordinators

as necessary to fulfill its mission. The Ends of the Earth Regional Team will be divided into domestic and international.

Samaria - Samaritans are people who are not like HRBC members no matter where they are found. They may be viewed as society's outcasts, or even one's enemy

Each of the three teams described above views Samaria as a part of their responsibility. Thus, each team will develop a strategy to minister to and disciple Samaritans

HRBC SUPPORTED MISSIONARIES

HRBC will support missionaries from a variety of mission sending agencies. These can include SBC, CBF, VBMB, RBA or HRBC. These missionaries will be supported by HRBC to varying degrees and in various ways with the approval of the MST. The MST may approve support of missionaries from other mission sending agencies at its pleasure. Those missionaries wishing to have HRBC support must contact the MST Coordinator or appropriate Regional Team Leader with information and details regarding their request.

HRBC MISSIONARIES

Sending missionaries is a vehicle by which God's church can advance His kingdom, spread the gospel throughout the world, disciple church members and nurture lasting relationships on the field. We will minister repeatedly to locations where we are called in order to build relationships and partnerships with churches, communities and missionaries throughout the world. Frequent, repeated contact with a partner will allow us to establish close relationships and become a vital and strategic partner. The Regional Teams shall plan and implement a number of short-term mission experiences each year designed to advance the strategic missions partnerships of the church.

Qualifications

Team Members must remember they are ambassadors for Christ at all times. This is a tremendous responsibility. For this reason, each team member must seek to be above reproach in his/her actions and attitudes.

1. Team Members must submit to the authority of all Project Coordinators and Ministry Leaders.
2. Team Members need to maintain high moral standards in their personal lives.
3. Some mission experiences may require special training or skills. (i.e., medical or technology)
4. Team Members need to be physically able to meet the demands of the mission experience.

5. Team Members must participate in training if needed.
6. Team Members must adhere to the behavioral guidelines for each specific team set by the team leadership or missionary partner.
7. For mission experiences working with children or youth, adult team members must submit to a background check.
8. The Project Coordinator reserves the right to ask an uncooperative Team Member to return home if his/her behavior is destructive to the team or the ministry. Any additional cost incurred as a result of this action will be at the Team Member's expense.

Process to Participate

1. Individual/groups feeling called to participate in a mission experience, or with a mission partnership, should contact the MST or appropriate Regional Team for additional information.
2. Mission experiences will be announced to the church as soon as they are planned.
3. Some mission experiences will require that a fee be paid to participate. Individuals may sign up by paying a deposit prior to the stated deadline.
4. Deposits may be received in the church office or presented to a Regional Team Leader.
5. In cases where a limited number of participants may go on a trip, the openings will be filled on a first come, first serve basis, unless there are specific needs for certain skills or abilities.
6. A waiver of liability must be signed by each candidate.

SUPPORT POLICY

The HRBC family needs to be involved in the experience of mission, whether they are actually traveling or are supporting from home. This involvement gives many the opportunities to be blessed by the investment and the involvement.

The MST and Regional Teams shall give support priority to those individuals called to missions who are actively involved in the life of HRBC.

People not involved in the HRBC family may go on HRBC mission experiences. They must meet all qualifications and follow the process outlines in these policies to participate. In addition, there must be an opening that has not been claimed by an active HRBC family member.

Mission support begins the day an individual determines God is calling him or her to a specific mission experience. At that moment, each participant needs the following support:

1. Prayer
2. Understanding
3. Communication
4. Education
5. Encouragement

There are times individual church members feel called to mission in a place in the world that is not been part of the HRBC coordinated efforts. We applaud all who are listening for God's call, and we encourage faithfulness and obedience to the call. Generally, these individual opportunities will not receive financial support from the church, but will be supported by prayers and encouragement. Please contact the Mission Strategy Team or Regional Team Leader if you are planning to participate in a personal mission experience. Your sense of call to mission will be shared with the HRBC family so all are aware of your journey.

FUNDING

Special Offerings

Throughout the year HRBC collects offerings for non-HRBC missionaries. These offerings will be prioritized in the following ways:

- 1) HRBC (or MST) identified partnerships
- 2) Organizations and ministries with whom we have a collegial relationship, including but not limited to RBA, BGAV, CBF, SBC, and BWA.

The Woman's Missionary Union recommends to the MST the offering goal for each special offering.

Budgeted Funding

Every year each Regional Team will present a budget consisting of all planned Mission activity to the MST Coordinator. The MST coordinator will then use these individual budget requests to assist in the development of a budget for the MST. This budget will be presented to the Stewardship Team for its approval and incorporation into the budget that will go to the church for approval. The approved budget will be used as follows:

1. Financial Support For Regional Teams:
 - a. HRBC will use budgeted funds to contribute to funding Mission Experiences for each Regional Team.
 - b. When a Mission Experience lasts more than one day or outside the Richmond-metro area, budget funds will be allocated to participants on a percentage basis. The percentage may vary (up to a maximum of 50%) based on total cost and priority needs of the field partner. The remainder of funding is the responsibility of individual participants. However, additional funding may be considered on a case-by-case basis for unique situations.
2. Exploration Trip - (*Exploration Trip is a time planned for HRBC representatives to visit the partner/project site to assess the needs required for a specific project.*)
The total travel and lodging expenses will be paid by the church from the budget of the Regional team sponsoring the trip, for up to 3 persons. The budget will also provide funds for food and essentials up to a maximum of \$30.00/day.
3. Additional MST budget funds may be used for benevolence, outreach, conferences, training, mission activities or other ministries assigned to the MST by the congregation.

**Individuals seeking reimbursement for any costs incurred while on mission must have prior approval from the Team Leader before the purchase is made, and must turn in a receipt for each expense.

Designated Funding

Monies given to the MST or any Regional Team may be designated in the following way:

Any individual or organization (inside or outside HRBC) may give toward the expenses of any Mission Experience or Partnership, whether coordinated by HRBC or not. These monies will be distributed as determined by the appropriate Regional Team and the MST.

Monies contributed through designated funds on behalf of a specific individual are acceptable. However, contribution credit will not be issued to the contributor due to IRS regulations.

Any individual or group may give funds to assist persons participating in projects not being coordinated by HRBC. Such donations should be given directly to the person being assisted or the designated treasurer for the project. Such gifts will not be credited as tax deductible due to IRS regulations.

Use of Designated Funds

Funds designated for a specific mission experience or partnership will be used to cover the cost of supplies and other related expenses.

When giving toward a specific mission experience or partnership exceeds the amount needed, the disbursement of the excess funds will be determined by the appropriate Regional Team and the MST.

If contributions are designated to a specific mission project and the experience is cancelled, those funds will be held in the designated fund until a similar project is planned and implemented. The disbursement of those funds will be determined by the appropriate Regional Team and the MST.

Fundraising

By-Laws of HRBC (Article 11: Section 8: Events for Profit) state:

"Neither the church nor any church organization shall conduct in the name of the church any sales, raffles, or entertainments either at the church or any other place for the purpose of raising money for any cause except for projects that have received prior approval by the church; this shall not be construed to forbid the payment of an amount to help defray ministry costs such as suppers for church organizations."

The following criteria will apply for church-wide fundraising for HRBC coordinated mission activities:

1. Fundraising will be directed toward the financing of a specific project/partnership.
2. Fundraising must encompass elements which will only reflect favorably upon the church and not cause the community to regard our congregation in a negative fashion.
3. Fundraising is to be done in a straightforward and open manner so the donor understands the purpose of the planned ministry and how the funds will be used.
4. Fundraising must never compromise Christian principles for the sake of securing funds.

5. Fundraising projects must receive Stewardship Team and MST approval before being implemented.

Fundraising for Mission activities that have not been coordinated by HRBC will generally be carried out by the person or group involved. Such persons are asked to make it clear to those giving funds that such funds will not be considered as tax deductible contributions to HRBC, even if church resources are used in raising the funds. The funds will not be handled by the church financial secretary. Rather, the person or group will be responsible for receiving, recording and accounting for such funds.

REVISIONS

This policy may be revised at any time at the recommendation of the MST. All changes are subject to approval by the congregation in business session.

GLOSSARY of ABBREVIATIONS

BWA – Baptist World Alliance

CBF – Cooperative Baptist Fellowship

HRBC – Huguenot Road Baptist Church

MST – Mission Strategy Team

RBA – Richmond Baptist Association

SBC – Southern Baptist Convention

VBMB – Virginia Baptist Mission Board