

PREAMBLE

In conformity with the Scriptural example in Acts 13, it is the function of the local church to authorize and send forth its own missionaries. It is the policy of Macedonia World Baptist Missions to encourage and promote this principle. Therefore, every missionary candidate must be authorized and commissioned by his local fundamental Baptist Church. Every supporting church as well as every authorized missionary becomes an integral part of the Macedonia World Baptist Missions family. In this way, a vital relationship is established and maintained between the missionary on the field and the authorizing church at home.

Macedonia World Baptist Missions will be worldwide in missionary effort, evangelistic in action, pretribulationist, fundamental, premillennial, opposing ecumenicalism, and opposing the charismatic movement.

OBJECT OF THE MISSION

The Object of Macedonia World Baptist Missions will be to:

1. Send missionaries to the foreign fields of the world to propagate the gospel of the Lord Jesus Christ and the establishing of New Testament, independent, Baptist churches.
2. Assist the missionary in securing his or her support for the mission field.
3. Help in the organization of independent Baptist churches in needy sections of our homeland.
4. Furnish the home churches a way whereby they might contribute directly to the missionary.
5. Promote missionary programs in the local churches, to stimulate missionary interest in colleges, Bible schools, and universities for contacts with young people regarding missions.

STATEMENT OF FAITH

We Believe (in):

1. The plenary, verbal, Divine inspiration of Scriptures, consisting only of the 39 Old Testament and 27 New Testament Books, in the original language, their consequent inerrancy and infallibility, and as the Word of God, the supreme and final authority in faith and life. We believe that the Word of God has been divinely preserved in the 1611 King James Version for the English speaking people.
2. The triune God: Father, Son and Holy Spirit, the Sovereign Creator, Sustainer and Ruler of the universe.
3. The essential, absolute eternal Deity; and the real and proper, and sinless, humanity of our Lord Jesus Christ.
4. His birth of the Virgin Mary.
5. His substitutionary, expiatory death.
6. His resurrection from among the dead in the same body in which He was crucified, and the bodily return of this same Jesus to the earth in power and great glory to judge the earth and establish His Millennial Kingdom.
7. That the "blessed hope" of the Christian is the personal, premillennial, pretribulationist, and imminent coming of our Lord and Savior Jesus Christ to gather the church "which is His body" unto Him.

8. That the Holy Spirit enters, seals, and baptizes one the moment he is born in the family of God through faith in Jesus Christ, and that He endues, guides, teaches, sanctifies, empowers, and keeps the believer eternally secure.
9. Salvation, the effect of regeneration by the Spirit and the Word, not by works but by the grace through faith in the shed blood of Christ.
10. The abiding presence and ministry of the Holy Spirit in each regenerate life.
11. The everlasting bliss of the saved in Heaven, and the everlasting suffering of the lost in the lake of fire.
12. The real spiritual unity in Christ of all who are redeemed by His precious blood.
13. The necessity of maintaining, according to the Word of God, the purity of the church in doctrine and life.
14. The ordinances of the local church are believer's baptism by immersion only and the Lord's Supper.
15. The obligation of obedience in the command of Christ to evangelize the world and to establish local churches.

ADMINISTRATION

1. The President shall be the Chairman of the Board.
2. The General Director shall be the Executive Director and shall have general and active management of the business of the corporation, and shall see that all orders and resolutions of the Board are carried into effect.
3. The Assistant Director shall assist the General Director in any way possible in the general and active management of the business of the corporation and carrying out the policies of the Board. In the absence of the General Director, he shall be responsible to carry out the duties of the General Director.
4. The Assistant to the General Director shall be responsible directly to the General Director as his aide assisting him in any way possible. In the absence of the General Director and Assistant Director he shall be responsible for the carrying out of the policies of the Board.
5. The Administrative Assistant shall assist the General Director in any way possible in the general and active management of the business of the corporation and carrying out the resolutions of the Board. He shall work under the authority and direction of the General Director in handling business and financial matters and records.
6. Field Directors: They shall:
 - a. Carry out Board Policies and see that they are adhered to by the missionaries under them.
 - b. Advise and direct missionaries in their work on the field.
 - c. Present the need of their field in churches and Bible colleges for the purpose of recruiting new candidates, helping candidates in raising support, and representing Macedonia.
 - d. Act as mediator for the Board in resolving any problems that occur on the field keeping the Board informed of developments.
 - e. Relieve (when possible) a missionary requiring an emergency, temporary leave from his work.
 - f. Visit the field periodically.
 - g. Organize field conference and counsels as needed.
 - h. Submit a quarterly report to the General Director.
 - i. Make periodic reports to the Board.
7. Bookkeeper, Business Manager or Clerical Workers: May be engaged by the General Director to maintain records and do the necessary clerical work.

MISSIONARY QUALIFICATIONS

1. GENERAL QUALIFICATIONS

- a. A missionary candidate must have had a personal experience of salvation through the person and work of Jesus Christ.
- b. A missionary candidate must live a separated, consistent Christian life at home and on the field.
- c. A missionary candidate must have a definite missionary call from God to the mission field
- d. Macedonia is a “local church” mission agency believing that the only Biblical body responsible for fulfilling the Great Commission is the local church. Therefore, the missionary candidate must be a member of a local, independent Baptist Church. This church must be his sending church and must notify the mission in writing that this was done by church vote and was entered into the church’s minutes. In the event the church should withdraw itself as the missionary’s sending church, the church is to notify the Mission that this is an action of the church in church conference listing the cause of such action. Upon receiving notice of such action, the missionary shall be dismissed from the mission.
- e. If a missionary desires to move his membership to another church that would be come his sending church, he must notify the Mission before he does so. The new church must notify the Mission in writing that it has voted to become his sending church.
- f. A missionary candidate desiring to go to the mission field under this Board must subscribe to the doctrinal statements of this Board.
- g. A missionary candidate must be given to humility and be willing to serve others in an acceptable manner.
- h. A missionary candidate is to give great care to personal appearance at all times. As ambassadors of Christ, it is expected that the missionary and his family will exemplify the Christian image, such as modest dress and cleanliness of body. Men are not to wear long hair, beard, or long sideburns. Women are not to wear shorts, short dresses or men's attire.
- h. A missionary candidate must have complete confidence in God for the financial, material and spiritual needs of the field.
- i. A missionary candidate must not be divorced.
- j. We believe that homosexuality is a sin and not a lifestyle. We believe the Bible does not sanction this behavior. We condemn same sex marriage according to God’s design. God’s plan is one man for one woman, not two men or two women. A homosexual relationship does not constitute a partnership according to Romans 1:21-32.

2. EDUCATIONAL REQUIREMENTS

- a. A missionary candidate must be a graduate of a high school and an approved Bible School or college.
- b. A missionary candidate must pass all tests given by the candidate committee.
- c. Each candidate will be considered on an individual basis. Each case will stand on its own merit.
- d. The missionary's wife needs to be trained as a missionary. She will go to the field as a missionary. Her education requirements will be left to the discretion of the board.

3. PHYSICAL REQUIREMENTS:

- a. The missionary candidate must be healthy in body and mind. He must be able to meet the physical demands of the mission field.
- b. The missionary candidate must pass the physical examination during the time of their furlough home.

CANDIDATE ACCEPTANCE PROCEDURES

1. The qualification of a missionary will be determined by the candidate committee. (The candidate committee should be composed of the following: General Director, Assistant Director, Deputation Representative, and two or more pastors.)
2. The candidate committee will submit a written report to the home office for the file of the missionary.
3. The Board of Directors will make the final decision on a missionary candidate upon the recommendation of the candidate committee.

REPRESENTATIVES IN A FOREIGN COUNTRY

These shall be men who are well established in their country and are respected and recognized for their spiritual contribution to the people to whom they minister. They shall be recognized by the board and the missionaries to be those who will be of great assistance in facilitating the missionary's ability in getting established in the country and planting a church. They shall be listed on Macedonia's Publication. If deemed beneficial to the missionary work in the particular country, the missionary may assist the representative monetarily when appropriate. The Representative, upon the approval of the Executive Board and the field director and under the field director's direction, may request the privilege to come to the States and raise finances for special needs and projects. These Representatives must be approved on a case by case basis.

THE FIELD TERM AND FURLOUGH

1. Before going to the mission field, the missionary candidate should serve at least one month with a pastor approved by the home office, unless they have had previous pastoral experience.
2. The general term on the mission field will be four years unless it is altered by bad health or other existing conditions. Adjustments to the term may be considered in relation to the field on a case-by-case basis.
3. The first term will include the length of time spent in language school on the field (one year in school, three years on the field.)
4. The missionary is to produce on the field an historical independent Baptist church with the two church ordinances being observed in the order of Baptism by immersion and the Lord's Supper using the elements of unleavened bread and unfermented cup.
5. Missionaries are not to work with missionaries who are not of like faith and practice. Missionaries may work with independent Baptist missionaries of like faith and practice with the approval of the sending pastor and Board.
6. During their first term on the field, missionaries are to work at least one year with a veteran missionary approved by the Board. Any variation must otherwise be approved by the field director and Board.
7. The missionary may be given special permission to return home before furlough time.
8. The missionary may return home in the case of a death in the immediate family. The missionary must assume the financial responsibility for this trip. The escrow fund may be used for this emergency.

9. The furlough will be one year in length. During this time, the missionary may do deputation work. Consideration may be given to an adjustment if due to field responsibilities.
10. The missionary, if approved by the board, may return for additional deputation. Missionaries on both deputation and furlough are to reside in the vicinity of their local church unless they are given written permission by their pastor to live elsewhere.

THE RECALL OF A MISSIONARY

1. Macedonia World Baptist Missions reserves the right to recall any missionary when he (or she) constitutes a moral or governmental problem.
2. In the event that a missionary or his wife be accused of or commit an immoral act, they are to immediately report to their pastor and mission board through the field director for counseling and/or investigation. In the event that the missionary does not report to the pastor, the field director is to report to the sending pastor and mission board. Should the missionary fail to report to his pastor or field director, and should Macedonia World Baptist Missions become aware of the action, the board is to immediately contact the pastor. Should the field director deliberately fail to report any immoral accusation or immoral act to the pastor and mission board, he will be asked to appear before the Executive Board for explanation.

CRISIS AND RANSOM POLICIES

1. We will make every effort to bring our missionaries out of any country where revolution, nationalism, or communism may endanger their lives. (Refer to the Crisis Support Statement.)
2. Every missionary must take into consideration the possibility of danger when they go to their field. The decision to leave the field, in view of immediate danger, will be left to the missionary. If possible, there should be consultation with the field council and/or field director.
3. As a matter of principle, no sums of money by way of ransom or other forms of extortion will be paid for missionaries taken as hostages. (Refer to the Crisis Support Statement.)
In the event of an emergency or crisis in a country, a certified letter is to be sent to the missionary's sending pastor stating that the missionary family should leave the field, but board policy is that the final decision be made by the pastor.

FINANCIAL POLICIES

1. **SUPPORT OF THE HOME OFFICE**
 - a. This board is a work of faith and every part must be financially maintained by faith. The financial burden is supported by voluntary means as churches, individuals, organizations, societies, give to it.
 - b. The support of the home office must also be maintained by faith. This support comes through a general fund. The general fund is maintained by designated support, offerings and gifts.
 - c. The general fund will maintain the expenses, salaries of home office workers, office supplies, printing, publications, mailing and other things necessary for the efficiency of the work.
 - d. The salaries of the home office workers will be set by the Board of Directors.
 - e. The home office workers will include the bookkeepers, secretaries and clerical workers, and shall be engaged by the General Director.
 - f. The support of the Field Directors shall be secured in the same way as any other missionary.

2. MISSIONARY SUPPORT

- a. Missionary salary, housing and work fund levels will be regulated by the Board of Directors each year.
- b. The missionary must secure his (or her) own funds for expenses as follows: Travel to the field, equipment, field support, physical examinations, field outfit, and other things necessary for the field.
- c. It is understood that support of missionaries must be adjusted to the field and need.

3. FURLOUGH FUND

- a. A certain amount of the missionary's support will be held in escrow for their furlough. This money will be deposited in a general escrow account, the interest of which will be used to help defray operating expenses of the home office. This amount should be secured above their regular support.
- b. The missionary may draw up to one-half (1/2) of the amount in view of a death or an emergency medical need on the field.
- c. The missionary may draw part of this amount in view of a death in the immediate family here at home.
- d. Furlough fund percentage in the amount of 15% during time of deputation will be withheld from all missionary support. Fluctuation regarding this policy will have to be approved by the Board of Directors, and dealt with on an individual basis. At the time of departure for the field, the amount will be \$250.00 per month except for those receiving less than \$2,500.00 total support per month.

LITERATURE AND PUBLICATION POLICIES

1. All missionary related literature including prayer cards, letter heads, periodicals, and promotional material must display the Macedonia Logo: in front of the material.
2. All literature that reflects on the world missionary efforts of the missionary serving with Macedonia World Baptist Missions must be cleared with the mission board through the field directors.

HOME MISSIONS POLICIES

1. The home mission work will be directed by a home missions committee. This committee will have the authority to assist in the establishment of independent missionary Baptist churches in the homeland.
2. The committee for home missions will be appointed by the Board of Directors.
3. It is expected that the men sent out will seek to establish independent missionary Baptist churches.
4. It will be the duty of the committee to investigate the possible place for a new work.
5. Any man seeking to begin a new work under Macedonia World Baptist Missions must be examined by the candidate committee.
6. No furlough is provided for Home Missions workers. They shall have normal periods of vacation (at least two weeks) each year.
7. North American missionaries are required to attend orientation every three years. Upon approval they may stay an additional three weeks to raise additional support.

8. The Mission Administration shall determine the length of transition time and directed deputation between church-planting works. This time shall be used for visitation of support churches and replacement of support. It is expected that the churches planted under the auspices of Macedonia World Baptist Missions will give first consideration of support to Macedonia World Baptist Missions missionaries.
9. The Home Missions worker shall seek the advice and counsel of the Mission Administration on all major decisions (including relocation, replacement, satellite ministries, etc.).
10. The Home Missions worker shall have a responsibility to assist as much as possible in the selection of his replacement and he shall remain at the church until the new Pastor assumes the pastorate.
11. All missionaries must have a minimum of \$1,000.00 a month support before starting a church in any area.
12. A missionary should have additional support raised in the amount of the monthly support required for all other missionaries in church planting.
13. Each missionary shall place 15% in escrow while raising his support to cover his expense in relocating his family (rent, lights, phone, and moving van).
14. Each missionary shall continue to be a member of the church he went out from and tithe to his home church. All mission members baptized will become a member of the home church until the mission church becomes a duly constituted church.
15. All mission churches should give 10% to missions from the offerings.
16. All mission churches should pray for and consider support for the home office.

PASTORAL CHURCH PLANTERS:

- a. The term "Missionary Church Planter" is intended to apply to a missionary who desires to plant more than one church either home or abroad and seeks to maintain support indefinitely. He has as his goal to plant a church, to bring that church to an indigenous status within a reasonable length of time, and to call a permanent pastor. The missionary church planter will then move to another location and proceed to plant another church.
- b. The term "Pastoral Church Planter" is intended to apply to a preacher who has as his goal to plant a church and remain as the permanent pastor of that church and seeks to raise temporary support.
- c. A man desiring to raise support through Macedonia World Baptist Missions as a pastoral church planter must agree to the following guidelines:
 - (1) It is to be understood that as he does deputation in the church he will make it clear as to his status and intent to be pastor of the church which he starts.
 - (2) The maximum time to receive support through Macedonia will be determined by a progress report by the field director and recommendation to the candidate committee.
 - (3) A quarterly report including finances and church growth is to be submitted to the Home Office, Field Director, and home Church.
 - (4) At such time as the church is financially able to support him, he must notify his supporting churches to discontinue financial support.
- d. At anytime the pastoral church planter desires to change his status to "missionary church planter", he must do so upon written request to the Board.

FOREIGN FIELD POLICIES

1. When it is deemed necessary, the mission will be registered with the country.
2. Each field shall have a field council. It will be the duty of the field council to coordinate and maintain the designated fields. The field council will consist of the Field Director over that area and the missionaries on that field.
3. It is expected that the missionary will cooperate with the other members of the field council to the fullest extent.
4. If there is any disagreement between the field council and other missionaries or among missionaries, the matter must be referred immediately to the home office.
5. Language school is a requirement for missionaries going to work on a foreign language field.

HELPS MINISTRIES

1. **PURPOSE:** The purpose of any "helps ministry" through the Board will be to aid or assist in the goal of establishing indigenous Baptist churches.
2. **AREAS OF HELPS:**
 - a. Teaching, i.e. Bible Schools for nationals, schools for missionary children, correspondence course programs.
 - b. Aviation, i.e. pilots, mechanics.
 - c. Literature, i.e. printing, writing of Sunday School material, training materials.
 - d. Medical, i.e. doctors, dentists, nurses.
 - e. Mechanical, i.e. carpenters, mechanics, electricians, plumbers.
3. **QUALIFICATIONS:**

In order to maintain the high standard of Macedonia, those desiring to assist in a helps ministry must comply with the set standard of qualifications regarding salvation, marriage, personal appearance, and conduct, etc. Each candidate must have sufficient training in the particular area in which he or she will be working. Along with the specialized or vocational training, the candidate must have at least two years of Bible school training. The candidate does not have to have a call to preach.
4. For the benefit of proper recognition and administration, those working in a "helps ministry" will have missionary status and be accountable to his sending church and this mission agency.
5. Along with the specialized work, those working in a helps ministry are also expected to work in the local church(es), assisting in areas of preaching, teaching, soul-winning, etc.

MISCELLANEOUS POLICIES

1. When a single missionary becomes engaged to be married, he or she shall contact the mission board and make arrangements to appear with his or her fiancée for an interview. If the single missionary candidate is already engaged to be married at the time of applying to Macedonia World Baptist Missions, he shall bring his fiancée with him to the interview.
2. The field council and the local missionary will determine when the local mission church is strong enough to be an indigenous independent missionary Baptist church. It will then possess its own title, constitution, and by-laws and property.
3. A detailed quarterly activity report is to be submitted to the home office, field director, and home church.
4. Prayer letters are to be sent to the home church, home office, field director, and supporting churches at least one time per quarter.

5. The missionary must realize at all times that he is a citizen of the United States and conduct himself accordingly. He should do nothing that would cause a governmental problem. Remember you are a guest in the country in which you are serving.
6. A missionary is not to join the church on the field. To do so would result in losing his sending authority and negate his missionary status. The only exception will be in a country that has government regulations requiring church membership, then only if approved by the home pastor and Board of Directors.
7. If a missionary goes to the field, either home or abroad, as a church planting missionary, he is not to accept an official call as a permanent pastor. To do otherwise would change his status to a local pastor. To do this, a church would need to be completely self-supporting.
8. The missionary going to the field with full support is not to receive a salary. The church he starts is not to pay his house rent, etc., but may reimburse him for car and out-of-pocket expenses for specific services rendered. The missionary may receive regular missionary support from the church that he starts, if it is understood by the church that it is missionary support as another missionary that the church would support.
9. **WORKING ON THE FIELD:**
 - a. A missionary, husband & wife, going to a foreign field shall not be engaged in gainful employment. However, the children, who have come of age, may do so, if it is for their own benefit and it is permitted by the government of that country.
 - b. A missionary in the United States, who has RAISED THE FULL AMOUNT of support allowed by the board, must not be engaged in gainful employment. A missionary, home & foreign, who is on deputation or has not reached his full support - he or his wife, may continue to work to supplement his needs, if the work does not hinder his work or deputation. Any variation on this policy must be approved by the pastor and mission board.
 - c. A missionary, while on furlough, may engage in work activities, occasional or part-time, such as associate work with his pastor or teacher in a Christian school or college, or mission home office work. Monetary remuneration may be paid to the missionary in the form of additional support through the mission board. Any other type of employment must be approved by his pastor and mission board with careful consideration given in view of the "faith support principle."
10. **BORROWING MONEY AND RAISING FUNDS:**
 - a. A missionary on the field may request the privilege to raise funds to buy equipment and vehicles to assist his work on the field. The purchase of land, buildings, or church vehicles, etc. should be initiated by that local mission church. The missionary may assist out of his own funds.
 - b. The missionary shall not incur debts on the mission field. Borrowing money to purchase buildings, equipment, or other things must have approval of the mission board and the missionary's pastor.
 - c. If a possession or a property is purchased for the personal need of a missionary (i.e. housing, vehicle, etc.) out of the missionary's personal support or from unsolicited funds, the possession or property will belong to the missionary.
 - d. Should money be solicited specifically for a personal need of the missionary (i.e. housing, vehicle, etc.), the possession or property will belong to the missionary so long as he remains a missionary with the Board. Should he resign from the Board, the possession or property will belong to Macedonia World Baptist Missions. Retirement and health problems will be dealt with on a case by case basis.
 - e. Should money be raised specifically for a particular work on the field (i.e. church van, parsonage, office equipment, etc.), the possession or property will belong to that work

and remain with that work when the missionary leaves. If when the missionary leaves no work exists and no replacement for that field can be secured in a reasonable amount of time, the possession or property may be sold and the money be designated by the Board for other mission projects.

- f. Should money be raised by a missionary for a particular ministry (i.e. aviation, Bible camps, Bible schools, etc.) under the auspices of Macedonia World Baptist Missions (apart from the ministry of the local church on the field), the possession or property will belong to the Board should the missionary resign from that ministry or from Macedonia World Baptist Missions. The Board will seek a replacement for that ministry. If no replacement can be secured in a reasonable amount of time, the possession or property may be sold and the money be designated by the Board for other mission projects.
11. Surveys of the missionary's field and work should be made by the field directors periodically, as time permits, to keep communications and continuity established. And, also, to encourage and assist the missionary in his needs.
12. Except in extreme emergency, a missionary may not return home without Board approval. See Page 8, The Recall of a Missionary, Number 3.
13. Missionaries who are considering changing his or her membership from their sending church must notify and consult with Macedonia prior to any action taken.