



General Policies and Procedures

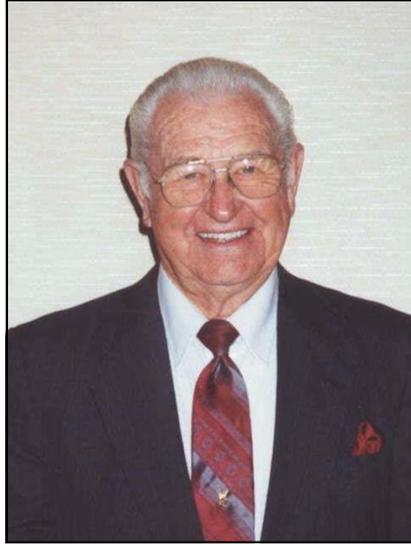
Assisting *the*
local church **&** the missionary
in reaching the world
with *the* Gospel

General Policies and Procedures



"Our goal is to send the blood-bought Gospel to the ends of the earth with a minimum of red tape and a maximum of efficiency."

This publication has been revised
by the Executive Board of
Macedonia World Baptist Missions, Inc. April 17, 2025.



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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, pre-tribulationist, fundamental, premillennial, opposing ecumenicalism, and opposing the charismatic movement.

OBJECT OF THE MISSION

The Object of Macedonia World Baptist Missions will be to:

1. Assist local Independent Baptist Churches as they send their missionaries to both foreign fields of the world and to needy areas of the United States 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. Furnish the home churches a way whereby they might contribute directly to the missionary.
4. 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 PURPOSE

Macedonia World Baptist Missions is organized as a mission agency exclusively for religious, charitable, and educational purposes within the meaning of section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law) including, without limitation, the following purposes:

1. To glorify God in the salvation of souls through the preaching of

- the Gospel of Jesus Christ;
2. To promote by every possible scriptural means the worldwide proclamation of the glorious and saving Gospel of our Lord and Savior Jesus Christ;
 3. To contend earnestly for the faith once for all delivered to the saints and to defend it vigorously against every onslaught of the enemy;
 4. To assist local independent Baptist churches as they send their missionaries to both foreign fields of the world and to needy areas of the United States to propagate the Gospel of the Lord Jesus Christ and the establishing of New Testament, independent, Baptist churches.
 5. To assist missionaries in securing his or her support for the mission field.
 6. To furnish local churches and individuals a way whereby they might contribute directly to the missionary.
 7. To promote mission programs in local churches, to stimulate missionary interest in colleges, Bible schools, and universities for contacts with young people regarding missions.
 8. To assist in building churches, parsonages, Christian schools, chapels, radio stations, television stations, rescue missions, print shops, daycare centers, camps, Bible institutes and Bible colleges.
 9. To do within the law all things necessary and proper to complete the accomplishment of the foregoing purposes.

STATEMENT OF FAITH

Introduction: The Statement of Faith serves as the Biblical foundation for the faith and practice of Macedonia World Baptist Missions, Inc. and all the ministries thereof. All Executive Board members, missionaries, workers, and all those employed by Macedonia World Baptist Missions, Inc. must follow this same doctrinal Statement of Faith. Doctrines such as: Calvinism, Armenianism, Humanism, Charismatic, or any other false doctrines shall not be allowed to be disseminated in this ministry by any means. Anyone attempting to do so is subject to dismissal from this mission agency. (Galatians 1:1-10; Romans 10:8-15; Revelation 22:18-19)

1. We believe in 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 practice. We believe that the Word of God has been divinely preserved in the Authorized King James Version for the English speaking people. (Psalm 12:6; John 17:17; 2

- Timothy 3:16-17; 2 Peter 1:21)
2. We believe in the triune God: Father, Son and Holy Spirit, the Sovereign Creator, Sustainer and Ruler of the universe. (Matthew 28:19; John 14:16; 15:26; 1 Peter 1:2; 1 John 4:2)
 3. We believe in the essential, absolute eternal Deity; and the real and proper, and sinless, humanity of our Lord Jesus Christ. (John 1:1-3,14; 20:30-31; 1 Peter 2:21-24)
 - a. His birth of the Virgin Mary. (Isaiah 7:14; Luke 1:30-35)
 - b. His substitutionary, expiatory, all-sufficient death for all mankind. (Isaiah 53:6; 1 Timothy 2:5-6; Hebrews 2:9; 9:12; 1 Peter 2:21-24; 3:18; 2 Peter 3:9)
 - c. 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. (Acts 1:10-11; Matthew 28:5-7; 1 Corinthians 15:3-4; 2 Thessalonians 1:7-10; 2 Timothy 4:1)
 4. We believe that the “blessed hope” of the Christian is the personal, premillennial, pre-tribulational, and imminent coming of our Lord and Savior Jesus Christ to gather the church “which is His body” unto Himself. (John 14:1-3; Titus 2:11-13; 1 Thessalonians 4:13-18; 5:9; Revelation 3:10)
 5. We believe that the Holy Spirit enters, seals, and baptizes one the moment he is born into the family of God through faith in Jesus Christ, and that He endues, guides, teaches, sanctifies, empowers, and keeps the believer eternally secure. (John 14:16-17; Romans 8:9; 1 Corinthians 12:13; Ephesians 1:13-14; 4:30; John 16:7-13; 1 Peter 1:3-5; Jude 24-25)
 6. We believe that Salvation, the effect of regeneration by the Spirit and the Word, are not by works but by the grace of God through faith in the shed blood of Christ, and that the requisites to regeneration are repentance toward God and faith in the Lord Jesus Christ. (Luke 13:3-5; John 3:16-18; Acts 20:21; Romans 5:1,6,8-9; 6:23; 10:9-13; Ephesians 2:8-9)
 7. We believe in the everlasting bliss of the saved in Heaven, and the everlasting suffering of the lost in the lake of fire. (1 John 3:2; Revelation 20:11-15; 21:2-8; 2 Thessalonians 1:7-10)
 8. We believe in the real spiritual unity in Christ of all who are redeemed by His precious blood. (1 Corinthians 12:13; Ephesians 4:1-6)
 9. We believe in the necessity of maintaining, according to the Word of God, the purity of the church in doctrine and life. (1 John 3:1-3; 1 Corinthians 6:15-20; 2 Corinthians 6:14-18; 7:1; 1 Peter 4:1-3)
 10. We believe the ordinances of the local church are believer’s baptism by immersion only and the Lord’s Supper. (Matthew 26:26

- 29; 28:19; Acts 8:12; Romans 6:3; 1 Corinthians 11:23-26)
11. We believe in the obligation of obedience in the command of Christ to evangelize the world and to establish local churches. (Matthew 28:18-20; Mark 16:15; Luke 24:46-48; John 20:21; Acts 1:8)
 12. We believe that marriage and the home were instituted by God and that marriage is between one man and one woman. Macedonia World Baptist Missions, Inc. is firmly committed to a literal interpretation of the Bible and rejects any attempt to “reinterpret” Scripture in light of “modern” moral or psychological theories. In the Biblical account of creation, the family was the first societal institution ordained by God. (Genesis 1:27)
 - a. Furthermore, Scripture plainly declares that the first two humans created by God were a man and a woman. God joined the man and the woman in the holy rite of matrimony and commanded them to be fruitful, multiply, and replenish the earth. Therefore, the only legitimate marriage is the joining of one man and one woman. (Genesis 1:28; 2:18-24; Romans 7:2; 1 Corinthians 7:10; Ephesians 5:22-23)
 - b. In both the Old and New Testaments, God has commanded that no intimate sexual activity should take place outside of a marriage between a man and a woman. Accordingly, all forms of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God’s gift of sex. (Genesis 2:24; Leviticus 18:6-30; 1 Corinthians 5:1; 6:9; 1 Thessalonians 4:3-6; Hebrews 13:4)
 - c. Since this organization believes that all sexual activity outside of a marriage between a man and a woman, including homosexual practices, are in direct opposition to God’s Word and constitute a direct contradiction to God’s institution of the home, Macedonia World Baptist Missions, Inc. will not receive as a missionary or retain as a missionary any who promote or participate in homosexual behavior or any other sexual activity outside of a Biblical marriage. This mission agency, also, will not employ or continue to employ men or women who promote or participate in homosexual behavior or any other sexual activity outside of a Biblical marriage.
 13. We believe in the Genesis account of creation and that the Biblical reference of “the evening and the morning” was a literal 24 hour period. (Genesis 1, 2)
 14. We believe that Satan is a fallen angel, the archenemy of God and man, the unholy god of this world, and that his destiny is the eternal lake of fire. (Isaiah 14:12-15; Ezekiel 28:11-19; Matthew 25:41; 2 Corinthians 4:4; Ephesians 6:10-17; Revelation 20:10)
 15. We believe that the sign gifts were done away with when the Bible was completed. Faith, Hope, and Charity are the vital abiding

- Spiritual Gifts. (1 Corinthians 12-14)
16. We believe that man was created in the image of God and lived in innocence until he fell by voluntary transgression from his sinless state, the result being, that all mankind are sinners. (Genesis 1:26; Genesis 3:6-24; Romans 5:12, 19)
 17. We believe that God deals with believers as His children; that He chastises the disobedient and that He rewards the obedient. (Matthew 16:27; 25:14-23; John 1:12; Hebrews 12:5-11; 2 John 1:8; Revelation 22:12)
 18. We believe that the Local Church (that visible assembly of Scripturally baptized believers in covenant relationship) is the institution and means by which Christ has ordained to carry out His Great Commission to reach the world with the Gospel; that Jesus Christ gave the Great Commission to the New Testament Churches only and that He promised the perpetuity of His Church; that each Church is an independent, self-governing body and no other ecclesiastical body may exercise authority over it. (Matthew 4:18-22; 16:18; 28:19-20; Mark 1:14-20; John 1:35-51; Ephesians 3:21)
 19. We believe in complete separation of Church and State and affirm our belief in civil obedience unless the laws and regulations of civil government run contrary to the Holy Scriptures. (Matthew 22:21; Romans 13:1-7; 1 Peter 2:13-15)
 20. Abortion: We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. Abortion is murder. We reject any teaching that abortions of pregnancies due to rape, incest, birth defects, gender selection, birth or population control, or the physical or mental well being of the mother are acceptable. (Psalm 51:5; 139:14-16; Isaiah 44:24; 49:1,5; Jeremiah 1:5; Luke 1:44)
 21. This Statement of Faith does not exhaust the extent of the faith of Macedonia World Baptist Missions, Inc. The Bible itself is the sole and final source of all that we believe. We do believe, however, that the foregoing Statement of Faith accurately represents the teaching of the Bible and, therefore, is binding upon all who are part of the organization.

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. Volunteer Field Directors: The Volunteer Field Director is expected to:
 - a. Act as a liaison with the missionaries concerning Board Policies.
 - b. Advise and assist missionaries in their work in the field.
 - c. Present the need of their field in churches and Bible colleges, for the purpose of attracting new missionaries to spread the faith and helping candidates raise support for their independent missionary work.
 - d. Assist 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.

Note: The assignment or fulfillment of the above expectations does not, in any way, create an employer/employee relationship between Macedonia and its Field Directors. Field Directors are volunteers, approved by the Macedonia Board of Directors, who have displayed a commitment to the Faith and their independent calling as missionaries. Field Directors are not authorized, in any way, to engage in any contracts on behalf of Macedonia World Baptist Missions. Field Directors remain, at all times, independent missionaries of their local church(es), and are not employed or contracted to perform duties on behalf of Macedonia World Baptist Missions.

7. Bookkeeper, Business Manager or Clerical Workers: May be

engaged by the General Director to maintain records and do the necessary clerical work.

REPRESENTATIVES IN A FOREIGN COUNTRY

1. 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.
2. 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.
3. They shall be listed on Macedonia's Publication.
4. If deemed beneficial to the missionary work in the particular country, the missionary may assist the representative monetarily when appropriate.
5. 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.
6. These Representatives must be approved on a case by case basis.

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, both in public and in private. Products such as, but not limited to, tobacco, alcohol, and illegal drugs are never to be used. In addition, the missionary candidate must maintain a conservative testimony by not participating in or practicing worldly music (secular or religious), nor frequenting places that could undermine a good testimony as a missionary and servant of God.
 - 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.

- 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. Though the Board recommends and prefers that men be clean shaven, they are permitted to have facial hair, which is to be kept neat and closely trimmed. Men and boy's hair must be neatly cut and tapered (blended/faded) or styled without obvious lines. Regardless of style, the hair must be kept above the ears, eyebrows, and collar at all times. Avoid lines and artwork shaven into hair, beads, ponytails, mullets, shelf cuts, manbuns, or braids. These guidelines apply to all Macedonia missionaries, even when above hairstyles are deemed culturally appropriate in their country of service. Women are not to wear shorts, short dresses or men's attire.
 - i. A missionary candidate must have complete confidence in God for the financial, material and spiritual needs of the field.
 - j. A missionary candidate must not be divorced.
2. EDUCATIONAL REQUIREMENTS
- a. A missionary candidate must be a graduate of a high school (or have the equivalent) and an approved Bible college or institute with a minimum of three years training.
 - 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. Each missionary candidate (husband, wife, singles) must submit to a current background check, which will be at the expense of the candidate.
2. During the candidate interview, each missionary candidate (husband, wife, singles) must complete and sign Macedonia's Abuse Statement.
3. 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.)
4. The candidate committee will submit a written report to the home office for the file of the missionary.
5. The Board of Directors will make the final decision on a missionary candidate upon the recommendation of the candidate committee.
6. Policy for Accepting Nationals:
 - a. Foreign Nationals may be accepted as missionaries with Macedonia World Baptist Missions, Inc., who meet these qualifications:
 - (1) Those who have received one of the following recommendations:
 - (a) Recommended by a missionary serving with Macedonia World Baptist Missions. Or,
 - (b) Members in good and long standing of an independent Baptist church in the United States and recommended by their pastor and sending church.
 - (2) Those who meet all other qualifications for missionary candidates seeking to be accepted by Macedonia World Baptist Missions.
 - b. Each candidate will be evaluated on the amount of finances needed for his family and ministry according to the field of service. Upon agreement of an amount, the candidate will endeavor to raise and work with that amount of support. This amount may only be changed by request to the candidate committee and approved by the Executive Board.
 - c. The National missionary will be required to attend orientation classes before attempting to raise support. (These may be special classes, other than the normal orientation or basic-orientation, due to language or other specific needs.)
 - d. Nationals and/or family members will only enter and remain in the United States with valid passports and visas. The amount

- of time to remain in the United States or any other country visited for the purpose of raising support must be approved.
- e. The National missionary must be willing to work closely with a Macedonia missionary if one is available, especially for the first year of service.
 - f. Upon acceptance, the candidate will adhere to the same rules as other Macedonia missionaries, i.e. doctrinal statement, dress standards, ecumenical separation, prayer letters, quarterly reports, quarterly expense reports, permissions to leave their field of service through the designated channels, etc.
 - g. The National missionary will strive to maintain good communications with the Field Director and the Home Office and answer all emails and other communications in a timely manner.

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.
11. 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.

FIELD AND MINISTRY CHANGES

1. The missionary must write a formal request for the field and/or ministry change to the field director who will then forward the request to the General Director. (A letter of recommendation from the pastor should accompany this request.)
2. The missionary must meet with the candidate committee to discuss the reasons for the change. (The missionary's Pastor is asked to attend this meeting if possible.)
3. The Board of Directors must approve the field and/or ministry change.

TERMINATION OF A MISSIONARY

1. Being a missionary with Macedonia World Baptist Missions is a privilege and not a right. Therefore, it may become necessary to terminate the relationship between Macedonia World Baptist Missions and a missionary.
2. In the event of an accusation which may call for termination, an investigative committee shall be formed consisting of the General Director, Assistant Director, two Executive Board Members, and the accused missionary's Field Director. This committee shall investigate the accusation, working with the sending pastor. Should the accusation be found to be true and the missionary refuses to resign, the committee, by majority vote, shall have the power to terminate the missionary. (No one person shall have the power to terminate a missionary.)
3. Offences which call for termination are these:
 - a. Ethical— Dishonoring the Name of Christ, the sending Church, and/or Macedonia World Baptist Missions by deliberate dishonesty, negligence of ministry (both on deputation on the field), and finances.
 - b. Moral— Engaging in immoral conduct outside of the bonds of marriage.

- c. Doctrinal— Subscribing to any doctrine which is contrary to Scripture and the Doctrinal Statement of Macedonia World Baptist Missions.
- d. Criminal— Acting against the laws, which do not violate Scripture, of the country in which he or she is residing.

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.)
- 4. 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. Macedonia World Baptist Missions is a faith-based ministry depending upon the voluntary support of churches and individuals for its operation.
 - b. Macedonia World Baptist Missions' sole purpose for existence is to assist local independent Baptist churches as they send forth their missionaries around the world for the cause of Christ. MWBM, therefore, looks to the local church for the finances needed in the operation of this ministry.
 - c. To assist with this voluntary support from churches and individuals, a percentage-based service fee will be deducted from the missionary's personal support account. No service fee will be deducted from gifts designated to ministry project accounts.
 - d. 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.

- e. The salaries of the home office workers will be set by the Board of Directors.
 - f. The home office workers will include the bookkeepers, secretaries and clerical workers, and shall be engaged by the General Director.
 - g. 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 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 PUBLICATIONS 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.
3. Should a missionary use any version other than the Authorized Version of Scripture in his or her own published, English literary

work and no effort is made to rectify, that missionary will be dismissed from Macedonia World Baptist Missions.

HOME MISSIONS POLICIES

1. Men sent through Macedonia World Baptist Missions, Inc. shall establish independent missionary Baptist churches.
2. No furlough is provided for Home Missions workers. They shall have normal periods of vacation (at least two weeks) each year.
3. North American missionaries are required to attend orientation every three years. Upon approval, they may stay an additional three weeks to raise additional support.
4. 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.
5. The missionary church planter is, at the request of the church, to help in the selection of his replacement.
6. Each missionary shall place 15% in escrow while raising his support to cover his expense in relocating his family (rent, utilities, moving van, etc).
7. 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.
8. 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 Requirements:
 - a. When going to serve in a country where a foreign language is spoken, it is mandatory for both husband and wife, as well as single missionaries, to attend and complete language school training.
 - b. It must be understood that if no language school is available in the area or the country to which the missionary plans to serve, the missionary must be ready to reside and attend the language school in the city or country in which one is located.

Note: A qualified tutor may be used, but only upon the approval of Macedonia World Baptist Missions.
 - c. Before leaving for the field, the missionary must be already enrolled in a language school (or with a tutor, if approved).
 - d. Before leaving for the field, the missionary must provide the Mission Board with the name and location of the language school (or of the tutor, if approved).
 - e. Should the necessity arise, the missionary may be asked to provide proof of language proficiency through the means of a proficiency test.

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 missionary, with his sending church, will determine when the mission church is strong enough to be constituted as an indigenous independent Baptist church. It will then possess its own title, constitution, by-laws, and property. The mission board and field director will assist as needed.

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 RAISE THE FULL AMOUNT of support allowed by the board, must not be engaged in gainful employment. A missionary (both home and foreign), who is on deputation or has not reached his full support, (either 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 The Recall of a Missionary, Number 3.)

13. CHANGING CHURCH MEMBERSHIP

Because Macedonia World Baptist Missions serves the local church, church membership for the missionary is an absolute and is taken very seriously. Therefore:

- a. Before changing membership from his sending church, the missionary must notify Macedonia in writing.
- b. The missionary must discuss with his current pastor the reasons for seeking to change church membership.
- c. The Executive Board of Macedonia must agree to the membership change.
- d. The new pastor and sending church must notify Macedonia in writing once the change has taken place.
- e. Failure to follow these procedures will result in the missionary's immediate dismissal from Macedonia World Baptist Missions.
- f. Should the sending pastor and church withdraw their recommendation, appropriate action will be taken in regards to the missionary.
- g. Should the missionary be Biblically disciplined for any reason by the sending church, the missionary will be automatically dismissed from Macedonia World Baptist Missions.

14. SOLICITATION FOR DONATIONS USING THE MWBM FEDERAL TAX ID NUMBER

- a. No Missionary has the authority to set up any online giving platform using Macedonia's name and/or Macedonia's Federal Tax ID number. Online donations that do not come through Macedonia's online giving portal or through Macedonia's PayPal account will not be issued a receipt for the donation.
- b. No Individual not associated with Macedonia World Baptist Missions has the authority to set up any online giving platform using Macedonia's name and/or Macedonia's Federal Tax ID number even if their intention is to use funds raised to help a Macedonia missionary.
- c. These restrictions to the use of Macedonia World Baptist Missions name and/or Federal Tax ID number includes, Facebook, Go Fund Me, and any and all other giving platforms in existence now or that may come in the future.
- d. **Accountability:** When missionaries start raising funds bypassing Macedonia World Baptist Missions it creates an opportunity for accusations to be made concerning unaccounted money.
- e. **Legally:** The name "Macedonia World Baptist Missions, Inc." is registered with the IRS and is associated with the Federal

Tax ID number the IRS issued Macedonia.

- f. **Ethically:** We always want to be above reproach and never give opportunity for Satan to cause havoc for Macedonia World Baptist Missions or any of our missionaries.

DEFINITIONS

1. MISSIONARY

- a. The word that we use for missionary in the English language is derived from the Latin word “mitto,” which comes from the Greek word “apostelo,” English, “I send.” He is a sent one. (Acts 13:1-5) However, for the benefit of clarification, in so far as the mission board is concerned, the missionary is sent out from the local church by the Holy Ghost to do “the WORK whereunto I have called them.” (Acts 13:2)
- b. The first line of that “work” for a missionary is to evangelize (v.5). Matthew 28:19. The second line of that “work” is to establish a local self-supporting church. (vs. 19b-20). Of course, we believe that the apostle Paul established this criteria for missionary work throughout his epistles to the churches. The missionary must keep this goal in mind from the very start.
- c. There are definitely ministries that are very necessary and effective that could and should be used to accomplish that “work” (1 Corinthians 12:28), for example: the printed page, youth camps, pilots, etc., but all with the view of that one goal of establishing a local church.

2. INDIGENOUS CHURCHES

- a. Dictionary Definition: *Indigenous* — Produced, growing, or living naturally in a country or climate, native to the location.
- b. Indigenous Churches: As a result of missionary effort, a native church has been organized and finds within the resources of its country and within the ability of itself to accomplish a three-fold ministry: Self-government, Self-supporting, Self-propagation.

The personnel of the mission will give absolute loyalty to Macedonia World Baptist Missions, its policies and principles, and a sincere respect for the men who are working to make this Board a great, worldwide mission organization.

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Then saith he unto his disciples,
The **harvest** truly is **plenteous**,
but the **labourers** are **few**;
Matthew 9:37