A pastor once told me that he was recommending to the church he served that it should change its name. The church included “Missionary Baptist Church” in its name. The pastor thought that they make a change to incorporate “Stationary Baptist Church” in its name. He thought this would be appropriate because they refused to go anywhere to serve. I advised him that proposing this change would not be a good idea. He is no longer the pastor of that church.

I understood the frustration of my colleague. He felt that the church he served was immobile rather than missional. He felt that the church he served was more interested in gathering than scattering. He felt that the church he served was more interested in accumulation than distribution. He could not get the church to see a glimpse of God’s vision for the church on mission or to embrace something of the joy of carrying the Good News of Jesus into the world. I wish he could have had this resource to use. Perhaps he would have witnessed a transformation rather than a separation.

During my years as an urban missionary, a congregational pastor, a seminary professor, and a global missions executive, I have come to learn that most Christians are ready and willing to serve Christ faithfully in the world. What they often need, however, is better insight. During my service as a leader in the life of the church, I have also come to learn that we need to do a better job equipping disciples of Jesus to impact the world. That is what this workbook is designed to do.

My hope is that this workbook will be a tool to help disciples of Jesus to discern, describe, and do missions more effectively. If we move the needle in the right direction, I will rejoice.

David

The Rev. David Emmanuel Goatley, Ph.D.
Executive Secretary-Treasurer
Lott Carey – A Global Christian Missional Community
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The Rev. Lott Carey
1780-1828

One of the first American and Baptist missionaries to West Africa
A Definition of Missions

What does it mean to say that something is “the heart of the matter”? To refer to “the heart of a matter” has to do with the essence of a thing. We want to know what is central. We seek the core. To say that something is “at the heart” means that it is essential. You cannot do without it. However, we sometimes are unclear about what is essential, important, and interesting.

_Can you describe the difference?_

When something is _essential_, it means

______________________________________________________________________

______________________________________________________________________

When something is _important_, it means

______________________________________________________________________

______________________________________________________________________

When something is _interesting_, it means

______________________________________________________________________

______________________________________________________________________

Discuss the differences. Which of the following are essential, important, and interesting?

<table>
<thead>
<tr>
<th>Water</th>
<th>Juice</th>
<th>Soft Drink</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rigorous fitness regimens</td>
<td>Healthy living habits</td>
<td>Image makeover</td>
</tr>
<tr>
<td>Satellite radio</td>
<td>Power steering</td>
<td>Automobile engine</td>
</tr>
</tbody>
</table>
A Definition of Missions

Can you list other examples of the differences between things that are essential, important, and interesting?

<table>
<thead>
<tr>
<th>Essential</th>
<th>Important</th>
<th>Interesting</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
</tbody>
</table>

While there are many things related to the life of local churches, what is at the heart of the church where you belong? Think about where energy, attention, and resources are targeted in your church. Based on this, what seems to be essential, important, or interesting in the life of your church?

<table>
<thead>
<tr>
<th>Essential</th>
<th>Important</th>
<th>Interesting</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

Missions is as essential to the church as breathing is to the body. A body is not alive if it is not breathing. Further, we do not have to think about breathing. We do not tell our bodies, “First inhale. Then exhale.” Breathing is natural and normal for a healthy body. Similarly, missions is natural and normal for a healthy church. A healthy body does not have to tell itself to breathe. In the same way, a healthy church does not have to tell itself to do missions. Actually, missions is so essential to the church that without missions a church isn’t a church at all! Unless a church is engaged in missions, it fails to reflect the nature and will of God in the world.
People use the words “mission” and “missions” often, but what do they mean? Are they the same thing? Are they different? How are they related? Here is a useful way of thinking about “mission” and “missions.”

Mission (without the “s”) speaks to God’s turning toward the world in love. “For God so loved the world that he gave his only Son, that whoever believes in him should not perish but have eternal life. For God sent the Son into the world, not to condemn the world, but that the world might be saved through him.” (John 3:16-17) God created the world. God loves the world. God is redeeming the world. God will bring to completion what God desires for the world. “…that is, in Christ God was reconciling the world to himself, not counting their trespasses against them, and entrusting to us the message of reconciliation.” (2 Corinthians 5:19)

Can you think of ways that you understand God’s turning toward the world in love? What does that look like to you?

Missions (with the “s”) refers to the activities of the church that are born from God’s mission to the world. The missionary activities of the church (or missions) are always done in service to God’s mission for the world, and we should remember that God’s mission for the world is bigger and broader and higher and deeper than people can reach. Missions is the activity of the church that bears witness to Jesus Christ. The missionary activity of the church, or missions, is only authentic when it reflects God’s mission to the world. “So we are ambassadors for Christ, God making his appeal through us. We beseech you on behalf of Christ, be reconciled to God.” (2 Corinthians 5:20)

Why is it important to be involved in missions near and far? What are activities in your church that participate in God’s mission to the world? What missions ministries does your church carry out that bear witness to Jesus Christ? What missions efforts does your church make as ambassadors for Christ? How do missions in your church relate to and advance God’s mission in the world?
A Definition of Missions

Although different people define missions in different ways, one helpful working definition follows.

Christian missions is:

*The church*

*sending disciples of Jesus*

*who are empowered by the Holy Spirit*

*into the world*

*to touch lives with the transforming love of Christ*

Each of these phrases is very important to a vibrant understanding of Christian missions in the life of a church. Let's explore different aspects of this definition.

The church: Christian missions belongs to the life of the church. A church cannot “outsource” its missional mandate through giving money to agencies alone. While financial support is essential—“For where your treasure is, there will your heart be also” (Matthew 6:21)—the church should be engaged beyond financial support in its missional work. The church learns, the church prays, the church gives, and the church goes.

In relationship to disciples doing missions, the church provides the structure of accountability and support that all missionaries need (and all mature disciples of Jesus are missionaries). People who are not accountable to someone are likely to do things that are weak or wrong, rash or sinful. The sinful inclinations of our human nature prevent us from being faithful when we are not accountable to others.

The church also covers those who do missions in prayer. Why would someone want to deny their church the privilege of participating in missional impact through prayer? Additionally, why would someone risk being engaged in missions in the world without the prayer support of people who love God and who are called according to God’s purposes? The opposition to God’s reign in the world must be taken seriously. We have important as well as dangerous business. “For we are not contending against flesh and blood, but against the principalities, against the powers, against the world rulers of this present darkness, against the spiritual hosts of wickedness in the heavenly places.” (Ephesians 6:12) We need the church to envelope us in prayer and support if we are to succeed.
A Definition of Missions

Sending disciples of Jesus: The work of missions is carried out by followers and learners of Jesus, the Son of God. People can do good things without being Disciples of Christ. You do not have to follow Jesus to feed people who are hungry, house people who are homeless, or clothe people without adequate clothing. Only disciples of Jesus, however, are able to do the missionary activities of the church—the body of Christ—that reflect God’s mission to the world. “And he called to him the twelve, and began to send them out two by two, and gave them authority over the unclean spirits … so they went out and preached that men should repent. And they cast out many demons, and anointed with oil many that were sick and healed them.” (Mark 6:7, 12-13)

Who are empowered by the Holy Spirit: The ability or the capacity of disciples of Jesus to do the missionary activities that reflect God’s mission to the world comes from the Holy Spirit. Disciples need the overshadowing, the enveloping, the anointing, the indwelling, the inspiring, and the empowering of God’s Spirit to accomplish the tasks needed to make God known clearly throughout the world. Without the Spirit, our work is impossible. With the Spirit, we can fulfill our calling in every generation. “But you shall receive power when the Holy Spirit has come upon you; and you shall be my witnesses in Jerusalem and in all Judea and Samaria and to the end of the earth.” (Acts 1:8)

Into the world: The work of the mission of God is to the world. The work of the church is in the world. The world is outside your door, in your community, around your city, across your state, throughout your country, and in all the earth. Sometimes churches become focused inward. Their efforts are designed to enhance their experience of each other or of God while they are together. Churches can spend disproportionate amounts of effort, energy, and resource on their campus or congregation-based activities, compared to expenditures and investments in the world. While there is no rule of thumb to follow for proportions, what percentage of investment in the world as compared to investment in the “church” might be appropriate? For those who argue that investments “in the church” or “on the campus” are for the world, how is that impact measured? What are the deliverables? What is the clear and compelling connection? In one of Jesus’ prayers to God, he says: “As thou didst send me into the world, so I have sent them into the world.” (John 17:18) Like salt, we have to get out of the shaker and into the world!
A Definition of Missions

To touch lives with the transforming love of Christ: No person has the power to fix another. Nor do we have the capability to change another. We do, however, have the ability to touch people’s lives with the transforming love of Christ. Those of us who have been transformed know the power and the possibilities of that transformation for others. “Do not be conformed to this world but be transformed by the renewal of your mind, that you may prove what is the will of God, what is good and acceptable and perfect.” (Romans 12:2) Our transformation cannot be imposed on others, but when we relate to people in loving, respectful, and caring ways, we can impact lives substantially.

Love is the key to the Christian witness and to Christian missions. God is love!

A time for reflection . . .

My earlier definition of missions was . . .

______________________________________________________________________

______________________________________________________________________

______________________________________________________________________

My developing definition of missions is . . .

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______________________________________________________________________

______________________________________________________________________

______________________________________________________________________

______________________________________________________________________

"If I speak in the tongues of men and of angels, but have not love, I am a noisy gong or a clanging cymbal. And if I have prophetic posers, and understand all mysteries and all knowledge, and if I have all faith, so as to remove mountains, but have not love, I am nothing. If I give away all I have, and if I deliver my body to be burned, but have not love, I gain nothing. … So faith, hope, love abide, these three; but the greatest of these is love." (1 Corinthians 13:1-3, 13)
Some Characteristics of Missions
What does missions look like? Many books have been published, workshops have been developed, sermons have been preached, and claims have been made. What are some ways that you have heard missions described?

Missions can be expressed in four ways:
- Evangelism - Page 9
- Compassion - Page 11
- Empowerment - Page 12
- Advocacy - Page 13

**Evangelism:** Our word “evangelism” has roots in the idea of “a good story” or “good news.” In the pre-Christian Roman world, the “good news” generally applied to news of a military campaign and to the reward given to the messenger once the victory was confirmed. In the Christian world, the “good news” came to be known as the message of what God has done for the world through Jesus Christ. In the realm of Christian missions, part of our task is to share the “good news” that God has come to us in Jesus Christ and that through him we have eternal life.

In the business world, entrepreneurs who are seeking funding for their innovative ideas are often encouraged to prepare an “elevator speech” in which they make a compelling case for their products or services to a prospective investor in the time it takes to ride an elevator a few floors. The idea is to say a lot with a few words in the couple of minutes it takes to ride an elevator.

Suppose you had a couple of minutes to tell someone the “good news” of Jesus Christ in your life. Are you ready? Take a moment to note the essential elements of your “evangelism elevator speech.” What was your life like before Jesus? (30 seconds) How did you come to know Jesus? (30 seconds) What difference does Jesus make in your life now that you are his disciple? (30 seconds).
Some Characteristics of Missions

My Evangelism Elevator Speech

Before I met Jesus my life was …

______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________

I came to know Jesus …

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______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________

Since I became a disciple of Jesus my life …

______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
Compassion: With what eyes do we see suffering people? Sometimes we see through eyes of criticism. This causes us to disapprove of people. Sometimes we see through eyes of cynicism. This causes us to be suspicious or disparaging of people. Sometimes we see through eyes of compassion. This causes us to see people as Jesus sees them. “As he went ashore he saw a great throng, and he had compassion on them, because they were like sheep without a shepherd; and he began to teach them many things.” (Mark 6:34) How do you view people who seem to have no material possessions, no assets to add value to your life, and no food for themselves?

Sometimes we see something that impacts us so severely that we have a physical reaction in our stomachs. It can feel like your nerves become tense or that you have been hit in the gut. This is a way of understanding how Jesus may have felt when he saw people who were vulnerable and violated. He may have felt a “punch in the gut.” His response, however, was not to turn away. His response was to turn toward those whose life situations were burdensome so that he could bring comfort and some assistance. In the Mark 6 passage referenced above, Jesus does not eliminate permanently the need for food security for this great mass of people, but he meets the immediate need they have and brings relief. Compassion is part of the missional agenda of the church.

Two brothers were having breakfast in a fast food restaurant. While they were eating, a lady came in and sat quietly at a booth near a window across the restaurant. She sat her shopping bag down beside her and looked out of the window. As the brothers were completing their breakfast and conversation, one of them said to the other, “I’ll be back in a minute. I need to do something.” He walked over to the lady sitting quietly at the window booth and asked if she would like to have breakfast. The lady said, “Thank you sir, I haven’t eaten in two days.”

How could two brothers sit at the same table and see the same woman but not see the same thing. One brother saw through eyes of compassion. The other did not see.

Can you think of times when you had eyes of criticism? Can you think of times when you had eyes of compassion? What made the difference? How can we encourage compassion?
Some Characteristics of Missions

Empowerment: One day, some men tried to bring another man who was paralyzed to Jesus for healing. When they arrived at the house where Jesus was, there were too many people crowded around Jesus for the men to get the paralyzed man to Jesus. They ended up climbing on top of the roof, and letting the man down in front of Jesus. Jesus forgives the man’s sins, and to demonstrate to those who questioned his authority to forgive sin, “he said to the man who was paralyzed—‘I say to you, rise, take up your bed and go home.’” (Luke 5:24b)

One aspect of missions is building the capacity for people to live with more dignity and security. Traditional education, vocational training, and job and life skills education have been part of the strategy of churches who embrace empowerment as part of their missional mandate. To engage people who are poor with the gospel is critical to the work of the church. To fail to engage them around areas that can help them to provide for themselves more effectively, however, hampers the Christian witness. Supporting people to build the capacity to create for themselves, their families, and their community’s livelihood of dignity is good news for the poor. To share a message of eternal salvation while ignoring the present circumstances of people is falling far short of a faith that matters in this world. If you tell a poor and hungry person about the “bread of life” the question will inevitably arise, “Can I eat it?”

What are some of the symptoms of disempowerment in your community, in the country, and in the world?

______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________

What are some specific areas that your church could address that could help people who are “down and out” start to get “up and going”?

______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
Advocacy: In addition to our talking to people about the difference that Jesus can make in their lives, to responding with compassion to hurting and vulnerable people, and to helping people achieve independence and self-reliance, we also are called to challenge the systems that make people vulnerable. God is a God of justice. God’s vision for the world is that people have enough. Regrettably, too many people with power and influence in our world use their privilege to protect their selfish interests rather than to empower those who need help. Too many people in our world focus on accumulation (where a few get excess) rather than on distribution (so that none go without). Part of the missional agenda is to be advocates for fairness so that the weaker among us are not exploited by the stronger.

The story is told of a small village by the river that started to notice wounded people floating down stream. The villagers would rescue the wounded and help them heal. More wounded people appeared daily. At some point, a few villagers decided to go upstream to see why so many wounded people were floating down stream. Eventually they came to a bridge where vicious people were attacking innocent people who were trying to cross the bridge, beating them, and throwing them off the bridge. The villagers who went to investigate the problem went to challenge those who were injuring people and throwing them off the river. Sometimes, Christian people have to challenge those who are wounding and tossing people off the bridge.

Are there policies and practices in your community or the country that are injuring people? How might you and/or your church be advocates for justice—challenging the strong who exploit the weak? What are some of the “big rocks” in the community, country, or world that need to be broken so that the oppressed can go free?
Some Characteristics of Missions

Churches are called to be missionary in their theology, daily lives, and commitments. What happens as churches determine that sending disciples of Jesus who are empowered by the Holy Spirit into the world to touch lives with the transforming love of Christ is the organizing principal around which all other efforts revolve? Take some time and imagine the impact of churches that are missionary through and through.

What does it look like when a church has missions as its first priority?

________________________________________________________________________

________________________________________________________________________

What would the rhythms, emphases, and special occasions look like? What would the organizational structure look like?

________________________________________________________________________

________________________________________________________________________

How would leaders (e.g., pastors, preachers, teachers, deacons, lay leaders, etc.) be sought and function? How would budgets be shaped?

________________________________________________________________________

________________________________________________________________________

What facilities would be needed?

________________________________________________________________________

________________________________________________________________________

What impact would be realized?

________________________________________________________________________

________________________________________________________________________
Some Characteristics of Missions

When we describe someone, we may speak of height, weight, complexion, length of hair, or other physical traits. We might also speak of qualities like how easygoing or boisterous she may be, or how loud or soft spoken he is. Just as we can describe people by their attributes, we can describe features of Christian missions. The following are four characteristics of Christian missions:

**Missions is definitive for the church**
People sometimes use the phrase “at the end of the day.” This phrase refers to the summation of a matter. Like an addition problem, when you add all of the parts, this is the final total. To say something is definitive is to say that it is conclusive. Missions is definitive for the Christian life and the Christian church.

**Missions is normative for the church**
Earlier we saw that Christian missions is essential to the life of the church. It is not merely optional or interesting. Missions is not a thing a church does. Christian missions is essential to who we are as disciples of Jesus Christ. Actually, there is a church because of missions. There are Christian disciples because of missions. So, for a church to ignore missions is like a child ignoring its loving mother.

**Missions is evaluative for the church**
Missions is the key way to evaluate the health of a church. Size, income, and square footage are not the main determinants of health. Just because one person is heavier than another person does not necessarily mean the heavier person is healthy. Just because one household earns more income than another does not necessarily mean the one with more income is financially healthy. Just because one person’s apartment or house has more square footage than another’s does not mean that it is a healthy home. It is the same for a church. Size, revenue, and space can be a blessing and a benefit to God’s reign in the world. Something else, however, is needed to determine health. The degree to which a church embraces and is embraced by God’s mission to the world, as shown by its missions in the world, is how we evaluate the health of a church.

A word of caution is needed here. While size, budget, and facility are not indicators of health alone, we should never assume that churches with large memberships, budgets, and campuses are unhealthy. Small size, small budget, and modest facilities do not indicate health either. Our goal is not to compare one church to another but to compare our missional commitment to the calling and capacity that God has placed in our lives and our church communities. We are not in competition with each other. We are laborers together for Christ!
Some Characteristics of Missions

Missions is responsive for the church
God always takes the initiative in relating to us. We do not make the first move in our relationship with God. God calls. We answer. God loves. We love God in return. God sends. We go. That is the way life is with God, and it is a blessing to respond to the love and wisdom of God in our lives.

The church is missionary in response to the triune God – Father, Son, and Spirit – who is, indeed, missional.

Since God is a missionary God …
God sent God’s Son to the world to bring life and light so that we might know God clearly and full. (John 1:1-18)

Since Jesus is a missionary Lord …
Jesus sent his disciples into the entire world to make disciples of Jesus, to immerse them fully into the life of Christ, and to teach them to obey him in all things. (Matthew 28:16-20)

Since the Holy Spirit is a missionary Spirit …
The Holy Spirit empowers disciples of Jesus to be authentic and reliable witness globally. (Acts 1:6-11)

The church has to be a missionary church or it is not a church at all.

A time for reflection . . .

What is a working definition of missions?

How are missions in the life of the church related to the mission of God to the world?

How essential is Christian missions in my life as a disciple of Christ and in the life of the church to which I belong? How is it demonstrated?

What are key characteristics of missions?

What might a church look like with missions as priority one?

Why is it critical to engage in local AND global missions?

How can I demonstrate my commitment to missions in response to God’s mission?
Self-Evaluation Profile for the Local Church’s Missions Ministry

1. START WITH A GOOD DEFINITION.
   While there are many ways to define the word “missions,” an ACMC survey has produced one composite definition: “Any endeavor aimed toward the goal of reaching beyond the needs of the local congregation for the purpose of fulfilling the Great Commission—by proclaiming the gospel of Jesus Christ, making disciples and relating to the whole need of mankind, both spiritual and physical.”
   This definition has been chosen as the foundation of this profile. Use it to help determine what “missions” is for your church.

2. MEASURE YOUR PROGRESS SO FAR.
   The rulers provide a visual representation of ten vital aspects of the missions ministry of a missions-minded local church. To evaluate your church’s ministry, share in the one box on each scale which best indicates your church’s current missions involvement. The “0” point on each ruler is the threshold, or starting point, for serious involvement. The scales are not meant to show mutually exclusive levels of commitment, but are designed to suggest elements which contribute to the maturity of a local church’s missions ministry.

3. DECIDE WHERE TO GO FROM HERE.
   Don’t be discouraged if your results are below expectations. Each congregation’s ministry is at a different development stage. In fact, this profile’s purpose is to help you evaluate where you are now and point out areas of potential growth. It would not be reasonable, or wise, for a church to attempt to move from one level of commitment to another overnight. You will need to pray and do careful step-by-step planning to help your church to deepen its commitment to missions.
### Self-Evaluation Profile for the Local Church’s Missions Ministry

#### Leadership

<table>
<thead>
<tr>
<th>Doing great</th>
<th>Pastor</th>
<th>Missions Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ Motivates and equips majority of congregation to be involved in missions in some way.</td>
<td>□ At least one half of committee is specially trained through missions, seminars, etc.</td>
<td></td>
</tr>
<tr>
<td>□ Consistently stimulates some members to missions service.</td>
<td>□ Committee or subgroup meets several times a month to direct all missions programs.</td>
<td></td>
</tr>
<tr>
<td>□ Teaches with solid knowledge; reads 5 missions books and attends missions seminars yearly.</td>
<td>□ Committee members have written job descriptions; new members receive orientation.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Coming along</th>
<th>Pastor</th>
<th>Missions Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ Preaches 3-6 sermons on missions per year; maintains close contact with missions committee.</td>
<td>□ Committee members are elected for more than one year, with overlapping terms.</td>
<td></td>
</tr>
<tr>
<td>□ Makes occasional mention of missions from the pulpit.</td>
<td>□ Missions committee is established and functions on a regular basis.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Threshold level</th>
<th>Pastor</th>
<th>Missions Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ Recognizes local church’s role in missions and pastor’s leadership responsibility.</td>
<td>□ Church recognizes the importance of a permanent missions committee.</td>
<td></td>
</tr>
<tr>
<td>□ Has concern for missions.</td>
<td>□ The pastor or selected individuals handle missions business as needed.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Let’s get started</th>
<th>Pastor</th>
<th>Missions Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ Has little interest in missions.</td>
<td>□ There is no active committee; missions business is handled sporadically.</td>
<td></td>
</tr>
</tbody>
</table>
### Strategy

#### Policy

- Missions ministry is guided by well-planned, comprehensive, workable policy.
- Policy is reviewed annually and utilized for basic decisions.
- Policy is written and given to staff, congregation, missionaries.
- Complete written missions policy is under development.
- Some policy has been written for key issues.

#### Goals

- Key goals are being met.
- Long-range planning and goal setting are instituted.
- Goals are pursued faithfully and evaluated yearly.
- Achievable and measurable goals are set in all areas of missions ministry.
- Some specific goals are set in planning, prayer, finances, recruiting, etc.

### Levels

<table>
<thead>
<tr>
<th>Level</th>
<th>Policy</th>
<th>Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doing great</td>
<td>□ Missions ministry is guided by well-planned, comprehensive, workable policy.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>□ Policy is reviewed annually and utilized for basic decisions.</td>
<td>□ Key goals are being met.</td>
</tr>
<tr>
<td></td>
<td>□ Policy is written and given to staff, congregation, missionaries.</td>
<td>□ Long-range planning and goal setting are instituted.</td>
</tr>
<tr>
<td></td>
<td>□ Complete written missions policy is under development.</td>
<td>□ Goals are pursued faithfully and evaluated yearly.</td>
</tr>
<tr>
<td></td>
<td>□ Some policy has been written for key issues.</td>
<td>□ Achievable and measurable goals are set in all areas of missions ministry.</td>
</tr>
<tr>
<td>Coming along</td>
<td>□ There is an awareness of the need for written missions policy.</td>
<td>□ Church recognizes need to set specific missions goals.</td>
</tr>
<tr>
<td></td>
<td>□ Church operates on basis of unwritten missions policy.</td>
<td>□ A few general missions goals are set.</td>
</tr>
<tr>
<td>Threshold level</td>
<td>□ Church feels there is no need for missions policy.</td>
<td>□ Church sees no need for missions goals.</td>
</tr>
<tr>
<td>Let’s get started</td>
<td>□ Church feels there is no need for missions policy.</td>
<td>□ Church sees no need for missions goals.</td>
</tr>
</tbody>
</table>
### Education
- Missions curriculum is consistently incorporated into total church program.
- Coordinator or subcommittee oversees missions education on a continuing basis.
- Missions education resources are available and being used.

### Vision/Prayer
- Vision for the world is evidenced by fervent prayer, increased giving, active recruiting.
- Church allocates personnel and financial resources on basis of global vision and strategy.
- Congregation is aware of need to reach “hidden” peoples outside an effective witness.

### Doing great
- Congregation has been surveyed to determine level of missions knowledge.
- Missions stimulation is maintained through annual conference or missions seminar.

### Coming along
- There is recognition of need for regular missions education emphasis.
- Church has occasional instruction on missions.

### Threshold level
- There is little or no missions education at the local church level.

### Let’s get started
- Church’s vision for unreached peoples is continually expanded by information and prayer.
- Church’s vision for missions ministries reaches beyond local situation.
- Congregation recognizes its responsibility to help fulfill the Great Commission.
- Congregation has some awareness of the Great Commission and the unfinished task.
- Congregation has little awareness of the unfinished task of world evangelization.
**Self-Evaluation Profile for the Local Church’s Missions Ministry**

### Sending

#### Doing great
- □ Church identifies, encourages, and sends missionaries from own congregation.
- □ Church maintains good working relationships with sending agencies.
- □ Church has ongoing program of discipleship and counseling toward missionary service.

#### Coming along
- □ Missions leadership identifies those with cross-cultural spiritual gifts.
- □ Congregation provides opportunities for short-term or other missions service.
- □ Members understand their role in recruiting, shepherding and sending.
- □ Missions service is encouraged but no steps are taken to recruit, shepherd, send.

#### Threshold level
- □ Missions committee actively cares for missionaries on the field.
- □ Congregation as a whole has occasional communication with its missionaries.
- □ Congregation knows its missionaries; recognizes its responsibility to care for them.
- □ Congregation has some knowledge of who its missionaries are.

#### Let’s get started
- □ Missionaries are visited and encouraged on the field by pastor or staff.
- □ Missionaries are cared for as an extension of the church staff.
- □ Committee mobilizes congregation to care for missionaries during terms and furloughs.
- □ Congregation is not associated with missionaries on a personal basis.

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**Recruiting/Shepherding**

- □ Church identifies, encourages, and sends missionaries from own congregation.
- □ Church maintains good working relationships with sending agencies.
- □ Church has ongoing program of discipleship and counseling toward missionary service.

**Missionary care**

- □ Missionaries are visited and encouraged on the field by pastor or staff.
- □ Missionaries are cared for as an extension of the church staff.
- □ Committee mobilizes congregation to care for missionaries during terms and furloughs.
- □ Congregation is not associated with missionaries on a personal basis.
### Self-Evaluation Profile for the Local Church’s Missions Ministry

#### Support

<table>
<thead>
<tr>
<th>Individual Giving</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>$300 yearly average is given to missions per Sunday morning attendee.</td>
<td>50% of overall church budget is devoted to missions.</td>
</tr>
<tr>
<td>$200 yearly average.</td>
<td>45% of budget.</td>
</tr>
<tr>
<td>$150 yearly average.</td>
<td>40% of budget.</td>
</tr>
<tr>
<td>$100 yearly average.</td>
<td>30% of budget.</td>
</tr>
<tr>
<td>$60 yearly average.</td>
<td>20% of budget.</td>
</tr>
<tr>
<td>$20 yearly average.</td>
<td>10% of budget.</td>
</tr>
<tr>
<td>$10 yearly average.</td>
<td>5% of budget.</td>
</tr>
<tr>
<td>$2 yearly average is given to missions per Sunday morning attendee.</td>
<td>2% of overall church budget is devoted to missions.</td>
</tr>
</tbody>
</table>

#### Individual Giving Budget

28 Lott Carey Missions Study Course
Missions Is Essential

Missions Study Course

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