

CROSSROADS GO MINISTRY POLICY

I. PURPOSE

A. DEFINITION OF MISSIONS

The word “missions” comes from the Latin Root word *mitto* meaning “to send.” Combining this word with the final words spoken by Christ in Matthew 28:19-20, also known as The Great Commission, we see the church commanded to go out into the world and make disciples. Therefore, the goal of missions at Crossroads Community Church (CCC) is to send followers of Christ into all of the world, to share the good news of Jesus Christ and make disciples of those who believe in Him.

B. PURPOSE STATEMENT

The goal of our missions effort is make disciples. A disciple is an individual who has given every aspect of their life to the sovereign power of God. A disciple intentionally pursues greater knowledge of God, God’s Word, and applies this knowledge to every aspect of his/her life. At CCC we believe true discipleship occurs within the Church, fellowshipping with a body of like-minded believers. Therefore, the goal of the GO Ministry (missions process) at CCC is not only to share the message of Christ’s sacrifice but also help believers become active members in a local church, whether that church be CCC, another church in the Santa Clarita Valley or a Bible-believing church anywhere in the world.

C. THE GO POLICY

1. The purpose of this policy is to:
 - a. Provide guidelines to stay on a straight course.
 - b. Avoid making important decisions on an emotional or haphazard basis.
 - c. Maintain consistency as changes take place.
 - d. Ensure good stewardship, maintain accountability and ensure all parties remain above reproach.
2. Exceptions – This policy is a statement of principles, not a rigid set of rules. Occasionally, exceptions will need to be made. The approval of the CCC Elder Board is needed to approve exceptions.
3. Revisions – The missions policy will be reviewed and revised as often as needed, with a thorough review every even-numbered year; the Elder Board must approve all major revisions.

D. SCOPE

Scope or better yet “how we GO at CCC,” is based upon Acts 1:8, “But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth” (ESV). Given Acts 1:8, the scope of missions at CCC is divided into three main areas: Jerusalem, Judea and Samaria, and end of the Earth.

1. JERUSALEM (CROSSROADS AND THE SANTA CLARITA VALLEY) – Jerusalem housed the first church in the New Testament, so too our first emphasis should be to “GO” in CCC. If we cannot serve our own people, how can we serve those outside of the church? We will be committed to reaching the Valley of Santa Clarita with the love and truth of the Savior. Our goal is to deliver the Gospel with care and compassion to our family, friends, neighbors, and those in the surrounding communities.

2. JUDEA AND SAMARIA (REST OF THE STATE OF CALIFORNIA AND THE UNITED STATES) – We recognize the responsibility and opportunity we have to reach the lost in our own culture and geographically neighboring cultures. We will seek to partner with like-minded ministries that allow us to help deliver the Gospel of Jesus Christ to those areas beyond the Santa Clarita Valley throughout the United States.

3. JOURNEY TO THE END OF THE EARTH (REST OF THE WORLD, OUTSIDE OF THE UNITED STATES) – We will develop, nurture, and maintain a relationship with a cross-cultural overseas mission to spread the Gospel. This effort will be a personal, interactive, financial, prayerful, and dynamic

relationship. Our prayer is that this ministry will serve as an effective delivery of the Gospel message, a support and encouragement to the overseas missions team, and an opportunity for our church family to be engaged in all aspects of our missions effort. We endeavor to accomplish this by "adopting" a specific mission, local area, or people group to receive our overseas missions focus.

II. MEANS

A. PERSONNEL – The GO Pastor will serve as the Chairman of the GO Leadership Team (GLT). The GO Pastor will be responsible for maintaining the GLT at a minimum of three members including: himself, one elder and one layperson. The GLT will be responsible for overseeing the GO budget, interviewing missionaries, serving as the liaison between the Elder Board and the missionaries; missions appointments, budgets, and strategic decisions will be approved by the CCC Elder Board in response to GLT recommendations. The GLT will meet on a monthly basis unless otherwise determined by the GLT.

B. FINANCES – CCC will set aside a minimum of 10% of all general fund offerings from the previous calendar year giving for the Missions Fund. These monies will be used for and in each area of the aforementioned scope of ministry. The disbursement, use, or tasking of these funds will be accomplished upon the recommendation of the GLT. The GO Pastor, serving as the chairman of the GLT, will have the authority to sign off on any funds requests from within the GO Budget. In the absence of the GO Pastor, the elder assigned to the GLT will have the authority to sign off on GLT funds request. The GO Fund will maintain a one-year reserve in accordance with the CCC fiscal policy.

C. RESOURCES – CCC will be attentive to any and all opportunities to bring individual, time, talents, and specific resources to bear as the Lord provides and needs arise. Use of physical care and compassion will be a consistent means of sharing the love of God and His message to the needy.

D. PROCESS – All missionary candidates (long-term, individual short-term, short -term missions team leaders and members) will submit their applications to the GO Pastor (Chairman of the GLT) for initial approval. A copy of the required applications are included as appendixes to this document and will also be maintained in the documents section of the CCC website. The GO Pastor in his capacity as the Chairman of the GLT will bring the applications before the GLT for consideration. **Applicants who are requesting financial support for a term greater than one month should personally appear before the GLT and be prepared to personally appear before the CCC Elder Board. CCC seeks to partner with global partners so the opportunity to meet with potential partners is a key first step in developing a long-term ministry relationship.** Qualified candidates that are affirmed by the GLT will be forwarded to the elders for either approval or additional screening. All requests for CCC missionary support (long-term missionary application, proposal for a short-term missions trip, and application to lead a short-term missions trip) will be forwarded to the CCC Elder Board for final approval. Approval for individual short-term applications, and short-term trip member applications will be reviewed and approved by the GLT. For the purpose of this Missions Program, long-term missions (global partners) are deemed any missionary service greater than two years in a specific ministry capacity. Short-term missions are considered any service lasting for two years or less.

The GLT will prioritize partner candidates based upon the following priority of work as directed by the CCC Elder Board. Considering CCC was born out of a church plant, CCC desires to focus our missions resources on the planting, growing, and replicating of indigenously led churches. The following list (listed in order of priority) is the priority of effort that the GLT will use when considering the approval of resources.

1. Church Planting
2. Leadership Development
3. Evangelism
4. Compassion/Mercy Outreach
5. Education/Support Ministries
6. All Others

III. LONG-TERM MISSIONS

A. DEFINITION – Long-term missions is the pursuit of people with the purpose of reconciling them with their Creator. Long-term missionaries (global partners) are those who seek to be part of a cross-cultural ministry for longer than two years, preferably as a career.

B. GOALS – The goals for any global partner should include:

1. Serving God in a cross-cultural ministry.
2. Fulfilling the Great Commission (Matt. 28:19-20), that is, to make disciples of all the peoples of the world.
3. Fulfilling the call of God in their life specifically.

C. TYPES OF LONG-TERM MISSIONS – Inasmuch as no church can focus on all aspects of Christian ministry, it is the desire CCC to emphasize those ministries that in our evaluation best fulfill the Great Commission. Therefore, our emphasis will be on the following ministries:

1. Church planting/discipleship and evangelism – This will include the establishment of local, indigenous churches characterized by true worship of God, effective biblical nurture and discipleship of believers, and evangelization of unbelievers, to the end that these churches will reproduce themselves. These efforts may encompass, but not be limited to, such activities as gospel teamwork, evangelistic Bible studies, literature distribution, evangelistic film and broadcast media, campus evangelism/discipleship, and evangelistic camp work. Each of these activities should have as their ultimate goal the establishment or building up of new local churches.

2. Leadership training and development – This will include the strengthening of existing churches through equipping and building up the local, indigenous churches so that they are able to evangelize and reproduce churches among their own people in an effective way, training national leadership and partnering with Christian nationals in outreach ministries.

3. Support ministries which contribute to the above ministries – This will include providing support services to aid those engaged in church planting, discipleship and evangelism, and leadership training and development. This will include such activities as translation, administration, medical work, aviation, community development, and other services.

D. REQUIREMENTS FOR LONG-TERM GLOBAL PARTNERS SENT OUT BY CCC:

1. A commitment to Jesus Christ and evident desire to serve Him.
2. Personal and spiritual maturity for the proposed long-term ministry.
3. Actively involved in ministry at CCC for a minimum of two years.
4. Adequate education and training to carry out the proposed ministry. This would include Bible training, cross-cultural preparation, and whatever professional training may be required by the missionary's sending agency.
5. Background of proven ministry experience (including active involvement in discipleship, and ideally to have included at least one short-term cross-cultural missions trip).
6. Proposed activity is in line with the CCC missions policy regarding types of global partner activities.
7. Completion of missionary training that would lead to the designation of full-time missionary by their sending agency.
8. Desires to maintain a strong relationship with CCC and its leadership, minister under its spiritual authority, and will abide by any guidelines for correspondence and periodic review of ministry.
9. Reflects the character qualities of 1 Timothy 3:1-13 and Titus 1:6-9 where applicable.
10. Must be accepted by a missions agency approved by CCC. Missions agencies that are members of the Evangelical Council for Financial Accountability (ECFA) are preferred sending agencies but ECFA endorsement is not a mandatory requirement.
11. If married, the missionary must have a strong marriage with full support of spouse.
12. There may be an instance in which a candidate has already been appointed by a missions agency and subsequently desires to make CCC their home church. In such cases, the elders will still require a minimum of two years of active involvement in the life of the church before they can be considered for financial support. However, if a candidate being considered for support is being sent out

by another church that CCC recognizes as a partnering church, that candidate will not be required to be part of CCC for two years.

E. CCC'S RELATIONSHIP WITH MISSIONS AGENCIES

1. The relationship between CCC and the missions agencies is one of mutual cooperation, responsibility, and purpose. The mobilization of resource personnel and finances, and the matching of them with effective ministries, require synchronized efforts of both the church and the agency.

2. The missions agencies are accountable to the local church regarding the utilization of resource personnel and finances that emanate from the local church. They are also accountable for assuring that CCC global partners receive the best possible guidance for the proper use of the gifts, experience, personalities, and training.

3. CCC is accountable to the missions agency to prepare and equip candidates to the greatest degree possible, including the areas of Christian life, personal relationships, basic Bible training, and ministry experience.

4. When a CCC member becomes involved with an agency, the church has a serious responsibility to work in cooperation with that agency to assure the best possible preparation and placement for the candidate.

5. Each global partner should have responsible oversight over him/her while on the field. In the case of CCC, the church is responsible to provide that oversight or to see that oversight is adequately provided. Realizing that CCC is not always in the best position to administer on-site oversight, counsel, personal care, discipleship, encouragement and evaluation, these responsibilities could be provided by the missions agency. However, CCC is committed to every one of its partners and desires to have a strong sense of responsibility toward them, regular interaction with them, and maintaining and building the relationship with them as an integral part of the CCC family. This will include having a support team of people assigned to them for regular correspondence, encouragement, and attempting to see that their needs are being met. In addition, the entire church will seek to help in the partners' physical, emotional, spiritual, and ministry needs.

6. Each global partner will operate under a sending agency that has been approved by the CCC Elder Board. If a partner changes agencies, he must gain prior approval from the church. Advance notification must be given to allow CCC to evaluate the agency and the specific ministry involvement. If this is not done, support may be terminated.

7. The following criteria for the evaluation of missions agencies should be noted:

a. The elders are convinced that global partners are more effective in ministry and more adequately cared for when working under an established sending agency. Therefore, it is our policy not to support those who are not under such an agency.

b. The agency's overall goals and doctrinal statement should be consistent with CCC's.

c. If the sending agency is not a member of the ECFA, approval of the sending agency by the CCC Elder board will be required. The CCC Elder Board and a subsequent unanimous vote by the CCC Elder Board will base approval upon an evaluation of the agency/ministry. The evaluation of the agency will be based upon a copy of the agency's/ministry's: doctrinal statement, by-laws, list of board members and copies of the last three years IRS Form 990 (if the agency has not existed for three years, then the most current copy of IRS Form 990).

d. The agency should have a clear policy toward the national church of the countries in which its' missionaries are sent, and this policy should provide for the development of national leadership and global partners sent out from the national church.

e. The agency should provide responsible oversight for their missionaries. Such oversight includes care for the spiritual, physical, and emotional needs, guidance in goal-setting, and administrative oversight for the work on the field.

f. The agency should demonstrate cooperation with other like-minded agencies at the administrative and ministry level.

g. If an agency proposes to change, or in fact changes its ministry philosophy or procedures or any detail of its theological position, CCC requires written notification of such change(s) from the CCC Global Partner. CCC will then evaluate the change(s) and may change its association with or support of said agency, after communication and discussion with said agency. It is possible that CCC might request that its involved global partner change agencies.

F. FINANCIAL SUPPORT FOR LONG-TERM GLOBAL PARTNERS – Long-term missionaries who are being sent out by CCC, and who have been approved by the elders at CCC will receive **a minimum of 20% but not exceeding 50%** of their annual support. In special cases, the elders may depart from this guideline. It should also be noted that this represents a goal that may or may not be achieved due to extenuating circumstances, i.e., number of people going out as global partners, financial situation of the church, etc.

There are times when CCC will have the opportunity to partner with a long-term missionary that is being sent out by a church other than CCC. Often in these cases the missionary is from a local, like-minded church that CCC has partnered with in the past. In the case of financial support for a long-term missionary not being sent by CCC, the amount given by CCC **will not exceed 20% of the missionary's annual support**. The exact percentage will be determined on a case-by-case basis by a recommendation by the GLT and an approval by the CCC Elder Board.

Approval of financial resources for long-term global partners at CCC will be broken into four-year terms. At the three-year mark, the GLT will make a recommendation to the Elder Board regarding the commitment to another four-year term of support. The general purpose of this process is to be wise stewards of our missions budget, to provide accountability, and to work with our global partners both to determine and to achieve biblically delineated goals for the mission. There may be times in which the GLT and the CCC Elder Board wishes to support a long-term missionary being sent out by a partnering church but the missions budget would not sustain long-term support. In these cases the GLT and/or CCC Elder Board may make a recommendation to give a one-time gift. This one-time donation **shall not exceed 20% of the long-term missionary's annual support goal**.

CCC also understands that all global partners, both short-term and long-term, will need to raise support, and that they will consider individuals at CCC. We strongly suggest that partners only send letters for support to individuals that they know well, not to the body at large.

In an effort to ensure that CCC maintains our commitment to our Global Partners even in seasons of financial challenges, CCC will maintain enough funds in reserve to pay one year's worth of support to our global partners. These reserves will cover those global partners who CCC has agreed to support on an annual basis (both short-term and long-term).

G. EXPECTATIONS – Sometimes our long-term missionaries are not sure how we perceive our role and what they can expect from us. In addition, they are not always sure what we expect from them. The following should clarify these expectations.

1. What should a long-term missionary expect from CCC?

a. Prayer support: We will continue to work at encouraging our people to pray for our partners.

b. Financial support: We will pay on a regular basis what we have promised to a missions agency for the length of their term. At the three-year mark of each term, an evaluation will be made by both parties to see if we want to continue in this relationship for another four-year term. In the event that the overall fiscal situation of CCC dictates that regular payment of financial support must be altered, we will communicate that information in a prompt and timely manner.

c. Consistent communication: We will attempt to keep our global partners informed of and involved in what is happening at CCC.

d. Practical assistance: If a global partner needs housing, transportation, furniture, etc., while they are in our area on furlough, or other kinds of needs while on the field, we will attempt to meet those needs through their support team.

e. Team relationship: We want to be viewed as part of the team behind our global partners. They can expect us to have a concern for them and for their ministry. We desire openness on both our parts. We want to continually develop the attitude of a team ministry that results in a closer relationship.

f. Report to GLT: Our partners can expect to meet with the GLT and/or elders whenever they are on home ministry assignment. Also on an annual basis, usually near the end of the calendar year, CCC will send a questionnaire to ensure CCC global partners have the necessary physical, spiritual, and financial support to complete the calling God has placed upon their lives.

g. Visits: As schedule and finances allow, members of the GLT, elders and/or church leadership will try to visit the missionaries supported by CCC.

2. What should CCC expect from its long-term missionaries?

a. Regular communication: We would like to have close and regular communication with our partners. We believe that we should hear from them at least quarterly in one form or another (i.e. prayer letter, blog, Skype, etc.). It is our desire to know how their ministry is progressing, how they are doing personally, and what types of needs they might have. However, it is expected that their support team will communicate more often.

b. Annual Questionnaire: We require from our partners to complete the annual CCC missionary questionnaire so that we can be appropriately informed of their physical, spiritual and financial needs. This information will be shared with the GLT so that CCC might be able to help meet these needs.

c. Changes: As part of the team, CCC needs to be informed immediately of any changes in plans for ministry focus, ministry philosophy, location or agency, or interpersonal relationship(s) involving ministry team members, agency personnel, family, or such. CCC will then evaluate the impact of the expressed change(s) or interpersonal relationship(s) and will communicate with the partner by phone, mail, electronically, or in person as deemed appropriate, to discuss the situation. It is possible that CCC will wish to alter its support of the partner (increase, decrease, or termination) as a result of these discussions. If the decision results in a decrease of support, that decrease will take place in **10% increments over a period of 12 months**. If an issue is determined to involve Scriptural sin on the part of the global partner, termination will be immediate; however, our goal for every partner would be repentance and restoration.

d. Furlough: In order to help us better plan for a long-term missionary being in our area, we would like to know as soon as possible when a CCC Global Partner will be with us.

IV. SHORT-TERM MISSIONS

A. DEFINITION OF SHORT-TERM MISSIONS - Missions is the pursuit of people with the purpose of reconciling them with Christ. Short-term missionaries are people who seek to be part of a cross-cultural ministry for two years or less, and who may consider this as an important and relevant step in preparing themselves for a long-term missions career.

At CCC there are two main avenues in which people participate in short-term missions, individual short-term missions with another ministry or a short-term missions team (GO Team) lead by a member of CCC. CCC has three levels of short-term ministries:

Level 1: One week to one month (usually a CCC GO Team)

Level 2: Two months to one year

Level 3: One to two years

B. GOALS OF SHORT-TERM MISSIONS – The goals for any short-term missionary should include:

1. Sharing the Gospel of Jesus Christ.
2. Learning first-hand what missions is all about.
3. Determining whether God is calling you into full-time missions.

C. GENERAL REQUIREMENTS FOR SHORT-TERM MISSIONS – The requirements for anyone serving in short-term missions are as follows:

1. A commitment to Jesus Christ and an evident desire to serve Him.
2. A regular and active attendee of CCC serving in ministry.
3. If levels 2 or 3, a member of CCC at least one year prior to date of departure.
4. A willingness to serve as a career missionary if God so directs.
5. Personal and spiritual maturity sufficient for the proposed short-term ministry.
6. If levels 2 or 3, proven ministry competence and experience commensurate with the proposed short-term ministry.
7. If levels 2 or 3, one-on-one consultation with the GO Pastor to discuss preparation plans. This should take place approximately one year in advance of planned departure.
8. Recommendation from the elders.
9. Acceptance by a missions agency approved by CCC.

10. Parental consent for anyone under the age of 18 for any level.

Ideally applicants for levels 2 or 3 will be high school graduates. Moreover, Those who are not yet college graduates are strongly encouraged to participate on a team or in a ministry with a global partner approved and/or supported by CCC. Any one under the age of 16 must not only have parental consent but also the applicant and his/her parent must meet with the GO Pastor and receive approval from the CCC Elder Board.

11. Pre-field orientation and preparation is needed from either CCC, a missions agency, or the ministry/organization sponsoring the trip.

12. Completion of the appropriate application, which can be found in Appendices.

13. Formation of a CCC global partner support team for levels 2 and 3.

D. APPLICATION PROCESS FOR SHORT-TERM MISSIONS – Special instructions will be given

in later paragraphs addressing the application process for the three different levels listed above. The process outlined below describes the basic flow of the short-term missions application process.

1. An application must be filled out.

2. The candidate will submit the application to the GO Leadership

Team (GLT). Candidate's seeking support under lever 2 or level 3 (seeking funds for a missions trip longer than one month) will be asked to personally appear before the GLT and potentially appear before the CCC Elder Board.

3. The GLT will review all applications, conduct interviews, and make final recommendations of support.

4. It will be up to the short-term partner to raise the remaining funds needed for the missions trip. Levels 2 and 3 short-termers should plan at least six months in advance to raise the funds needed, form a CCC support team, obtain a passport, get shots, training, etc.

E. SPECIAL INSTRUCTIONS FOR INDIVIDUALS APPLYING TO SHORT-TERM MISSIONS

OTHER THAN A CCC SHORT-TERM MISSIONS TRIP – We are convinced that global partners are more effective in ministry and more adequately cared for when working under an established sending agency. While a sending agency is not a mandatory requirement, anyone seeking support for CCC that is going on a short-term missions without the endorsement of a sending agency, approval for support will come from the CCC Elder Board, based upon a recommendation from the GLT.

Additionally, we realize that from time to time God leads short-termers (levels 2 and 3 especially) to extend their terms beyond their original commitment. We believe that the longer a short-terminer is on the field, the more effective they can become in ministry; therefore, we are very supportive of the Lord's leading from a short-term status to a career status. However, it is essential that individuals in this situation communicate thoroughly with the GLT. The GLT will bring qualifying global partners to the Elder Board for approval. If the short-terminer desires to extend his or her commitment beyond two years, the elders expect that the short-terminer will seek to meet the requirements for career global partners (long-term missionary status).

CCC also understands that all partners, both short-term and long-term, will need to raise support, and that they will consider individuals at CCC. We strongly suggest that global partners only send letters for support to individuals that they know well, not to the body at large.

Sometimes our partners are not sure how we perceive our role and what they can expect from us. In addition, they are not always sure what we expect from them. The following should clarify these expectations.

1. What should a short-term global partner expect from CCC?

a. Prayer support: We will continue to work at encouraging our people to pray for our partners.

b. Financial support: We will pay on a regular basis what we have promised to a missions agency for the length of their term.

c. Consistent communication: We will attempt to keep our global partners informed as to what is happening at CCC.

d. Team relationship: We want to be viewed as part of the team behind our

partners. They can expect us to have a concern for them and for their ministry. We desire openness on both our parts. We want to continually develop the attitude of a team ministry that results in a closer relationship.

2. What should CCC expect from its short-term missionaries?

a. Regular communication: We would like to have close and regular communication with our global partners. We believe that we should hear from them at least quarterly in one form or another. It is our desire to know how their ministry is progressing, how they are doing personally, and what types of needs they might have.

b. Changes: As part of the team, we would like to be informed of any changes in plans for ministry and/or location.

F. SPECIAL INSTRUCTIONS FOR INDIVIDUALS APPLYING TO LEAD A CCC SHORT-TERM MISSIONS TRIP

MISSIONS TRIP – All short-term missions trips sent out from CCC will have team leaders who are called and gifted to lead others during the trip. These team leaders will be recognized by the CCC Elder Board based on their character, their gifting to set the example, to disciple others, and ability to give clear concise directions to those in their care during the trip. Team leaders should demonstrate the ability to lead, direct, encourage, resolve conflict, solve problems and will be the “go-to” person for the whole team. Team leaders will be expected raise support, just as will be expected of other team members. The primary purpose for the leader being expected to raise their own support is to help build a cohesive team. Team leaders should not ask members of their team to do anything they themselves have not done; therefore, in an effort to send the most cohesive team possible, leaders for CCC GO Teams will be expected to raise their own support.

The team leaders selected by the elders to go on the short-term missions trip will be trained by the GO Pastor in all aspects of leading a missions trip. Along with the CCC Short-Term Missions Guide, the GO Pastor will provide the team leader with a copy of *Serving with Eyes Wide Open, Doing Short-Term Missions with Cultural Intelligence* by David A. Livermore. During the training session provided by the GO Pastor, the team leaders will discuss the impact of this book upon their specific trip. The GO Pastor will also train the team leader in team selection, planning, financial support, disciplining and communication to the church body. Once the team leaders are trained and the team selected, the team leaders will be expected to have at least three team meetings to not only give instruction to the team but to build team cohesiveness. The GO Pastor will assist the team leader in building training sessions for the team to ensure the entire team maintains the proper Biblical focus of the trip, which is to share the Gospel of Christ.

From six months –two months prior to the trip, team leaders are expected to meet monthly with the GO Pastor to keep the GLT and CCC Elder Board up to date on the status of the team. During this time period the team leader will also meet monthly with the CCC book-keeper to reconcile the funds that are coming in or funds that are needed to plan for the team.

The month prior to the departure of the short-term missions team, the team leader will meet weekly with the GO Pastor to finalize any last minute changes or challenges. It is during this time that the team leader will submit any final check requests to the CCC book-keeper, **all fund requests MUST be submitted no later than two weeks before the actual departure**. While this requirement might seem rigid, often short-term missions teams require large amount of funds and often these funds must be paid to groups outside of CCC. Therefore this timeline allows for the timely payment of funds to all parties involved.

G. SPECIAL INSTRUCTIONS FOR INDIVIDUALS APPLYING TO BE A MEMBER OF A CCC

SHORT-TERM MISSIONS TRIP – Speak to full-time missionaries today and most of them will say that their call to full-time missions was sparked and confirmed while serving on a short-term team. While this is not the goal of CCC short-term missions teams, this could be a future outcome. The main goal of short-term missions teams at CCC is simple, to share the Gospel of Jesus Christ to people groups and/or nations who may not have regular access to the Word of God. Often some of the method of local outreach God uses in short-term missions are: vacation bible schools, food distribution, light construction, English as a second language camps, summer camps, etc. While these events and projects are important these are not the primary goal of CCC short-term missions teams.

Considering the Gospel is the focus of all GO Teams, team members should already be a follower of Jesus Christ. However, CCC has seen the power of a short-term trip on the life of person who is seeking to know more about God; therefore, those who are not already followers of Christ will be accepted on a case-by-case basis. Ideally a GO Team trip that focuses upon evangelism, VBS, outreach, etc. is not the best trip to send a person who is seeking to know more about God. GO Teams that have their bridge to the Gospel such as construction, labor, etc. are the trips where the GLT and elders would allow an unbeliever to attend. An integral part of the short-term team member application is a recommendation from the individual's small group leader, i.e. the high school pastor, NextGen pastor, worship leader, etc., or whomever can best speak of the individual's heart to serve and willingness to be a part of a team.

Those individuals seeking to be a member of a CCC short-term missions team should also be aware of the time requirement that will be placed upon them, specifically involving team training and raising the necessary support. All team members are expected to complete the team training sessions. Obviously there may be times when schedules may conflict, but this training must be made up through instruction from the team leader. The final decision to determine if an individual is ready to fully participate in the short-term missions trip will be made by the team leader and the GO Pastor.

As mentioned earlier, anyone under the age of 18 must have parental consent to go on a CCC short-term missions trip. If the individual is under the age of 16, CCC strongly recommends that a parent go on the trip along with their child. While there may be exceptions to this rule, those who are under the age of 16 and want to go on a CCC short-term missions trip without their parent must be interviewed by the GLT, who will then make a recommendation to the CCC Elder Board.

At the information meeting, each potential team member will be asked to sign a preliminary financial commitment form which states the estimated cost of the trip. This form also indicates that potential short-term team members understand that they will be responsible for any amounts that they are unable to raise through support-building letters. Part of this preliminary form is the airline ticket commitment. In order to get the best possible price on plane tickets, CCC needs to purchase airline tickets well in advance. This means that non-refundable tickets are being purchased by the church before the participants have begun raising funds for the trip, which could create a financial burden if the individual later needed to withdraw. By signing this form, the individual commits to paying the price of the plane ticket, or the cancellation fee if that is permitted by the airline, if he/she withdraws or is asked to withdraw from the short-term missions trip before raising the necessary funds to cover those costs.

Individuals seeking to go on a CCC short-term missions trip will also be asked to sign an Acknowledgement of Risks/Liability Release Form. This form will outline potential risks that come with traveling outside the Santa Clarita Valley into areas that have greater risks than those seen in and around CCC. For insurance reasons, this document indicates that team members understand the risks involved in this type of ministry and voluntarily accept these risks.

H. FINANCIAL SUPPORT FOR SHORT-TERM MISSIONS – Total short-term missions support will not exceed 10% of the annual missions budget. Priority will be given to CCC members and attendees; however, CCC may consider requests for support for short-term missions from partner churches.

When considering financial support for short-term missions trips, CCC believes short-term missions trips should be planned and thought out well in advance of the departure date. Those who believe that they are called to go on the trip should pray and ask God to provide the necessary funds for the trip. Team members may find it necessary to send support letters to family and friends to ask for prayer and financial support. This process should be done with enough time to finish collecting all necessary funds at least one month prior to departure date. In some instances, the church may have the money in the missions budget to assist with an approved missions trip. The decision to support members of CCC short-term missions team, will reside with the GLT with close consultation with CCC Elder Board.

While we want to involve the church body in these missions opportunities, past efforts have shown that church-sponsored bake sales, car washes, rummage sales, etc. to raise funds take away from the main focus of the short-term missions trip. Moreover, the people of CCC have already given through their regular monthly giving, as well as potentially receiving support letters from those going on the trip. By conducting such sales the people of CCC are being asked to fund short-term missions on three different occasions. While team-members are free to raise money via these methods on their own, we will generally

not permit these activities to take place at the church, nor should the church's name or resources be used to advertise any fundraising activity of this nature without prior approval of the GO Pastor. Prayer, faith, and trust in God to provide are the best indicators if God has truly called an individual to a particular trip. CCC firmly believes, where God guides, God provides.

I. SHORT-TERM MISSIONS TEAM PARTNERSHIPS WITH OTHER CHURCHES – Often churches

will partner with one another to give their people an opportunity to go on a short-term missions trip. Not only does this help reduce the workload and cost, often these partnerships help build a bond between these churches; however, the primary goal of CCC short-term missions trips cannot be overlooked. As can be seen above, in order to ensure sharing the Gospel is the primary goal of CCC short-term missions teams, a great deal of time and money will be spent preparing team leaders and members before departing CCC, for this reason CCC will only partner with local, like-minded churches.

Moreover, if there is substantial distance between the church that wishes to partner with CCC on a GO Team trip, it is strongly recommended that the partnering church establish their own team leader and policies. If there are three or more individuals from a like-minded church, CCC will expect that the partnering church will assign their own leader and establish similar policies as seen in this document. Groups coming from partnering churches will be responsible for their own insurance coverage, liability forms, emergency contact information, etc. This recommendation helps prevent confusion but also helps in the leadership and management of the team, as well as covers the partnering church in case of an emergency or a liability issue. If a GO Team Leader wishes to partner with another church, then the GO Pastor must be notified and final approval and/or instructions will be given by the CCC Elder Board.

V. MERCY MINISTRIES

A. WHAT IS A MERCY MINISTRY AND HOW DOES THIS APPLY TO CROSSROADS?

If a person were to go on the Internet and type in the words "mercy ministry," there would be no shortages of links to various ministries and non-profit agencies; which supports why defining what a mercy ministry is and how Crossroads views mercy ministry is so important. Tim Keller in his book, *Center Church*, gives the basic definition of mercy ministry as, "Acts that meet BASIC needs...compassion for the undeserving" (Keller, 323). Keller and many other respected theologians point to Jesus' narrative of the Good Samaritan in Luke 10:30-37 as Christ's example and command for mercy ministry. But if a person were to look at a non-profit organization such as the Red Cross, one could see an organization that meets the basic requirements laid out in Luke 10:30-37. So what separates the great work done by the Red Cross and mercy ministry of Crossroads?

Through God's Common Grace, He uses great organizations such as the Red Cross, the Salvation Army, etc. to help care for His creation. The main difference between a non-profit and Crossroads' mercy ministry is that the goal of a mercy ministry is to share the good news of Jesus Christ. In a mercy ministry, the church is commanded not only to care for those in need, but use this caring as a bridge to share the Gospel. Meeting a person's physical needs is a short-term solution; spiritual care, the Gospel is the true long-term solution. Keller goes on to explain why mercy ministry is important to sharing the Gospel to our community. "The church's ministry to the poor makes great sense as a corporate witness to the community of Christ's transforming love and as an important 'plausibility structure' for the preaching of the gospel" (Keller, 322). Given these explanations and Luke 10:30-37, most of Crossroads' ministry under the GO Ministry would fall under mercy ministry. Considering there are no shortages of individuals in the world who not only need help fulfilling basic human needs, but more importantly need to hear the Gospel; Crossroads needs criteria to help determine which mercy ministry to partner with.

B. CRITERIA TO EVALUATE MERCY MINISTRIES: Tim Keller not only provides a definition for

mercy ministry but he also gives the basic criteria that should be considered when engaging in mercy ministry at any level. The three criteria are: relief, development, and reform. In order to evaluate and determine ministry partners, Crossroads and the GLT will use these same three criteria.

1. RELIEF – “Giving direct aid to meet physical, material, and social needs”(Keller, 325).

This is the first level response and could involve the building of shelter, handing out food, digging wells, providing shoes, etc. Often this level is the easiest and fastest way to respond. However, many organizations and ministries stop at this level and never move on to the next two levels and in so doing find themselves trapped in a cycle that merely enables those in need to stay stuck in their situation with no hope or desire of ever moving out of a situation of need. Our human mind and Western culture drives us to focus on the material relief, which in of itself is not a bad thing but in order to make a real difference in the world for Christ, the next two levels must be included in a mercy ministry.

2. DEVELOPMENT – “Bringing a person or community to self-sufficiency...Development

for an individual can include education, job creation, and training. But development for a neighborhood or community means reinvesting social and financial into a social system – housing development and home ownership as well as other capital investments”(Keller, 326). As one might imagine the development stage usually costs more money and time but as mentioned above, without development any mercy ministry could find itself in a vicious cycle.

3. REFORM – “Social reform moves beyond the relief of immediate needs and

dependency and seeks to change the social conditions and structures that aggravate or cause dependency”(Keller, 326). It is within this level that often churches and ministries partner with other non-profits to help bring about changes through the writing of laws and changes in political areas. While a church or ministry may not be directly involved in reform, there should be strategic partnerships in place to help bring about long-term change.

VI. NEW MINISTRY PROPOSAL

Being a church plant CCC is fully aware of how God gifts and calls people to take great steps of faith in starting new ministries. Being good stewards the leadership of CCC wants to make sure a new ministry is not duplicating ministry that is already occurring in Crossroads, while at the same time evaluating the need and support of the proposed new ministry. For this very reason, the appendix section of this policy contains a New Ministry Proposal. Here at CCC we have discovered that the new ministries that have the greatest chance of surviving and lasting impact are those ministries that begin with a champion. A champion is a person who has vision for the ministry, patience to wait upon God and faithfulness to see the ministry through the various seasons in the life span of a church. If a person wants to start a new ministry at CCC, the New Ministry Proposal is the first step. After completing the application the GO Pastor will have the champion of the potential new ministry to come before the GLT and from the GLT the proposal will be forwarded to the CCC Elder Board for approval.