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| BMFP |
| Policy Handbook |
| 2018 |

The Policies contained in this handbook represent the operational policies of Baptist Missions to Forgotten Peoples, Inc. and are presented to assist the sending churches and the sent missionary in accomplishing God's will on the mission fields of the world. These policies are carefully thought out and are presented with the purpose of helping the missionary conduct his ministry in an organized manner.

**The Financial Policies of**

**Baptist Missions to Forgotten Peoples, Inc.**

It is the prayer of BMFP that each missionary will have sufficient support**,** money for house allotment,field expenses**,** and any other expenses incurred on the mission field. In our mission, whatever money is sent in by the Lord to individual missionaries; is then in turn disbursed to the missionary.

Our mission is a work of faith. The finances can only be supplied as we trust the Lord to meet the needs. Each missionary must learn to trust the Lord for his personal needs and work fund. This must be learned very quickly in the missionary’s life.

**1. Missionary Support**

1. Pre-Field Ministry

It is recommended that all new missionaries have little or no personal indebtedness. It is expected that pre-field ministry begins no later than six months following Candidate Training. Fulltime pre-field ministry should be established as soon as possible.

1. Monthly Support

BMFP will establish the required financial income (support) of missionaries in consultation with the missionary. The required missionary’s support will be established as follows:

1. **Basic living allowance**

 The basic cost of living is determined by the size of family. Included is the cost of food, clothing, medical, schooling, taxes, etc.

2. **Housing allowance**

 The housing allowance includes payment of mortgage and/or rent, utilities, furniture, maintenance, etc.

3. **Work fund**

 The work fund expenses include the cost of printed materials, church planting, ministry related expenses, and funds needed to further the ministry.

4. **Health, life insurance and retirement fund**

 It is required that all missionaries provide documentation supporting health insurance, a minimum of $100,000 life insurance on head of the family, and a retirement program designed for the individual needs of the missionary family.

 Included in the missionary’s support are amounts for insurance and retirement.

5. **Car and travel allowance**

 This will include the purchase of an automobile, gasoline, maintenance, and travel expenses.

6. **Escrow Account**

 The escrow is for the missionary’s protection. The purpose of the escrow account is for furlough and emergencies. Any use of these funds other than furlough must be approved by BMFP.

7. **Home Office Funding**

 A minimal amount is included in the missionary’s support to assist in the funding of BMFP’s overhead as determined by the Executive Board of BMFP.

1. The First Term
2. Missionaries are encouraged to set aside funds from pre-field ministry to help defray costs of transitioning to their field. This includes the cost of shipping and transportation expenses, initial residential costs, language school tuition and ministry startup funds.
3. It is required that the missionary have his full support level raised before they are cleared to leave for their chosen field. Any exceptions to this rule must be cleared with his sending church and BMFP.

**2. Support Revision**

 BMFP will re-evaluate the financial needs of their missionaries periodically and advise them accordingly.

**3. Administrative Procedure**

 BMFP requires that all missionaries be consistent in their financial affairs.

1. Quarterly Financial Report must be submitted by the 15th of the month following the end of each calendar quarter.
2. It will be the responsibility of the missionary to maintain their own financial affairs. Exceptions will be allowed in isolated areas of the world.
3. Missionaries will authorize BMFP to share aggregated support data with their sending church pastor.
	1. A statement of current established support level will be provided to the sending church pastor each time support level is recertified.
	2. An annual summary of support and receipted donations (total funds processed through BMFP) will be provided to the sending church pastor upon request and written notification to the missionary.

**Furlough Policies**

**of**

**Baptist Missions to Forgotten Peoples, Inc.**

BMFP recognizes the need of furlough time for the missionary. A furlough policy will be worked out with the particular needs of the missionary and his field kept in mind, subject to the approval of the sending church. BMFP shall be notified prior to departure.

1. Furlough time will not be scheduled until the missionary has completed one year on the field. Exceptions must be approved by BMFP.

2. Missionaries should inform, in advance, their Field Administrator of their intended furlough.

**Church Planting Policies**

**of**

**Baptist Missions to Forgotten Peoples, Inc.**

BMFP’s categories of Church Planters are General Church Planting, Ethnic Church Planting and Specialized Church Planting. BMFP recognizes two types of Church Planters; those who stay in church planting and those who plant a church and remains as pastor.

1. BMFP will not encourage a man to come with this board and do church planting in areas that are well populated with fundamental Baptist churches. We will require a full report on any given area before we will clear a candidate to go there and begin church planting

2. All churches will be independent from their inception. BMFP will not hold property deeds or leases belonging to local churches.

3. Churches planted by a BMFP missionary will supply headquarters with a quarterly financial and status report of the church as long as the pastor is a missionary.

4. Churches planted under this program will be encouraged to support the ministry of BMFP and to use the Faith Promise Plan of missionary giving.

**Canadian Missionary Policy**

**of**

**Baptist Missions to Forgotten Peoples, Inc.**

Every BMFP approved missionary (and family members if applicable), planning to serve in Canada, coming from another country, will take steps during the early part of ministry in Canada, to obtain immigrant status.

1. An amount of approximately $1,000.00 for each adult family member, planning to serve in Canada, be raised for costs involved in obtaining Canadian landed immigrant status while on pre-field ministry. The amount recommended for each minor is $300.00
2. The suggested amounts, recommended to be raised, may be changed from time to time depending on costs required by Immigration Canada.

**Educational Policies**

**of**

**Baptist Missions to Forgotten Peoples, Inc.**

BMFP recognizes two categories of missionaries; those who found or lead a ministry and those who serve in a support role. BMFP Candidate Training is required for both types of missionaries.

1. Missionary in charge of or founding a ministry:

* 1. Must have the equivalent of at least three years of Bible College. However, military retirement, professional training, plus Christian maturity and experience will be seriously considered.
	2. College students are never encouraged to drop out of school to apply to our board. BMFP encourages them to start the application process as they enter the last year of their program of study.

2. Missionary serving in a support role.

1. The support type missionary qualifications include vocational training and experience.
2. A Bible College or Institute education is recommended.

**Specialized Ministry Policies**

**of**

**Baptist Missions to Forgotten Peoples, Inc.**

1. Examples of such ministries include, but are not limited to; military singles centers, rescue & rehab missions, prison, aviation, deaf, crisis, children’s and handicap ministries, etc.

2. Any ministry not a church-planting ministry must be a ministry under a local independent Baptist church.

* 1. There is no need for individual missionaries and/or ministries to form official boards since they will be under the local church.
	2. The missionary should be familiar with the legal situations within their State.
	3. The working relationship of the ministry director with the local church shall be agreed upon by the pastor, the missionary and BMFP.

**Aviation Ministry Policies**

**Of**

**Baptist Missions to Forgotten Peoples, Inc.**

BMFP understands that Missionary Aviation is a highly-specialized ministry using expensive and, sometimes, dangerous equipment to accomplish the planting and support of independent Baptist churches in hard to reach areas of the world. Missionaries serving with BMFP in the area of Missionary Aviation will adhere to the following policy statements.

1. Missionary Pilots serving with BMFP must obey all FAA regulations and applicable regulations in the countries where they serve.

2. Missionary Pilots serving with BMFP must maintain a minimum pilot qualification of single engine commercial IR rating.

3. Aircraft owned and operated by Missionary Pilots serving with BMFP should be used only for ministry related non-commercial flights.

4. Missionary Pilots serving with BMFP are permitted to fly for other like faith ministries and missions of mercy.

5. Ownership of aircraft can be structured as a single member LLC under the laws of individual countries where the Missionary Pilot is based.

**Foreign National Missionary Policies**

**Of**

**Baptist Missions to Forgotten Peoples, Inc.**

BMFP requires competent oversight of all foreign national missionaries.

* + 1. Foreign nationals must have a sending church in the United States of America, its territories, a church pastored by a BMFP missionary, or other likeminded missionary before raising support in the US.
		2. Foreign national missionaries under BMFP shall have oversight by a BMFP missionary or likeminded America missionary.
			1. The national is responsible to find a missionary with whom they can work. The oversight missionary must accept the task willingly and agree to work directly with BMFP to ensure accountability and policy adherence.
			2. Foreign nationals shall remain under the oversite of an American missionary for the duration of their tenure with BMFP. Severed relationships must be reported to BMFP and the sending church immediately.
			3. Oversight relationship must be agreed upon by the national, the American missionary, the sending church, and BMFP.

**Social Resource Funding Policies**

**Of**

**Baptist Missions to Forgotten Peoples, Inc.**

BMFP strongly discourages the raising of funds through social media, believing that the biblical approach to missions is through God’s people, under the authority and oversight of the local church, thus giving accountability of the Lord’s funds for ministry. It will therefore be the policy for BMFP missionaries that all funds raised apart from local churches and individuals, such as Go Fund Me and/or thru other social media, can only be done by prior approval of BMFP, in consultation with the sending church of the missionary.

**Emergency Contingency Policy**

**of**

**Baptist Missions to Forgotten Peoples, Inc.**

1. Baptist Missions to Forgotten Peoples will take all viable steps to secure the release of any missionary or constituent held by insurgent and/or criminal elements. Be it known, however, that Baptist Missions to Forgotten Peoples strongly opposes the payment of ransom and/or any other extorted commodities or services. Therefore, missionaries or constituents of Baptist Missions to Forgotten Peoples should not assume that ransom will be paid for their release. This policy results from much prayer and careful evaluation.
2. In the event of a hostage situation, Baptist Missions to Forgotten Peoples will provide trained negotiators for the purpose of affecting the swift and safe release of our missionaries. Such negotiators will function in accord with the policies of Baptist Missions to Forgotten Peoples, and under the authority of Baptist Missions to Forgotten Peoples.
3. Baptist Missions to Forgotten Peoples requires that all hostage victims, all members of their immediate family still of their household, and all members of the crisis management effort be interviewed by Baptist Missions to Forgotten Peoples crisis counselor or a counselor approved by the BMFP Administrative Team.
4. Baptist Missions to Forgotten Peoples requires that, should a husband be taken hostage, the wife along with all children of that household shall be evacuated to their home country as soon as possible. Should both parents become hostages, the children of that household shall be evacuated to the location of parental choice in their home country. This also applies to any hostage situation where there is only one parent. Other situations may require evacuation as well, but will be determined by the Crisis Management Team on a situational basis.
5. It is the policy of Baptist Missions to Forgotten Peoples that all members have a Contingent Temporary Guardianship in effect designating the person or persons who will act as guardians of your minor children upon your disability, incapacity, or death. Baptist Missions to Forgotten Peoples, as a corporate organization, is unsuitable to perform the role of permanent guardian in a satisfactory manner.

I/We the undersigned, have read, understand, agree with, and agree to comply with the above Baptist Missions to Forgotten Peoples Contingency Policy.

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 (Signature) (Date)

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